



RESEARCH ARTICLE

A STUDY ON MGNREGA: EMPLOYMENT GENERATION FOR TRIBAL AND
SCHEDULE CASTE OF RAJASTHAN

¹Dr. Meera Mathur and ^{2,*}Prerna Bhati

¹Professor, Faculty of Management Studies, Mohan Lal Sukhadia University, Udaipur (Rajasthan)

²Research Scholar, Faculty of Management Studies, Mohan Lal Sukhadia University, Udaipur (Rajasthan)

ARTICLE INFO

Article History:

Received 10th December, 2016

Received in revised form

04th January, 2017

Accepted 04th February, 2017

Published online 31st March, 2017

Key words:

Employment,
Mgnrega,
Tribals,
Schedule Cast.

ABSTRACT

The National Rural employment Guarantee Act 2005 is a landmark initiative in the history of poverty reduction strategies in India. The act providing unskilled wage work to the poor at the bottom addresses the worst form of poverty in the rural India. The Act provides a legal Guarantee of 100 days of wage employment in a financial year to every rural household whose adult members volunteer to do unskilled manual work at the minimum wage rate notified for agricultural labour prescribed in the State or else an unemployment allowance. The objective of the Act is to supplement wage employment opportunities in rural areas and in the process also build up durable Assets. The objective of the paper is to examine the extent to which the intended programme has reached the tribals and schedule cast people in terms of employment generation, asset creation and wage accruals through involving MGNREGA. The reference period for the analysis is from 2016-15 to 2012-13. The data is collected from secondary sources for this study it includes the information available on the official websites of MGNREGA and Simple averages, ratios, and percentages have been used to carry out my objective. The major findings of the study are no household in tribal of the village completed 100 days employment programme, above 50 % employment sharing by the tribal women in every year in this village.

Copyright©2017, Dr. Meera Mathur and Prerna Bhati. This is an open access article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Citation: Dr. Meera Mathur and Prerna Bhati, 2017. "A study on Mgnrega: employment generation for tribal and schedule caste of Rajasthan", *International Journal of Current Research*, 9, (03), 47731-47735.

INTRODUCTION

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), 2005 which is a rights-based flagship scheme of the Government of India with effect from 2 February, 2006, guarantees at least 100 days of wage employment in a given Financial Year to every rural household whose adult members volunteer to do unskilled manual work. India has the largest concentration of tribal people anywhere in the world except in Africa. India, with a variety of ecosystems, presents a varied tribal population throughout its length and breadth. The areas inhabited by the tribal constitute a significant part of the under developed areas of the country. According to 2001 census, the population of scheduled tribes in the country was 84.3 million, consisting about 8.19% of total Indian population. The greatest challenge that the Government of India has been facing since independence is the proper provision of social justice to the Scheduled Tribe people, by ameliorating their socio-economic conditions. Scheduled Tribes constitute the weakest section of India's

population, from the ecological, economic and educational angles Economic empowerment is a powerful tool against poverty, to improve the conditions of the tribals and schedule cast, centre as well as state governments have been implemented the special programmes from first five year plan. Inclusive growth strategy aims at reducing inequalities and ensures social justice by helping the marginalized sections of the society.

Review of Literature

Narayana and Das (2014) they studied "Employment Guarantee for women in India: Evidence on participation and rationing in MNREGA" and examine the performance of states in terms of participation and rationing of women in the programmed relative to that of men, including widows, mothers of young children etc. They found there are substantial variations both across states and sub populations implying the need for a differentiated policy focus across states to support women's access to and participation in the MNREGA. Babu. and Panda, (2015) studied on "Performance Assessment Study of Mahatma Gandhi National Rural Employment Guarantee Scheme: An Overview". They observed the act provide employment to every rural household for 100 days in a year, MNREGA increased purchasing power of rural, poor, reduce distress migration and create useful assets in rural Indian.

***Corresponding author: Prerna Bhati,**

Research Scholar, Faculty of Management Studies, Mohan Lal Sukhadia University, Udaipur (Rajasthan).

