



WOMEN UPLIFTMENT: IMPLEMENTATION AND PERFORMANCE OF MGNREGA

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Abstract

National rural employment guarantee act 2005, which was later renamed as MGNREGA i.e. “Mahatma Gandhi National Rural Employment Guarantee Act” is a measure that guarantee the “right to work”. It aims to give security of livelihood in rural areas by giving minimum 100 days of wages employment to the adult members of households in each financial year for unskilled manual work. NREGA implements from 2 February 2006 by Prime Minister Dr. Manmohan Singh in about 200 districts and covered all the districts of India from 1 April 2008. MGNREGA also provide durability by creating rural assets like roads, canals, ponds, walls etc. Gram Panchayat play an important role in MGNREGA as by providing registration form and issuing job cards. According to constitution of India NREGA follows Article 46 that promotes the upliftment of the SC, ST from the discrimination and exploitation in the society. MGNREGA focuses on the economic security, women empowerment, asset creation, corporation and development in agriculture sector as well. By increasing their agriculture wages and studies have found that agriculture wages especially for women have increased significantly. About one third of the employment of all employment is reserved for women in this act. In this paper we will discuss all possible components of MGNREGA under all aspects which are affecting it directly or indirectly. There is a significant achievement of MGNREGA in most states is potential around years but in some states it is lacking behind in some aspects. About seventy percent expenditure on MGNREGA is on wages which has increased the bargaining power of labour and also increases the employment opportunities and flexible working hours. Apart from implementation of this scheme there are certain socio- economic features which restrict women – participation in some places. Environment safety and adaptability is a certain issue arises among government. The MGNREGA is focuses on these issues state-wise. The key issue which affects the implementation of MGNREGA is a problem of awareness among the people of rural areas and backward communities about different benefits guidelines of MGNREGA. Various recommendations are welcomed with greater compliance with provision of MGNREGA guidelines especially for women upliftment. Every state has monitored the indicators at highest level to track MGNREGA implementation of women upliftment.



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INTRODUCTION

MGNREGA guarantee scheme under MGNREGA Act in Indian legislation enacted on Aug 25, 2005. MGNREGA act was introduced to provide basic essentials to rural people, primarily

semi or unskilled workers and also to people who are living below poverty line in rural India. It attempts to the purchase power of the poor people in the country. Out of which one third of the stipulated workforce are women? MGNREGA provide 100 days of employment in every financial year to adult member of any rural household willing to do work under public services on unskilled manual work at statutory minimum wage rate. State government with the initiation of (MRD) i.e. Ministry Of Rural Development monitoring the entire implementation of MGNREGA scheme.

Adult members of rural households submit their personal details like their name, age and address with photo to grasp on changes. The Gram panchayat must registers the details of households after making enquiry and issue a job card to the holder. The job card contains the details of the enrolled member with his/her photograph.

Enrolled person then become registered person who can submit an application for work in writing (for continuous work of fourteen days) either to panchayat or to the programmed officer. The programmed officer will accept the valid application.

A letter is issued to the applicant for providing work and also displayed at Panchayat Office. The panchayat provide employment with in the radius of 5 km or if it is above 5 km extra, wage will be paid.

NREGA (NATIONAL RURAL EMPLOYMENT GUARANTEE ACT)

As our country is starving with hunger, unemployment and poverty the central government started NREGA on 2 feb2006 from anantpur district at andra Pradesh inaugurated by our PM DR. MANMOHAN SINGH under Jawahar rojgar yojna which was initiated by our former PM RAJIV GANDHI on 28 April 1989 and got replaced by 1 April 1999 to Jawahar lal gram samridhi yojna and after this it becomes sampuran gram in rojgar yojna on 1 April 2002 and finally it merged in NREGA on 1 April 2008. NREGA 2005 was introduced by our union government in Feb. 2006. It is the first nation-wide employment scheme that guarantees employment to rural areas. It guarantees 100 days unskilled jobs per rural household. NREGA put panchayati raj institutions to work for it by identifying the eligible households to work under NREGA scheme.

FROM NREGA TO MGNREGA

Four years after NREGA was introduced, the government decides to rename this rural employment guarantee program after Mahatma Gandhi. Former PM MANMOHAN SINGH announced on Friday oct 3 2009 that now NREGA (NATIONAL RURAL EMPLOYMENT GURANTEE ACT) is being renamed as MGNREGA (MAHATMA GANDHI NATIONAL

RURAL EMPLOYMENT GURANTEE ACT) against the celebration on the 50 years of panchayati raj in India.

