



## SOCIAL SECURITY OF MGNREGA-AN ANALYSIS

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### **ABSTRACT**

*Mahatma Gandhi national Rural Employment guarantee Act (MGNREGA) applied by the Ministry of Rural improvement (MoRD), is the flagship programme of the authorities that without delay touches lives of the negative and promotes inclusive growth. The Act ambitions at improving livelihood safety of households in rural regions of the Country by supplying at the least one hundred days of assured salary employment in an economic 12 months to every family whose grownup individuals volunteer to do unskilled manual paintings. Mahatma Gandhi NREGA is the first ever regulation the world over that ensures wage employment at an unparalleled scale. The number one goal of the Act is augmenting wage employment and its auxiliary goal is strengthening natural resource control through works that cope with causes of persistent poverty like drought, deforestation and soil erosion and so encourage sustainable development. The system results consist of strengthening grass-root approaches of democracy and infusing transparency and responsibility in governance.*

**Keywords:** MGNREGA, Social safety, Rural Employment, Households, Livelihood security etc.

## Introduction

The Indian government has taken up various measures to overcome the problem of poverty. Poverty alleviation programmes comprising of wage employment programmes, rural housing schemes and a public distribution system have been initiated from time to time. Some were partially successful in addressing the issue of poverty whereas others suffered from major flaws in their implementation. National Rural Employment Programme (NREP) 1980-89; Rural Landless Employment Guarantee Programme (RLEGP) 1983-89; Jawahar Rozgar Yojana (JRY) 1989-99; Employment Assurance Scheme (EAS) 1993-99; Jawahar Gram Samridhi Yojana (JGSY) 1999- 2002; Sampoorna Grameen Rozgar Yojana (SGRY) since September 2001; National Food for Work Programme (NFFWP) since November 14, 2004 (SGRY and NFFWP now merged with NREGS 2005) were national level rural employment generation schemes. However these programmes could not provide social security to the rural poor. The relevant government launched NREGA on February 2, 2006. The Act guarantees the right to work to by using offering a hundred days of guaranteed salary employment in a financial year to every rural household

whose adult participants are willing to do unskilled manual work. NREGA is the first ever law the world over, that ensures wage employment on a remarkable scale. Its auxiliary goal is to strengthen natural aid control thru works that cope with causes of chronic poverty like drought, deforestation and soil erosion and so encourage sustainable improvement.

The outcomes encompass strengthening grassroots approaches of democracy and infusing transparency and accountability in governance. NREGA covers the whole us of a apart from districts which have 100 percentage city population. NREGA affords a statutory assure of salary employment and is call for driven which guarantees that employment is supplied in which and whilst it is maximum wanted. The felony mandate of providing employment in a time bound way is underpinned with the aid of the availability of an Unemployment Allowance. The right to work brings protection in people's lives. Today, labourers cannot count on employment being supplied to them for the duration of the tilt season. An employment assures offers labourers more confidence within the prospect of neighborhood employment, and discourages seasonal migration.

India is one of the fastest developing economies inside the world. 2nd best to China in Asia, growth of gross home product (GDP) averaged 8.7% between 2003 and 2007. Meanwhile, although increase has slowed as a result of the latest global economic disaster, the united states has escaped extreme recession. However, the blessings of growth have now not been distributed equally, and excessive costs of poverty persist, heavily concentrated in rural areas and strongly correlated with specific social and ethnic businesses. The Indian government has a protracted history of social safety internet interventions, relationship returned to earlier than independence in 1947. India is the best United States of America in South Asia in which, theoretically, 100% of the terrible are centered by means of either national or kingdom-led social help programmes. four Public works programmes were a significant thing in safety net policies since the 1960s. Insurance of such programmes has extended extensively at some point of the 1990s and 2000s, ultimately culminating in the passing of MGNREGA in September 2005.

MGNREGA is one of the government's flagship programmes within the overarching national development strategy, the 11th Five-Year Plan (2007- 2012). This plan focuses on measures of "inclusive growth"

through a three-pronged strategy: economic growth, income poverty reduction through targeted programmes and human capital formation. There are three overarching goals in MGNREGA: i) employment creation; ii) regeneration of the natural resource base and creation of productive assets in rural areas; and iii) strengthened grassroots processes of democracy through transparent and accountable governance.

