

A Study with the Employee attitude in a MGNREGA worksite at Virudhunagar District

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Abstract

India is country of villages & even today around 70 per cent of its population is residing in the villages of which 28.3 per cent live below the poverty line (World Bank, 2011). The rural character of the economy as stated by Mahatma Gandhi is found not in cities but in its villages. His human capital model of development appears to be the most suitable for a labour surplus country like ours. Household is termed as unit for the registration. Any Adult member from a household in rural areas, seeking to get unskilled manual work, may apply for registration. He/she may submit a written application or orally for registration to the local Gram Panchayat (GP). Each and every employee have some problems, MGNREGA Gram Panchayat officer must be rectified that. To Provide some facilities such as, drinking water, working location within 5km, priority to selection of work, provide job card.

Key word: MGNREGA, Employee, Worksite, Gram panchayat.

Introduction

India is country of villages & even today around 70 per cent of its population is residing in the villages of which 28.3 per cent live below the poverty line (World Bank, 2011). The rural character of the economy as stated by Mahatma Gandhi is found not in cities but in its villages. His human capital model of development appears to be the most suitable for a labour surplus country like ours. Upliftment of villages and hence rural development has therefore always remained and will continue to be the major area of achievements in all the discussions pertaining to economic growth of our country. Immediately after independence, Government of India (GoI) gave considerable importance to rural reconstruction and formulated a number of strategies for rural development. The setting up of the planning commission in March 1950 was a significant step towards this direction.

Planning commission prepared a blue print and paid special attention for the welfare of the rural people under abject poverty with the main aim of poverty alleviation, employment generation, and infrastructure development. To meet these objectives, Government of India launched various rural development programmes (Desai, 2012) viz Community Development Programme (CDP) (1952), Small Farmers Development Agency (SFDA) (1969-70), Marginal Farmers and Agricultural Labourers (MFAL) Programme (1969-70), Integrated Rural Development Programme (IRDP) (1976-77), wage employment programmes viz; Food For Work Programme (FWP) (1977), Training For Rural Youth For Self-Employment (TRYSEM) (1979), Rural Employment Programme (1980), Jawahar Rozgar Yojana (1989), Swarnajayanti Gram Swarozgar Yojana (SGSY) (1999) & National Food For Work Programme (2004).

Objective

- To evaluate the Impact of MGNREGA
- Permissible work and worksite facility
- To analyze the employees problem in a worksite
- Findings and suggestions

Research methodology

The present study is intended to identify the employee's problem of a MGNREGA worksite. For the purpose of identifying the same, the primary and secondary data are used. The participants were selected through convenience sampling from the area of Virudhunagar District.

Statement of the problem

Each and every employment met lot of problems, same that to found and analysis the employees problem in a MGNREGA worksite.

Area of study



Digital Map Source: TWAD Board, Chennai,
Web Design: NIC, TNSC

Impact of MGNREGA

➤ Registration

Household is termed as unit for the registration. Any Adult member from a household in rural areas, seeking to get unskilled manual work, may apply for registration. He/she may submit a written application or orally for registration to the local Gram Panchayat (GP).

➤ Job Card

Every registered household is entitled for 100 days of employment and issued a Job Card after the verification of place of residence and age of the member. A Job Card is to be issued with a unique identification number within 15 days of registration. Job Cards are also supposed to be updated with days of work and payment made to the beneficiary as and when the work is undertaken.

➤ Application for Work

A Job Card holder may apply for work in writing to the Gram Panchayat or Block Office. The application must indicate the time and duration for which work is required. A dated receipt of the written application will be provided by the Gram Panchayat and the guarantee to offering employment within 15 days activates.

➤ Distance

Work is to be provided within a radius of 5 kilometres of the applicant's residence, if possible and in any case within the Block. If work is provided beyond 5 kilometres, travel allowances have to be paid.

➤ Wage

Workers are entitled to the statutory minimum wage applicable to agricultural labourers in the state, unless and until the Central Government "notifies" a different wage rate. MGNREGA workers are either paid a piece-rate or a fixed daily wage. Under the piece-rate system, which is more common, workers receive payment based on the amount of work completed.

➤ **Timely Payment**

Workers are to be paid weekly or in any case not later than a fortnight. Payment of wages is to be made directly to the person concerned in the Mahatma Gandhi National Rural Employment Act, 2005 presence of independent persons of the community on pre-announced dates.

