



REVIEW OF RESEARCH



EMPLOYMENT GUARANTEE SCHEME

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ABSTRACT

The strengthening of the PRIs is necessary for improving the overall effectiveness of social security framework and to anchor to development of local economy.

Employment generation programs, principally the flagship wage employment programmer, MGNREGS, are to be seen as social security interventions at a minimal level of substance for rural population. While it should have the capacity to be rapidly scaled up in time of economic stress and to redress temporary labor dislocation it should not be viewed a development mode for rural economy. Employment generation programmers are effective in their impact on poverty alleviation if they bring about a real wages otherwise it lead an increase in the number of working porcine those who are employed by the time criterion but are unable to sustain a living about poverty line. The real wages could improve either due to statutory provisions (as under MGNRES) on through overall productivity gain in the local economy.



KEY WORDS: MGNREGA, Poverty Alleviation Programme.

• INTRODUCTION:

The potential of compromising India's structural transformation into an economy where most jobs are in the non-farm sector and retarding the harnessing of the demographic dividend. There is also anecdotal evidence to suggest that the non-farm urban sector may be facing some loss of semi and skilled labor even in non-peak agricultural season and a squeeze to their margins due to increase in labor costs. India's evolving democracy and its political economy needs a transformation model that can overcome hurdles posed by extant social order and power relation in addressing poverty and deprivation. Such a model could be usefully anchored in the international human rights normative framework to guide the conduct and the results of the development process. India has indeed taken a lead in this respect. the last few years initiative have been taken by the central government in giving shape to a right-based social protection floor in india.it included the MGNREGA,providing 100 days of unskilled manual labor to every rural household on demand within fifteen days and ordinarily within a distance of five kilometers of place residence

• OBJECTIVES

- 1) Studied the wage employment programme.
- 2) Impact on poverty alleviation and transforming society.

One of the biggest concerns with a wage employment programmer is that no matter how effectively they are implemented, work made available on a daily basis can at best address the current or the transient poverty and not provide a durable solution to the problem. On the other hand self-employment programmers if successfully implemented have the potential of making more sustainable impact on alleviating poverty. Indeed poverty incidence among the self-employed is significantly lower than for those who are either working as agriculture labor in rural areas or as casual workers in urban areas. Wage employment programmers are preferred as they are more cost effective better targeted than self-employment programmers and importantly, politically attractive to sell the constituency of poor voters. Several studies have also shown that self-employment programs such as the Integrated Rural Development Programme (IRDP) introduced in the 1970s and its successor SGSY in late 1990s have suffered from extensive leakages (including corruption in selection of the beneficiaries) design deviations both in terms of assets created or delivered and the amount of credit or investment facilitated, resulting in suboptimal outcomes. (Planning Commission, 2006) thought there is considerable improvement from the IRDP to SGSY outcomes, self-employment programmers may have yielded less impressive results in rural areas also due to limited size of local markets and weak linkages with urban areas.

- **MGNREGA Best Practices**

The Mahatma Gandhi National Employment Guarantee Act (MGNREGA) 2005 universalized as a MGNREGS in 2008 is one of the largest social security programs in the world with approximately 50 Million rural beneficiary households being covered every year. Despite several positive development spin-offs micro level studies have pointed out malpractice and procedural difficulties at various stages in the implementations of this program. This is best practices related to some of this issue that potentially can be replicated in other places.

Wage payment: Wages are to be paid on a piece rate basis as a per state wise notified MGNREGA wages on a weekly basis through bank accounts or post office accounts of the beneficiaries. However, delay in wage payments along with lower wages and fake entries in muster rolls is a common complaint of the beneficiaries from several regions of the country. In Cuddalore district (Tamil Nadu) villagers used to automate teller Machines (ATM) with a second level authentication (Finger Impression) for withdrawing wages. This eliminated any scope for corruption as wages could only be withdrawn by beneficiary. In order to assist villagers in withdrawing money and manage an ATM the panchayat employed a villager whose responsibility was for the purpose. The panchayat also employed a villager whose responsibility was to collect list of workers and their due wages from worksite and deposit cash with the bank. It was the bank's responsibility to put cash in ATM. In three districts of Odisha, Information and communication technology (ICT) based wage payment system (Using GPRS based mobile phones) was put to use in 2009. The village pradhan issued a cheque as per the number of beneficiaries and their dues that was deposited in the bank. The amount got credited to the accounts of the beneficiaries and through the business correspondent who withdraw the money to make payment to beneficiaries as per the list.