Union Rural development Minister proposed to limit MGNREGA programmes within tribal and poor area. But it is due to role of contractor and broker in process of implementation of MNREGA could not achieve the targeted objective and related problems Beneficiaries delay of Payment, Fake, corruption etc. Dreze, (2007) focused on transparency and accountability of NREGA and looks at the corruption in rural employment programs in Orissa and how this has | continued in a NREGS as well in his study. However, he believes that there is tremendous potential of NREGA in the survey areas. Where work was available, it was generally found that workers earned close to (and sometimes more than) the statutory minimum wage of Rupees 70 per day and that wages were paid within 15 days or so. This is an unprecedented opportunity for the rural poor, and there was evident appreciation of it among casual laborers and other disadvantaged sections of the population. There is the hope among workers that NREGA would enable them to avoid long-distance seasonal migration. Further, there is plenty of scope for productive NREGA works in this area, whether it is in the field of water conservation, rural connectivity, regeneration of forest land, or improvement of private agricultural land.

Meera Reddy (1990) examines and highlights the effect of TRYSEM on rural employment and development. The conclusions of the study are: i. TRYSEM is able to make only a limited dent on the problems of rural unemployment and poverty. ii. The author suggests that the strategies of self-employment and wage employment programme are two components of the poverty alleviation strategy in rural areas. Krishna Kumar (1996) paper was aimed at measuring not only the incidence of poverty but also the effectiveness of poverty alleviation programmes by choosing a better measure of poverty that is suited for such a purpose. Thakur et al examined the impact of the integrated tribal development programmes on the socio- economic parameters of the tribals and assessed the specific problems encountered during the implementation of the programmes.

Ashok Pankaj and Rukmini Tanka (2010) examined the effects of the MGNREGA on rural women empowerment in Bihar, Jharkhand, Rajasthan and Himachala Pradesh. They find that women workers have gained from the scheme primarily because of paid employment opportunity and benefits have been realized through income- consumption effects, house hold effects and the enhancement of choice and capability.

Employment Status

The main objective of the MGNREGS is to provide for the enhancement of the livelihood security of the households in rural areas by providing at least 100 days of guaranteed wage employment' in a year. Hence, the main indicator of progress and performance of employment under MGNREGS are the person days of employment per household seeking employment and then, whether these households are getting hundred days of employment in a year and how many household provided employment as against demand for employment under the scheme and employment among social groups. Though MGNREGS is self-targeting, the question is whether the poor households are able to exercise the right and access employment. Occupationally the poorest in rural areas are agricultural labourers while socially more disadvantaged are scheduled castes (SC) schedule tribes (ST) and women.

Objectives

Taking these aspects into consideration, progress and performance of MGNREGS across the states can be analyzed on the basis of the following indicators:

- Percentage of households provided employment as against demand for employment;
- Average number of person days of employment per household in a year;
- Percentage of households getting 100 days of employment in a year;
- The extent of participation of SC and ST households in MGNREGS;
- . The share of women in total person days of MGNREGS employment.

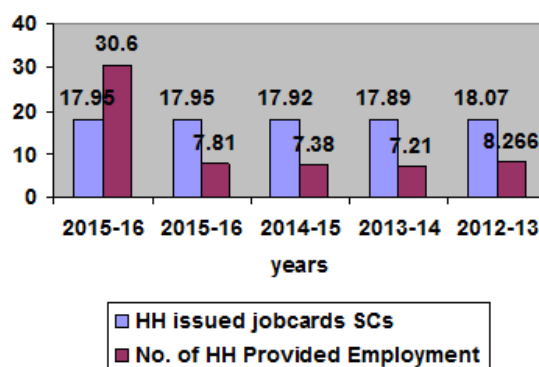
METHODOLOGY

Present study is exclusively on Secondary data give at MGNREGA site and MIS system and government publication, reports, journal and Article.

Table 1.