### **Objectives of MGNREGA**

MGNREGA is a powerful device for ensuring inclusive growth in rural India thru its effect on social safety, livelihood safety and democratic empowerment. It's crucial objectives are:

1. Social safety for the most prone human beings dwelling in rural India thru imparting employment possibilities;
2. Livelihood safety for the bad through introduction of durable property, improved water safety, soil conservation and higher land productivity;
3. Drought-proofing and flood control in rural India;
4. Empowerment of the socially deprived, specially ladies, Scheduled Castes (SCs) and Schedules Tribes (STs), through the processes of a rights-based legislation;

5. Strengthening decentralized, participatory planning through convergence of various anti-poverty and livelihoods initiatives;
6. Deepening democracy at the grass-roots by strengthening Panchayati Raj Institutions;
7. Effecting greater transparency and accountability in governance;

### **Significant Functions of MGNREGA**

1. Person individuals of a rural family, inclined to do unskilled guide work, may additionally observe for registration in writing or orally to the local Gram Panchayat.
2. The Gram Panchayat after due verification will difficulty a activity Card. The process Card will endure the picture of all adult participants of the household willing to paintings underneath NREGA and is freed from price.
3. The process Card ought to be issued within 15 days of software.
4. A process Card holder can also post a written application for employment to the Gram Panchayat, declaring the time and length for which paintings is sought. The minimal days of employment have to be fifteen.

5. The Gram Panchayat will difficulty a dated receipt of the written utility for employment, in opposition to which the assure of supplying employment inside 15 days operates.
6. Employment will be given inside 15 days of utility for paintings, if it isn't then every day unemployment allowance as in step with the Act, must be paid. Liability of charge of unemployment allowance is of the States.
7. Paintings should often be supplied within five km radius of the village. In case paintings is provided beyond 5 km, extra wages of 10% are payable to satisfy extra transportation and dwelling prices.
8. Wages are to be paid in step with the minimal Wages Act 1948 for agricultural labourers inside the nation, unless the Centre notifies a salary rate in order to not be less than Rs. 60/ in step with day. Same wages will be supplied to each ladies and men.
9. Wages are to be paid in keeping with piece charge or daily price. Disbursement of wages has to be

completed on weekly basis and now not beyond a fortnight in any case.

10. Panchayat Raj institutions (PRIs) have a foremost position in making plans and implementation.
11. As a minimum one-1/3 beneficiaries will be women who've registered and asked work below the scheme.
12. Each district has to put together a shelf of tasks. the selected works to offer employment are to be decided on from the list of permissible works.

The different categories of permissible works are as follows:

- Water Conservation and water harvesting;
- Drought Proofing (including plantation and afforestation);
- Irrigation canals including micro and minor irrigation works;
- Provision of irrigation facility, horticulture plantation and land development facilities to land owned by households belonging to the Scheduled Castes and the Scheduled Tribes or below poverty line families or to beneficiaries of land reforms or to the beneficiaries under the Indira Awas Yojana of the Government of India or that of the small farmers or marginal farmers as defined in the

Agriculture Debt waiver & debt relief schemes or beneficiaries under the Scheduled Tribes & other traditional forest dwellers (recognition of forest right) Act 2006;

- Renovation of traditional water bodies including desilting of tanks;
- Land Development;
- Flood control and protection works including drainage in water logged areas;
- 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;
- Any other work which may be notified by the Central Government in consultation with the State Government. In addition construction of Bharat Nirman Rajiv Gandhi Sewa Kendra as Village Knowledge Resource Centres and Gram Panchayat Bhawan at Gram Panchayat level has also been notified by the Central Government. The shelf of projects has to be prepared on the basis of priority assigned by Gram Sabha. At least 50% of works have to be allotted to Gram Panchayats for execution. The

cost of material component of projects including the wages of the skilled and semi-skilled workers taken up under the Scheme shall not exceed forty percent of the total project costs. Contractors and use of labour displacing machinery are prohibited.