MGNREGA: AN OVERVIEW

| | |
|--|---------------|
| Total number of district | 22 |
| Total number of blocks | 147 |
| Total number of gram panchayats | 13105 |
| Total number of job card issued(in lakhs) | 12.58 |
| Total number of workers(in lakhs) | 20.72 |
| Total number of active job cards(in lakhs) | 7.14 |
| Total number of active workers(in lakhs) | 8.97 |
| SC and ST workers | 75.94% |
| Women workers | 60.27% |

Implementation Status:

- MGNREGA was introduced in 200 districts during the financial year 2006-07 and 130 districts during the financial year 2007-2008.
- In April 2008, NREGA expanded to rural areas of the country covered about 34 states and union territories, 614 districts, 6096 block and 2.65 laths gram panchayat.
- The Scheme now covers 648 districts, 6849 blocks and 250441 Gram Panchayats in the year 2015-2016.

Activities Covered Under MGNREGA

- Union Rural Development Ministry has notified works under MGNREGA, majority of work is related to agriculture and allied act and the work that will facilitate rural sanitation projects in a major way.
Whole work has been divided into broad categories like watershed, irrigation and flood management, agriculture & livestock, fisheries and work in coastal areas and rural drinking water and sanitation.
- According to MGNREGA 2.0 (the second generation reforms for the rural job scheme) the priority of the work will be decided by Gram Panchayat with Gram Sabha.
- Construction of AWC buildings has been included as an approved activity under the MGNREGA act under MGNREGA scheme expenditure up to 5 lakhs per AWC building for construction is allotted. Expenditure beyond Rs. 5 lakhs per AWC including finishing, flooring, painting, plumbing, wooden work, electrification etc will be met from the ICDS funds.

SALIENT FEATURES OF MGNREGA

- **REGISTRATION** : According to MGNREGA act each household is entitled to a 100 days of employment every year, adult members of rural households whom are willing to do unskilled manual work may apply for registration either written or oral to their respective gram panchayats.
- **JOB CARDS**: Jobs cards are issued after verification done by the gram panchayats of place of residence and age of the members as only adult members are eligible for employment. A job card contains a unique identification number for the purpose of maintaining or updated it according to the work done and payments.
- **PLANNING**: planning and decision making regarding the nature and choice of works is to be done by the open assemblies of gram sabha and ratified by the gram panchayats in each financial year.
- **WAGES**: wages varies from state wise government of India as notified under MGNREGA. Wages can be paid according to piece rate system and as per the schedule rates and weekly payments for fortnight payments are also done through the individuals/ joint bank/ post office beneficiary accounts.
- **UNEMPLOYMENT ALLOWANCES**: In case if employment is not provided by the gram panchayats within the period of 15 days of receipt of application, the state government will pay the unemployment allowance to the beneficiary.
- **PROVISION OF WORK**: Work provided under MGNREGA is within the radius of 5 kms of their villages and if the work is provided beyond 5 kms extra wages of 10% is paid to meet the additional transportation expenses. Priority is awarded to women as 1/3 of the beneficiaries under this scheme are women.
- **TRANSPARENCY AND ACCOUNTABILITY**: It is a programmed are ensured by the gram panchayats as social audits are done to scrutinize all the records, grievance redressed mechanism and rules have been implements for the success of the programmed.

MGNREGA PROGRESS DURING YEARS

| CONTENTS | 2016-17 | 2015-16 | 2014-15 | 2013-14 | 2012-13 |
|---|----------------|----------------|----------------|----------------|----------------|
| Approved labour budget(in lakhs | 137.56 | 134.67 | 90.24 | 84.9 | 70.89 |
| Persondays generated so far(in lakhs) | 81.35 | 144.35 | 64.57 | 134.68 | 65.49 |
| % of total labour | 59.14 | 107.19 | 71.56 | 158.63 | 92.38 |
| SC person days % as of total person days | 75.94 | 76.67 | 76.71 | 76.91 | 78.5 |
| ST person days % as of total person days | 0.02 | 0.02 | 0.02 | 0.03 | 0.03 |
| Women person days out of total (%) | 60.27 | 57.99 | 57.46 | 52.74 | 46.36 |
| Average days of employment provided per household | 20.38 | 30.45 | 22.35 | 32.68 | 27.27 |
| Average wage rate per days per person(Rs.) | 214.42 | 205.76 | 197.61 | 182.17 | 163.83 |
| Total number of household completed 100 days of wage employment | 544 | 7480 | 2037 | 12365 | 3830 |
| Total household worked (in lakhs) | 3.99 | 4.74 | 2.89 | 4.12 | 2.4 |