State	HH issued jobcards	No. of HH Provided Employment
	SCs	SCs
2015-16		
RAJASTHAN	17.951	7.813
2014-15		
RAJASTHAN	17.929	7.384
2013-2014		
RAJASTHAN	17.891	7.217
2012-13		
RAJASTHAN	18.07	8.266

SCs employment rate

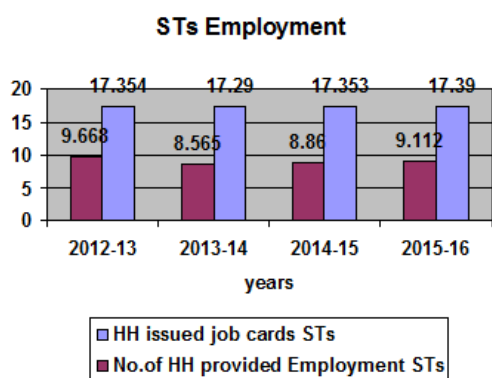


Employment Demanded vs. Employment Provided

The single most important distinguishing feature of MGNREGA from employment programmes of the past is that the provision of work is triggered by the demand for work by wage-seekers and provided as their legal right. One of the most important aspects of MGNREGS is that the villagers can rightfully demand employment.

Table 2.

State	HH issued job cards STs	No. of HH Provided Employment STs
2015-16		
RAJASTHAN	17.392	9.112
2014-15		
RAJASTHAN	17.353	8.86
2013-2014		
RAJASTHAN	17.29	8.565
2012-13		
RAJASTHAN	17.354	9.668



The authority is responsible to provide employment in response to demand or provide employment allowance in the case it is unable to do so.

For performance analysis it is essential to look at the response of government in providing employment against the demand raised by workers. The MGNREGA can target development using huge demand for casual jobs. It has made a dent on poverty by increasing employment opportunities.

Participation of SC and ST Persons:

In India, important social groups such as scheduled castes and scheduled tribes that are at the lowest rung of the social and economic hierarchy together constitute about 23 per cent of the total population. However, their shares in the development outcomes are far too low in terms of resource endowments as well as for human development indicators. Their presence is disproportionately high in groups such as agriculture labour households, small and marginal farmers as well as unorganized workers. Poverty and vulnerability is also high among these groups compared to other social groups. Given this situation, MGNREGS appeared to be a critical source of employment for the rural poor, particularly categories such as distressed families from SC and ST. The data suggest that as a measure of social protection to the poor and vulnerable social groups the scheme is making a difference by augmenting their employment and incomes. In all states the share of SC and STs in the employment generated under the scheme is much higher than their share in population. Rajasthan, where it was lower initially, there was substantial increase in the later years. Concentration of SC and ST population vary in different states, therefore figure of SC/ ST work days generated can be meaningfully interpreted with the availability of percentage of SC/ ST population in the MGNREGA districts. The G.B. Pant Social Science Institute under the coordination of Jean Dreze (Dreze, 2009)8 study of six North Indian states found that 73 percent of respondents belong to scheduled caste/ scheduled tribe families.

Table 3.

State	HH issued jobcards				No. of HH Provided Employment				EMP. Provided No. of Women
	a	b	c	d	a	b	c	d	
	SCs	STs	Others	Total	SCs	STs	Others	Total	
2015-16									
RAJASTHAN	17.951	17.392	63.37	98.713	7.813	9.112	21.079	38.004	33.325
2014-15									
RAJASTHAN	17.929	17.353	63.149	98.431	7.384	8.86	20.624	36.868	32.06
2013-2014									
RAJASTHAN	17.891	17.29	63.119	98.299	7.217	8.565	20.369	36.151	31.358
2012-13									
RAJASTHAN	18.07	17.354	64.022	99.445	8.266	9.668	24.231	42.166	36.359