➤ **Unemployment Allowance**

If work is not provided within 15 days, the state (as per the Act) will pay an unemployment allowance to the beneficiary. One-fourth of the wage rate for the first thirty days and one-half thereafter should be provided.

➤ **Worksite Facilities**

Labourers are entitled to various facilities at the worksites such as clean drinking water, shade for periods of rest, emergency health care. In case of the number of children below the age of six years accompanying the women working at any site are five or more, a crèche will need to be provided. One of such women worker shall be made to depute to look after such children.

➤ **Prohibition of Private Contractor**

To ensure that the workers are directly benefitted under the Scheme, the Act prohibits the use of contractors or machinery in execution of the works.

➤ **Permissible Works**

A list of permissible works is given in Schedule I of the Act. These are concerned mainly with water conservation, minor irrigation, land development, rural road, etc. However, the Schedule also allows any other work which may be notified by the Central Government in consultation with the State Government.

➤ **Participation of Women**

Priority should be given to women in the allotment of employment, in such a way that at least one-third of the beneficiaries shall be women. Widowed women, deserted women and destitute women are highly vulnerable and require special attention. The Gram Panchayat should Mahatma Gandhi National Rural Employment Act, 2005 identify such women and ensure that they are provided 100 days of work. Pregnant women and lactating mothers (at least upto 8 months before delivery and 10 months after delivery) should also be treated as a special category. Special works which require less effort and are close to their house should be identified and implemented for them.

➤ **Cost Sharing**

The Central Government has to pay for 100 percent of labour costs and 75 percent of the material costs. State Governments have to pay the unemployment allowance and 25 percent of the material costs. Administrative expenses may be determined by the Central Government, including the salary and the allowances of the Programme Officer and his supporting staff and work site facilities. Administrative expenses of the State Employment Guarantee Council will be paid by State governments.

➤ **Provision for Senior citizens aged above 65 years**

Senior citizens aged above 65 years particularly those who are vulnerable in terms of family support, may claim MGNREGA works. They should also be treated as a special category. They are often marginalized and excluded from labour groups due to their lower outturn and lesser physical ability. Exclusive senior citizen groups may be formed and special works which require lesser physical effort identified and allotted to these groups.

➤ **Implementing Agencies**

MGNREGA works are to be carried out by "Implementing Agencies". The Gram Panchayat is the first and foremost implementing agency for executing MGNREGA works as Section 16 (5) of the Act mandates that at least fifty percent of the works in terms of cost under a scheme shall be allotted to Gram Panchayats for implementation. However, there are also other implementing agencies such as Panchayati Raj Institutions, Public Works Department or Forest Department, and NGOs.

➤ **Decentralised Planning**

A shelf of projects is to be maintained by the Programme Officer, based on proposals from implementing agencies. Each Gram Panchayat is also supposed to prepare a shelf of works based on the recommendations of Gram Sabha.

➤ **Transparency and Accountability**

The Act includes various provisions for transparency and accountability. The Gram Sabha is responsible for regular social audits. The provision for mandatory regular updating of the jobs cards, disclosure of muster rolls and public accessibility of all MGNREGA documents etc. must be followed.

➤ **Penalties**

Those who breach the provisions of this Act and on conviction will be accountable to a fine which may be extended upto one thousand rupees.

➤ **Programme Officer**

The Mahatma Gandhi Rural Employment Guarantee Scheme is to be coordinated at Block level by a “Programme Officer”. However, the Act allows any of his/her responsibilities to be delegated to the Gram Panchayat.

➤ **State Council**

The implementation of the Act is to be monitored by a “State Employment Guarantee Council”. Mahatma Gandhi National Rural Employment Act, 2005

Work permissible:

The intention of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) is to provide a basic employment guarantee in rural areas. As per Schedule I of the Act, the focus of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) shall be taken on the following works:

- i. Water conservation and water harvesting;
- ii. Drought proofing, including afforestation and tree plantation;
- iii. Irrigation canals, including micro and minor irrigation works;
- iv. Provision of irrigation facility, plantation, horticulture, land development to land owned by households belonging to the SC/ST, or to land of the beneficiaries of land reforms, or to land of the beneficiaries under the Indira Awas Yojana/BPL families
- v. Renovation of traditional water bodies, including de-silting of tanks;
- vi. Land development;
- vii. Flood-control and protection works, including drainage in waterlogged areas;
- viii. Rural connectivity to provide all-weather access. The construction of roads may include culverts where necessary and within the village area may be taken up along with drains. Care should be taken not to take up roads included in the PMGSY network under NREGA.
- ix. Any other work that may be notified by the Central Government in consultation with the State Government.