PARTICIPATION OF WOMEN UNDER MGNREGA

Women participation under MGNREGA scheme has been increased in 2015-16 in comparison to last 3 years.

- Woman participation in the flagship rural jobs scheme MGNREGA has clocked around 51% in these financial years. Rural development minister Birender singh said the participation of women in MGNREGA in 2015-16 has increased in comparison of last 3 years
- Total of 331.18 lakhs women participated in MGNREGA till March 7 this year which is 50.94% of the total 650.14 lakh persons having participation in the rural jobs schemes in 2015-16, as per the figure given by the rural development ministry.
- In 2012-13 a total of 797.34 lakh persons participated in the scheme of whom 374.97 lakhs were women constituting 47.03%
- In 2013-14, 738.90 lakh persons took part in the programmed and no. of women was 354.48 lakhs accounting for 47.97%
- In 2014-15 a total of 621.69 lakh people participate in the program me of whom women 312.26 lakh constituting 50.23%
- State-wise figures show that puducherry top the list in women representation in MGNREGA. 85.07% of the total participation in MGNREGA in the state is that of women this year.

- Women also outnumbered men in Andhra Pradesh in MGNREGA participation, women participation was 54.64% in 2012-13, 54.84% in 2013-14, 54.03% in 2014-15, and 53.54% in this financial year so far.

Percentage of Women person-days from FY 2006 to FY 2012

| States | Women person-days (% of total person -days in the state FY 2006-07) | Women person-days (% of total person -days in the state FY 2007-08) | Women person-days (% of total person -days in the state FY 2008-09) | Women person-days (% of total person -days in the state FY 2009-10) | Women person-days (% of total person -days in the state FY 2010-11) | Women person-days (% of total person -days in the state FY 2011-12) |
|-------------------|---|---|---|---|---|---|
| Andhra Pradesh | 55 | 58 | 58 | 58 | 57 | 58 |
| Assam | 32 | 31 | 31 | 28 | 27 | 25 |
| Bihar | 17 | 28 | 30 | 30 | 28 | 29 |
| Chhattisgarh | 39 | 42 | 47 | 49 | 49 | 45 |
| Gujrat | 50 | 47 | 43 | 48 | 44 | 45 |
| Haryana | 31 | 34 | 31 | 35 | 36 | 36 |
| Himachal Pradesh | 12 | 30 | 39 | 46 | 48 | 60 |
| Jammu and Kashmir | 4 | 1 | 6 | 7 | 7 | 18 |
| Jharkhand | 39 | 27 | 29 | 34 | 33 | 31 |
| Karnataka | 51 | 50 | 50 | 37 | 46 | 46 |
| Kerala | 66 | 71 | 85 | 88 | 90 | 93 |
| Madhya Pradesh | 43 | 42 | 43 | 44 | 44 | 43 |
| Maharashtra | 37 | 40 | 46 | 40 | 46 | 46 |
| Odisha | 36 | 36 | 38 | 36 | 39 | 39 |
| Punjab | 38 | 16 | 25 | 26 | 34 | 43 |
| Rajasthan | 67 | 69 | 67 | 67 | 68 | 69 |
| Tamil-Nadu | 81 | 82 | 80 | 83 | 83 | 74 |
| Uttar Pradesh | 17 | 15 | 18 | 22 | 21 | 17 |
| Uttarakhand | 30 | 43 | 37 | 40 | 40 | 45 |
| West Bengal | 18 | 17 | 27 | 33 | 34 | 32 |
| India | 40 | 43 | 48 | 48 | 48 | 47 |

Note: (1) Union Territories and some States are not included in the table. (2) All-India total is for all States and Union Territories.