A	b	c	D	e	a	b	c	D
No. of Persondays generated					Families Completed 100 Days			
SCs	STs	Others	Total	Women	SCs	STs	Others	Total
2015-16								
391.902		455.206	982.264	1829.372	1272.687	0.686	0.648	1.381
2014-15								
332.343		444.95	908.894	1686.187	1150.972	0.601	0.679	1.533
2013-14								
365.035		481.092	992.429	1838.556	1245.755	0.901	1.308	2.251
2012-13								
433.425		533.547	1236.104	2203.076	1519.054	0.896	1.019	2.303

As far as participation of SCs in Rajasthan is concerned, it has been fluctuated over the period of time. It was 8.266 lakhs people in 2012-13, which was reduced to 7.217 lakhs in the next year, then increased to 2015-16 i.e. 7.81lakh people. The highest with the share 8.266 in 2012-13 which has than decline and now again it is increased. As far as participation of STs is concerned, the state scenario shows an increase in the number of STs from 9.112 lakhs person days in 2015-16 to 8.86 lakhs person days in 2014-15. However, their proportion to the total person days shows a significant declining trend from 2012-13 to 8.565 percent in 2013-14 (Table 2)

Participation of Women

Women's empowerment is not the main objective of the MGNREGA. But the Act can help to empower women, by giving them independent income-earning opportunities. It provides that 30 percent of the employment provided, should be given to women. The Act requires that one third of beneficiaries of the program be women, preserving in the law the principle that women cannot be excluded from MGNREGA work. In theory, the "1/3 provision" should serve as an important safeguard to ensure women's inclusion in the labor market in areas where women have no access to remunerated employment. Therefore, the degree to which states implement the "1/3 provision," is a useful indicator of the successfulness of MGNREGA implementation. However, provisions like priority for women in the ratio of one-third of total workers (Schedule II (6)); equal wages for men and women (Schedule II (34)); and crèches for the children of women workers (Schedule II (28)) were made in the Act, with the view of ensuring that rural women benefit from the scheme in a certain manner. Provisions like work within a radius of five kilometers. Participation of SC and ST under MGNREGS in Rajasthan from the house, absence of supervisor and contractor, and flexibility in terms of choosing period and months of employment were not made exclusively for women, but have, nevertheless, been conducive for rural women. Nevertheless, women have availed paid employment opportunity under MGNREGS in large numbers. Interestingly, this occurred largely spontaneously. Women's participation under MGNREGS, measured in person-days, also exceeded their participation in erstwhile employment generation programmes like the Sampoorna Gramin Rojgar Yojana (SGRY).

Conclusion

Studies show that having once tasted the value of bringing home a money wage from their own labour, they had developed a sense of confidence and also release from the authority of the family and had started to gain the confidence to take up other types of work in the area and also argues that the payment of equal wages to men and women is one reason for their highest participation in this scheme. In areas where rural women are traditionally homebound, such as Rajasthan the employment guarantee Act has an even more significant role to play as a means of empowering rural women and curbing gender discrimination. The MGNREGS has potential in empowering women by providing them work opportunities has been commented on by others as well (Dreze and Oldiges 2009, ISST 2006, Jandu 2008, 13). Thus it shows that the underprivileged majority is not completely marginalized in this elitist political system. With adequate political organization, their demand can prevail over privileged interests.

As the bank deposits are increasing, the intra-household status of the woman has also been improving commensurately as she controls substantial cash resources and withdrawal can be made only on her decision. There are wide variations across states, within states and across districts in the share of work days availed by women. The Table 3. shows the percent of women participation at state level from 2012-13, which shows an increasing trend and is above the minimum participation..