Asset creation (land development): In addition to providing wage employment, the other important objective of MGNREGS is to create durable assets to support sustainable livelihood security for the rural poor. Several micro level studies have found asset creation under MGNREGS to be of poor quality. Reducing the program as a means to just doling out money without any significant impact on sustainable livelihood generation. Development of farm land belonging to SCs and STs and construction of ponds for regular supply of water resulted in increase of crop yield in Vizianagram village in Andhra Pradesh. SCs and STs who were earlier casual laborers for major time became self-cultivators for the almost the entire year. The result in higher incomes and a sustainable means of livelihood for the poor laborers. In addition, several civil society organizations helped the government in forming labor groups for information dissemination of provisions under MGNREGA. This ensured regular participation of workers and completion of work.

Social Audit: Transparency and accountability in MGNREGS is ensured through the provision of social audit, wherein all accounts and records relating to the scheme are to be made available for public

scrutiny. Most often, district's officials have been reluctant to conduct social audits as it could highlight shortcomings on their part. Andhra Pradesh has set as example in this context by establishing independent directorate for conducting social audit. Its order to successfully implement the process youth groups have been formed primarily from households participating in MGNREGS. The volunteers are trained in generating awareness about various provisions of the act and register complaints, cross-check official record by door to door verification of work. The finding is read out in public meetings and officials are required to respond to the issue and concerns raised.

Convergence are as Programmes: MGNREGA due to its flagship status and as a legal entitlement, commands considerable amount of budgetary allocation while several other developmental programmers face shortage of required financial support. In such context, it is desirable to have an arrangement involving different programmers that safeguards the primary objective of each programmer by creating a smooth working coalition among them. Such a coordinated approach is likely to yield a more inclusive socio-economic development in comparison to the approach where different development programs a continue to be implemented separately.

In Andhra Pradesh and Madhya Pradesh there is successful conveyance of MGNREGS with agriculture and horticulture department initiative. In Chittoor district of Andhra Pradesh this convergence resulted in doubling of area under mango orchard within a span of two years (2007-08 to 2009-10). Further survival rate of plantations increased by almost 90 percent due to activities like land development, and various programmer related water conservation and water harvesting undertake through MGNREGS. In part of Madhya Pradesh convergence resulted in increased viability of water and four to five fold increases in wheat yield. In Bankura district of West Bengal landless women formed self-help groups and leased barren land for 25 years. They used MGNREGS Funds for land development and planting Mango orchards and timber. In addition to water conservation work were undertaken in upland (to reduce velocity of water runoff) in midlands (water tank were built on private land s) in low lands (where small seepage tank were constructed). Thus principal of natural resource management informed MGNREGS activities.

Inclusive development approach in nasality affected areas Balata district in Madhya Pradesh is one of the nasality districts in India where almost one-third of the district was beyond the reach of any administration. With a participatory approach to implement MGNREGS the situation changes dramatically

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In order to gain confidence of the people of the local administration started organizing medical camps at weekly markets. Efforts were also made to improve functioning of public distribution system and facilitating government interaction with local community. The objective of these meeting was to understands development priorities of the region, and thereby plan out appropriate measures in a coordinated way. As a part of the coordinated approach, the administration pooled -in funds from different schemes were integrated. for example black topping from PWD funds well construction from MGNREGS, and pump provision under SGSY were pooled together.it enabled generation of considerably more employment opportunities and improved infrastructure and other assets.moreover,in order to provide employment beyond stipulated 100 says under MGNREGA.forest activities like bamboo felling and tend leaf collection were also initiated by district administration. As a result of this integrated approach, there was an increase in crop yield, reduction in distress out-migration, increase in casual wages, improvement in rural connectivity and more importantly influence of fatalism reduced substantially, with naxal-related crimes coming down from 21 in 2005 to nil in 2009.

• CONCLUSION

The two specific suggestions that have been frequently highlighted in this context are the need to build flexibility in activities that can be undertaken as part of MGNREGS deployment and strengthening of the district level resource base planning ,implementation and monitoring of the scheme. That there should

be an option available to deploy MGNREGS workers in both public and private works, including agriculture and self-employed activities(with adequate safeguards) for skill up gradation and training as artisans craftsman and technicians in trades guided by market demand.

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