Source: Mahatma Gandhi Rural Employment Guarantee Act (official website), www.mgnrega.nic.in and MGNREGA SAMEEKSHA 2006 to 2012

Women Empowerment through Special Wages Programmed

Most women work under MGNREGA than men that guarantee employment to rural people in rural areas. According to current status women availed more than 50 percent of employment created under MGNREGA. Their participation has been during the year between 1970 and 2014. India implemented about 24 major programmers with focus on employment and self employment. Source of them like the National Rural Employment Programmed, Rural landless employment guarantee program me. Jawaharlal rojgar Yogna and the Employment Assurance Scheme which provide one fourth of the total employment to women. Self employment Generation Program me like the integrated Rural Development Programme and training for rural youth in self employment had about 45 percent women beneficiaries. Women Panchayat Representatives Programme Implementation is done at higher level. It is believed that the states with labour intensive farming like paddy cultivation

appoint more women into workforce. Certain aspects under MGNREGA are guaranteed hundred days of manual employment in a year. Adult member can earn wages and same for men and women .Out of which men migrate to towns and cities and women’s are left behind to work under MGNREGA. Women take this opportunity as economic freedom as MGNREGA allows members belonging to the SC & ST communities. More than 90% of women workers are farm labours and most of their substantial part of the work is unpaid as they work in their farms. But MGNREGA has now charge this and women are paying for non-paid jobs like land leveling & digging a pond in their farms etc. Increasing women participation in MGNREGA can be used for effective delivery of programme and now it is mandatory to have 50% women panchayat representatives so that the programme implementation is done at higher level.

MGNREGA: A RESEARCH

EMPLOYMENT GENERATED DURING FINANCIAL YEAR 2016-17

STATE: PUNJAB

| S. no | District | Cumulative no. of household demanded employment | Cumulative no. of household provided employment | No. of household working under MGNREGA | Cumulative person days Generated | | | |
|-------|-----------------|---|---|--|----------------------------------|------|--------|---------------|
| | | | | | SC | ST | OTHERS | WOMEN |
| 1 | Hoshiarpur | 27840 | 18023 | 9762 | 213151 | 1367 | 12715 | 199201 |
| 2 | Amritsar | 11140 | 8735 | 5316 | 151616 | 56 | 56243 | 649886 |
| 3 | Jalandhar | 9726 | 5949 | 3251 | 120277 | 0 | 10885 | 847987 |
| 4 | Nawashahr | 11444 | 8999 | 4651 | 164898 | 0 | 55036 | 147524 |
| 5 | Barnala | 17729 | 15006 | 5736 | 320193 | 129 | 30898 | 234705 |
| 6 | Bhatinda | 38572 | 28906 | 18130 | 421578 | 104 | 78657 | 355261 |
| 7 | Faridkot | 25005 | 18701 | 10977 | 305784 | 53 | 42551 | 222377 |
| 8 | Fatehgarh Sahib | 22634 | 20183 | 12182 | 454584 | 0 | 131289 | 424888 |
| 9 | Fazilka | 48883 | 37236 | 10066 | 431498 | 100 | 257835 | 299759 |
| 10 | Ferozpur | 15213 | 10168 | 2898 | 137384 | 44 | 27025 | 591664 |
| 11 | Durdaspur | 7497 | 6437 | 2827 | 35320 | 7 | 156086 | 280876 |

| | | | | | | | | |
|----|------------------|--------|--------|--------|-------|-----|-------|---------------|
| 12 | Kapurthala | 13733 | 12765 | 6678 | 30839 | 110 | 48872 | 243708 |
| 13 | Ludhiana | 46680 | 39767 | 15902 | 98579 | 0 | 18321 | 849947 |
| 14 | Mansa | 32279 | 24039 | 14610 | 36915 | 0 | 65687 | 291151 |
| 15 | Moga | 32915 | 28181 | 2828 | 46436 | 15 | 52459 | 361779 |
| 16 | Mukatsar | 38934 | 25440 | 5056 | 31463 | 0 | 39037 | 240440 |
| 17 | Pathankot | 4837 | 4069 | 1906 | 61268 | 207 | 82692 | 17388 |
| 18 | Patiala | 46801 | 36867 | 25510 | 33216 | 670 | 16487 | 299165 |
| 19 | Ropar | 8136 | 6525 | 2848 | 86705 | 73 | 79768 | 92406 |
| 20 | Sangrur | 33460 | 26081 | 9294 | 32909 | 144 | 66418 | 245790 |
| 21 | Sas nagar Mohali | 8403 | 7500 | 3228 | 97735 | 67 | 12468 | 126441 |
| 22 | Tarn taran | 14946 | 12804 | 3856 | 15748 | 0 | 98368 | 79613 |
| | Total | 516807 | 402378 | 177512 | 62630 | 191 | 19797 | 496858 |

Source: Mahatma Gandhi Rural Employment Guarantee Act (official website), www.mgnrega.nic.in

From FY 2006–07 up to FY 2011–12, about Rs53,000 crore spent on wages for women and around 47 % of the total person-days generated by women. MGNREGA has been a positive and important Scheme for women.