- Work site facilities such as crèche, 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 Panchayats for execution.
- Permissible works 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 is allowed.
- The Central Government bears the 100% wage cost of unskilled manual labour and 75 % of the material cost including the wages of skilled and semi skilled workers.

- Social Audit has to be done by the Gram Sabha at least once in every six months.
- Grievance redressal mechanisms have to be put in place for ensuring a responsive implementation process.
- All accounts and records relating to the Scheme should be available for public scrutiny and to any person desirous of obtaining a copy of such records, on demand and after paying a specified fee.

Through MGNREGA, the government of India has successfully integrated a sustainable rights-based poverty reduction programme into the Indian Constitution. The programme has been scaled up rapidly in a short space of time and now reaches over 40 million households.

Rights-based employment guarantee MGNREGA is the largest rights-based employment guarantee programme in the world, going beyond providing a social safety net to guarantee employment as a right. It entitles any rural household to 100 days of employment per year. If the local government (panchayat) does not generate requested work within 15 days, it must provide an unemployment allowance for each day employment is not given. The Act stipulates equal wages for men and women

workers, set at the minimum unskilled agricultural wage in each state.

### **Attention on social equality**

MGNREGA has a focal point on social equity and has ensured a excessive participation fee of the poorest and most excluded families (SC and ST), which constitute 14% and 8% of the population in India, respectively. Usual, SC and ST households make up 20% of MGNREGA members. Overall, girls's participation exceeds the 1-1/3 quota: in 2009/10, it changed into at 46% of members. Many elements influence the variety of girls employed in MGNREGA, including current cultural and social norms, wage rates and provision and best of child care centers. Moreover, the quality of participation for girls remains a mission, specifically in cases of unequal wages and the allocation of irrelevant work.

Reduced vulnerability of poor and socially excluded households given the quick time body wherein the programme has been carried out, research on the affects of MGNREGA is simply emerging. Initial evidence suggests that after carried out properly MGNREGA will have crucial benefits in the direction of decreased vulnerability to seasonal and family shocks, as well as progressed food security and use of services. For instance, in Andhra Pradesh,

MGNREGA has reduced household vulnerability to external shocks and permits households to smooth consumption and wherein communities are especially dependent on forest land, observed that 43% of the community felt that the availability of gas wooden and / or fodder had accelerated due to MGNREGA works. Furthermore, profits from MGNREGA help households to meet fitness charges – one of the key drivers of poverty in India. Instance, a survey from six states in northern India discovered that the general public (fifty seven in line with cent) of the pattern employees had used part of their wages to buy remedy or deal with an illness inside the circle of relatives. In Andhra Pradesh, 13% of family income from MGNREGA is spent on fitness security. MGNREGA has additionally supported rural purchasing electricity and boosted standard spending, in particular in the face of drought and better food expenses. Moreover, in terms of human capital development, family's use wages to increase get admission to children's education, by means of paying admission charges, shopping books, supplying training and buying school uniforms. For example, in Andhra Pradesh household profits from MGNREGA is spent on schooling. Children also are extra capable of cross to high school because of the improved avenue connectivity generated

underneath the general public works. Reductions in toddler labour and upgrades in infant fitness have also been mentioned where mother and father are MGNREGA members.

### **National possession, governance and the constitution**

MGNREGA is enshrined within the Indian charter, ensuring its sustainability and continuity into the future. MGNREGA is the flagship programme of the modern government (Indian country wide Congress), and was a key element of the party's election marketing campaign in 2004. Once elected, the government started out to implement the programme and installed vicinity financing mechanisms to scale up the programme nationally. The primary Act of its type at a countrywide stage, MGNREGA has been cautiously designed to incentivize powerful shipping. Although implementation challenges remain, the prison guarantee technically holds the state chargeable for making sure the delivery of entitlements: if the legal assure of labor isn't fulfilled in the time limit prescribed, the kingdom need to provide an unemployment allowance. Some of different acts provide help to MGNREGA implementation along with the Payment of Wages Act (1936), the equal Remuneration Act (1976) and the right to records (RTI) (2005). The RTI particularly

empowers India's citizens to get admission to data to support authorities duty and transparency.