The above list of permissible works represents the initial thrust areas. In some circumstances, locations or seasons, it may be difficult to guarantee employment within this initial list of permissible works. In such circumstances, the State Governments may make use of Section 1(ix) of Schedule I, whereby new categories of work may be added to the list on the basis of consultations between the State Governments and the Central Government. Proposals for new categories of work should be discussed and approved in the State Employment Guarantee Council before reference to the Ministry of Rural Development. If the Central Government wishes to notify a new category of work it will refer the proposal to the State Governments whose responses must be sent within a month.

Worksite Facilities

The facilities of safe drinking water, shade for children and periods of rest, Toilet facility, first-aid box with adequate material for emergency treatment for minor injuries and other health hazards connected with the work being performed shall be provided at the work site.

Employees’ relationship with superior, information gathered by Gram panchayat, opinion to selection of work, motivation to work, applied to job card procedure, difficulties for getting job card, permissible work done by a particular days, difficulties regarding bank transactions, written complaints to officials.

Findings:

- Majority (64.45%) of the respondents are aware of MGNREGS through their Gram Panchayats.
- Majority (64.67%) of the respondents opined that they discussed the selection of work.
- Out of 225 respondents, 35.11% of the respondents are motivated by the Gram Panchayat to become a member of MGNREGS.
- Nearly 34.67% of the respondents are too approached and applied for the job card from the Gram Panchayat to join MGNREGS.

- Nearly 24.33% of the respondents faced difficulties for getting the job card.
- Majority (9.33%) of the respondents are getting the job card more than one month.
- Nearly one-third (34.22%) of the respondents are getting the job card on the basis of payment.
- Nearly one-third (35.06%) of the respondents pay the amount to ward member for getting the job card in MGNREGS.
- Majority (50.22%) of the respondents have their job cards with them.
- Out of 225 respondents, 90.22% of the respondents opine that their Gram Panchayats have a list of permissible works and the remaining 9.78% of the respondents opine that their Gram Panchayats do not have the proper list of permissible works.
- Majority (52.89%) of the respondents have knowledge about sanctioned work through the public display in Gram Panchayat.
- Nearly 33.78% of the respondents opined that the MGNREGS work was selected by the elected representatives of the Gram Panchayat alone.
- Nearly 36.89% of the respondents opined that the work chosen under MGNREGS work was reasonably useful.
- Majority(54.67%)of the respondents opined that their works were allotted on shift basis under MGNREGS.
- Majority (60%) of the respondents worked in MGNREGS between 41-60 days.
- Majority (65.33%) of the respondents stated that the mode of wage payment under MGNREGS is in the form of cash.
- Majority (71.79%) of the respondents do not pay any collection charges through the bank.
- Majority (58.97%) of the respondents feel that the bank transactions are not easy even after joining the MGNREGS.
- Nearly 47.83% of the respondents have faced difficulties regarding the bank procedure because of lack of communication skill.
- Majority (87.11%) of the respondents do not go for the work more than five kms from their home.
- Below 1% (0.89%)of the respondents have given written complaint to MGNREGS officials.
- Majority (43.56%) of the respondents are dissatisfied with the drinking water facilities.
- Majority (68.89%) of the respondents are satisfied with the shade for the period of rest.
- Nearly 52% of the respondents are dissatisfied with the child care facility.
- Nearly 49.34% of the respondents are dissatisfied with the first aid facility in worksite.
- Only 16% of the respondents' opinion that the guidance is not helpful.
- Majority (83.11%) of the respondents expressed that their innovative efforts were recognized by their superiors.
- Majority (44%) of the respondents opine that the supervisors are interested in solving the problem related to MGNREGS.
- Majority (59.56%) of the respondents' suggestions are frequently accepted by their superiors.
- Nearly 42.22% of the respondents have clarified their requirement through programming officer.
- Majority (53.78%) of the respondents are highly satisfied with the relationship with superiors.
- Majority (68.5%) of the respondents are highly dissatisfied about the facility of Toilet under MGNREG worksite.

Conclusion

Finally Gram panchayath, state government and central government take necessary step to provide employees facility and should avoid their problems. Most of the respondents expect a normal facility in a worksite such as drinking water, shade for the period of rest, child care facility, first aid facility in worksite. Gram panchayat should be provide it. To avoid to collect amount to issue job card.

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