Features of Women Participation under MGNREGA

With a participation of 47%, evidence suggests that women participation in the Scheme is more from other works. Researches also depicts that MGNREGA is an important work opportunity for women whom are otherwise remained unemployed or underemployed. However, further research and analysis is required in favor of women participation in inter-state scenario. In FY 2011–12, Kerala had the highest women participation at 93% While in Uttar Pradesh and Jammu and Kashmir showed low levels of women participation at the rate of 18 per cent and 17 % respectively.

Aggregate Participation: the participation of women in the Scheme has showed the statutory minimum requirement of 33 per cent in FY 2011–12 alone, women person-days of Women are participating in the Scheme much more actively than they participated in all forms of recorded work. This may support the saying that MGNREGA creates decent and favorable work conditions for women. As MGNREGA's stipulate work within 5kms of the village radius. It may logistically feasible for women who may have limited employment

opportunities available to them, given their role and responsibilities in their Households. A study conducted across ten sample districts of Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Rajasthan and Uttar Pradesh seems to confirm these findings that only 30 per cent of the Women in the sample recalled earning cash income from a source other than MGNREGA, in the three Months preceding the survey. Of the total women 50 per cent said that in the absence of MGNREGA they would have worked at home or they were remained unemployed.

Inter-State Variations: the large inter-state variation in women participation has remain an issue for further analysis. In FY 2011–12 Kerala had the highest female participation rate at 93%. Tamil Nadu and Rajasthan had 74 % and 69% respectively. Nine states below 33% were Uttar Pradesh, Jammu and Kashmir, Mizoram, Assam, Nagaland, Bihar, Jharkhand, ArunachalPradesh and WestBengal. The southern states, like Kerala and Tamil Nadu, show a higher rate of participation in MGNREGA as compared to their overall work participation.

Economic Independence and Empowerment of Women: *Preliminary findings suggest that there is an increased access to paid work due to MGNREGA has had a positive impact on women's socio-economic status and general well-being. As a survey conducted across six states, 82% of the widows in the sample regarded MGNREGA as a very important source of income, and of the total sample, 69 % of the women stated that MGNREGA had helped them avoid their difficulties, Findings from different Studies the MGNREGA, women have greater control over their wages and have been spending them on repaying small debts, paying for their children's schooling and bearing medical expenses, etc.* Improved access to economic resources and paid work has had a positive impact on the socioeconomic status of the women.

CONCLUSION

In today's world most countries facing the challenge of poverty, privatization, liberalization, competitions in various sectors and economic deficit, India is among one of them but if we concentrate on the development of rural areas of our country it will strengthen our economy. In India women of rural areas are illiterate, have to face worst economic condition and we have to pay special attention towards them. Various measures are already taken by the government of India for the Upliftment of women as women are the great source or backbone of Indian culture but still some initiatives are to be taken by the government for the development or empowerment of rural women. MGNREGA is one of the initiative which provide benefits to women on gender equity, decent working conditions, equal payment of wages, and representations of decision making bodies, economic independence and many more but it may face some drawbacks as well by increasing working hours for women their

leisure time have been vanished which give strain to them in both physical and emotional way, as they have to get early to manage their household work and in lunchtime also they return home to take care of their children or carry their children to worksite. Women work eight hours a day and if worksite is far distance from the village women has to face lots of problems and difficulties in managing their family. Certain issues of harassment by contactors are also there. State government should strengthen the policies of implementing MGNREGA scheme in rural areas especially for women by providing them safe working conditions, and it is also essential to provide special child care facilities i.e. crèche for the children up to five years of age. A special cell to be created where women can complain against all odds faced by them during working hours and this cell monitor from to time the worksites where majority of women are working.

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