REFERENCES

- Bhatty, Kiran 2006. "Employment Guarantee and Child Rights", *Economic & Political Weekly*, 41(20): 1965-67.
- CESS 2009. "NREGS in Andhra Pradesh – Issues and Challenges", *Centre for Economic and Social Studies*, Hyderabad.
- Dreze, J. and Oldiges, C. 2007. "How is NREGA Doing?" *Information from Ministry of Rural Development Website (www.nrega.nic.in)*, New Delhi.
- Dreze, Jean and Christian Oldiges 2009. "Work in Progress", *Frontline*, Vol.26, Issue IV, Feb.14-27.
- Dreze, Jean and Oldiges, Christian 2007. "Commendable Act", *Frontline*, Volume 24, Issue 14: July.
- Dreze, Jean and Reetika Khera, 2009. "Battle for Work", *Frontline*, Vol. 26, No. 01, Jan.
- IHD 2008. "Processes, Institutions and Mechanisms of Implementation of NREGA: Impact Assessment of Bihar and Jharkhand", Institute for Human Development, New Delhi.
- IHD: 2009c. Institutional and Governance Challenges in Social Protection: Designing Implementation Models for the Right to Work Programme in India, *Working Paper Submitted under the Social Protection in Asia Programme*.
- IIML 2009. "Quick Appraisal of 5 Districts under NREGS in Uttar Pradesh", *Centre for Food and Agribusiness Management, Project Funded by UNDP*, August, pp. 269-272.
- Institute of Social Studies Trust (2006), "Study on Women and NREGA", *Mimeo*, New Delhi: ILO and ISST.
- Jandu, Navjyoti 2008. "Employment Guarantee and Women's Empowerment in Rural India", see www.righttofoodindia.org.
- Jandu, Navjyoti, 2008. "Employment Guarantee and Women's Empowerment in Rural India", Paper Presented to International Seminar on National Rural Employment Guarantee Scheme in India, *Organized by Institute for Human Development and Centre for Science and Humanities*, September 16-17, New Delhi.
- Khera, R. 2008. "Empowerment Guarantee Act", *Economic and Political Weekly*, Vol. 43, No. 35, 30 Aug.-5 Sept.
- Khera, Reetika 2008. "Group Measurement of NREGA Work: The Jalore Experiment", *International Conference on NREGA: Impacts and Implementation Experiences*, New Delhi, 16-17, September.
- Khera, Reetika and Nandini Nayak 2009. "Women Workers and Perceptions of the National Rural Employment Guarantee Act", *Economic & Political Weekly*, 44(43): 49-57.
- Krishnaraj, Maithreyi, Divya Pandey and Aruna Kanchi 2004. "Does EGS Require Restructuring for Poverty Alleviation and Gender Equality? II – Gender Concerns and Issues for Restructuring", *Economic & Political Weekly*, 39 (17): 174-47.

- Mehrotra, Santosh, 2008. "NREGA Two Years On: Where Do We Go from Here?", *Economic & Political Weekly*, 43(31): 27-35.
- Narayanan, Sudha 2008. 'Employment Guarantee, Women's Work and Childcare', *Economic and Political Weekly*, 1 March 2008: 10-13.
- Pankaj, Ashok and Rukmini Tankha 2009. "Women's Empowerment through Guaranteed Employment", *Institute for Human Development*, Delhi.
- Sarma Mandira 2008. "Index of Financial Inclusion", *Working Paper No 215, Indian Council For Research on International Economic Relations*.
- Sengupta, A.K. 2009. "The Challenge of Employment in India: An Informal Economy Perspective", *National Commission for Enterprises, Government of India, Academic Foundation*, New Delhi.
- Shah, Mihir 2007. "Employment Guarantee, Civil Society and Indian Democracy", *Economic and Political Weekly*, November 17, pp.43-51.
- Shariff, Abusaleh 2008. "Access and Use of India's "National Rural Employment Guarantee Scheme: An Empirical Assessment", *IFPRI*, New Delhi.
- Talukdar, Ratna Bharali 2008. "NREGA Shines for Tripura Women", *India Together*, 30 June.
- Vijayakumar, B. and Thomas, S.N. 2008. "Governance, Institutions and National Rural Employment Guarantee Scheme", *International Conference on NREGS in India: Impacts and Implementation Experiences*, New Delhi, 16-17 September.
- Vijayanand S.M and V.N. Jitherdran 2009. "Implementation of NREGA Experience of Kerala: Design Process and Impact", *UNDP*, New Delhi, pp220.
