

# An Analysis of Employment programme in India with special references to MGNREGA

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## ABSTRACT-

MGNREGA has been somewhat a successful campaign as it has definitely generated work for the rural populace. Although, the initiative has been mired in criticism, it has still given a new ray of hope to people who had remained unemployed in the absence of any opportunity. The advantages of the Act are evident. There have been myriad schemes in implementation for the providing employment to the poor. However, these have been more like handouts. The NREGA is not a dole. It is an indication of the government accepting its duty to provide employment to the poor. It is saying that the poor have a right to be employed and that the state guarantee and reaffirms this right. The act further specifies that the work generated will focus on creation of durable asset and strengthening the livelihood base in rural areas. MGNREGA is one of a kind programme in the whole world. Given its' sheer scale, it is difficult to have a universal plan. It has to be reformed and initiated in a whole new form as the changing times demand, target group and asset to be created under. In short it's a continuous process that has both tangible and intangible results, effects that has to be carefully accounted with time and made effective. This article focuses on the success of MGNREGA in India, describing the rural development and detailing the development of Indian economy.

**Keywords-** Successful, Initiative, Employment, Tangible, Handouts

## INTRODUCTION-

The MAHATMA GANDHI National rural employment Guarantee Act, MGNREGA is a flagship programme of the UPA government which guarantees employment up to 100 days for the rural poor with a statutory minimum wage of Rs. 100 per day. Able bodies people cutting grass on the side of a state highway for no purpose at all, other than stealing it from cows that could have eaten it, for Rs. 100/day, when the field beyond the fence offers jobs is a scheme that has boud laziness, corruption and all the evils that a growing economy can do without. But given the security of free food, free electricity etc. we have now a group of people in the unskilled working class that are happy to take less money, as almost no work and simply eat the MGNREGA handouts supply of work is determined by differences in state capacity and commitment, local power relations and political competition. There is market variation in the provision of employment to those demanding work employment outcomes are lower in states with higher poverty levels. MGNREGA implementation depends on the supply of work. Rather than the demand for it. Labour-intensive tasks like creating infrastructure for water harvesting, drought relief and flood control are preferred in MGNREGA

**The contribution of women employees is 55% which is empowering women and their family-**

By 2015, more than 68,26,921 people were employed in this scheme. In this year 2018, it might cross 80 lakh labourers easily which will help upliftment of poor. But their wages are poor and benefits are denied. Waste management schemes are being done in Tamilnadu using MGNREGA. Government is planning to create 5 lakh ponds and lakes in the field of water harvesting.

## SALIENT FEATURES OF THE CAMPAIGN-

Some salient features of the campaign are given as under-

- The Gram Panchayat after due verification will issue a job card. The job card will bear the photo-graph of all adult members of the household willing to work under MGNREGA and it free of cost.
- Adult member of a rural houshold, willing to do, ans killed mammual work, any apply for regitration in writing orally to the local Gram Panchyat.
- The job card should issud within 15 days of application.
- A job card holder may submit a written application for employment to the Gram Panchayat, stating the time and duration for which work is sought. The minimum days of employment have to be at least fourteen.
- The Gram panchyat will issue a dated receipt of the written application for employment, againt which the guarantee of provding employment with in 15 days operates.
- Employment will be given within 15 days of application for work it is not then daily unemplment allowance as per the act, has to be paid liability of payment of unemplment allowance is of the states.
- Work should ordinarily be within 5 km radius of the village. In case work is provided beyond 5km, extra wages of 10% are payable to meet additional transportation and living expenses.
- Wages are to be paid according to the minimum wages Act 1948 for agricultural labourers in the state, unless the central notifies a wage rate which will not be less than Rs. 60/per day.
- Equal wages wil be provided to both men and women.
- Wages are to be paid according to piece rate or daily rate. Disbursement of wages has to be done on weekly bases and beyond a for nighth in any case.
- At least one-third beneficiaries shall be women who ahve registered and requested work under the scheme.
- Work site facilitate such as reache, drinking water, shade have to be provided.

- The shelf of projects for a village will be recommended by the Gram Sabha and approved by the Zilla Panchayat.
- At least 50% of works will be allotted to Gram Panchayat for execution.
- Permissible work predominantly include water and soil conservation, afforestation and land development works.
- A 60:40 wage and material ratio has to be maintained. No contractors and machinery in allowed.
- The central government bears the 100 percent wage cost of unskilled and semi-skilled workers.
- Social Audit has been done by the Gram Sabha.
- All accounts and records relating to the scheme should be available for public scrutiny.
- MNREGA is devised to be an inclusive development scheme. Unfortunately, manipulated and sidelined for vote bank politics.

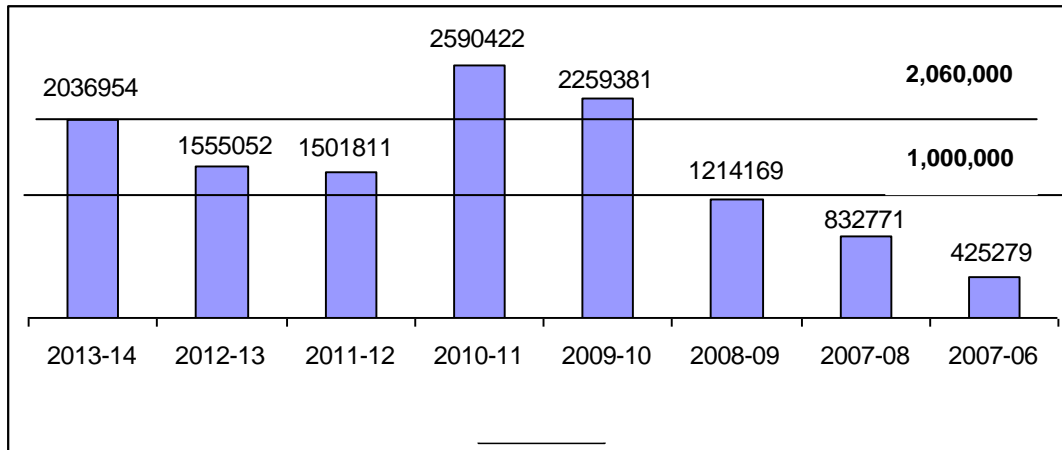
#### **THE PROS-**

- Unleashed a revolution in rural India.
- Brought job security for rural poor.
- Rise of minimum wages.
- Established the country as a model of inclusive development world wide.

#### **THE CONS-**

- Vote mongering politics.
- Inflation due to minimum wage rise.
- Lack of accountability & transparency.
- Siphoning of funds & cost to exchequer.
- Promoted laziness among a class of society.

Number of works completed under Nrega, 2006-07 to 2013-14.



**Total: - 12,415,839 works**



## CONCLUSION-

Participation in MGNREGA was associated with reduced infant malnutrition possibly mediated indirectly via improved birth-weight rather than improved infant feeding. Addressing factors such as lack of mothers' knowledge and inappropriate feeding practices, over and above the social and economic policies, is key in efforts to reduce infant malnutrition. The research shows that there is market variation in the provision of employment to those demanding work. Employment outcomes are lower in states with higher poverty levels. MGNREGA implementation depends on the supply of works rather than the demand for it.

Supply of work is determined by difference in state capacity and commitment, local power relations and political competition. The findings offer an announced view of state capacity and commitment, as well as stakeholder dynamics, and their impact on employment. Those implementing MGNREGA are recommended to strengthen the demand-side nature of MGNREGA allow for flexibility within limits.

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