### **Strong civil society at national and neighborhood degree**

The government of India has established a fund referred to as the National Employment Guarantee Fund, from which offers are released without delay to Districts. Revolving funds are to be set up under REGS at the District, Block and Gram Panchayat levels, with separate bank accounts being opened for such finances at each level. Every Rural Employment assure Scheme is needed to have the minimum features specified in schedule 1 and time table of the Act. Section four of the Act also provides that till the sort of Scheme is notified by the state government, the once a year or attitude Plan of the Sampoorna Grameen Rozgar Yojana (SGRY) or National Food for work Programme (NFFWP), whichever is in force that vicinity, shall be deemed to be the action plan for the Scheme for the purposes of the Act. Those recommendations had been formulated to facilitate the layout and implementation of Rural Employment assure Schemes. They have to be interpreted as a wide operational framework, round which in addition provisions can be constructed, considering the kingdom's economic, social



and institutional context. The Act is a centrally sponsored Scheme on a cost sharing basis with the aid of the central and the States Governments as follows:

Imperative authorities to pay for:

- Wage charges, 75% of material costs, and a few administrative costs.

State governments to pay for:

- 25% of cloth fees, other administrative expenses and unemployment allowance.

A vibrant country wide civil society become instrumental in reaching a rural employment guarantee act as a social security mechanism on behalf of the agricultural poor in India. The method concerned a huge variety of actors, along with lecturers, social motion activists, political improvement progress tales events, exchange unions and bureaucrats. Civil society has additionally been integral to the programme's layout. India's longstanding experience of implementing public works enabled preceding lessons to inform MGNREGA, such as demand-led components, and civil society's popularity of issues of corruption and inefficiency changed into critical in designing MGNREGA with such robust transparency and accountability provisions. At local level, civil society performs an vital but wonderful role in supporting implementation,

maximum extensively raising cognizance on legal entitlements, assisting panchayats to supply the programme and mobilising communities to utilise tracking and duty gear, which include network social audit forums and the RTI.

### **Capability of establishments:**

The lowest-up making plans process envisaged in MGNREGA, and the sheer growth in insurance over this kind of brief period of time, has been viable handiest due to the lifestyles and functioning of a machine of decentralised governance the Panchayati Raj. The ability and functioning of the panchayats is tremendously variable by means of district and by kingdom, however, and new roles and obligations, coupled with a complex planning method, have challenged present capacities within them and additionally unfolded avenues for corruption. In popularity of these ability constraints, some of mechanisms had been put in place in an attempt to overcome such challenges, such as capability building and training for government officials, network monitoring activities and the use of monitoring via records era.

### **Lessons learnt**

- i. Strong political dedication, large-based public help and a powerful lobby on behalf of the terrible performed a key role in

- translating coverage into regulation and securing sustainable domestic investment.
- ii. Enshrining the Act inside the Indian charter has ensured its sustainability, regardless of capacity changes of government.
  - iii. The layout of MGNREGA has important modern features, together with the availability of an unemployment allowance if work cannot be allotted inside 15 days and the a hundred-day assure. The demand-driven nature of the programme acts as ‘coverage’ for bad households, whose individuals are capable of call for paintings when they need it.
  - iv. Present decentralised establishments have enabled the rapid scale-up of MGNREGA. Institutional and monetary incentives have been installed region to enhance implementation, consisting of an economic penalty on the state stage if work is not allotted on time, and institutionalised mechanisms to encourage transparency and duty.
  - v. massive funding in administrative ability constructing is required to triumph over challenges in programme shipping, not only technical information to plot and carry out public works, but additionally recognition elevating and sensitization of the management to conquer socio-cultural attitudes which perpetuate institutional discrimination (e.g. in the direction of SCs, STs and girls in MGNREGA).
  - vi. Aid to mobilise and empower groups to participate in programme governance structures is likewise important, as are ongoing communication efforts to tell groups in their right to paintings.
  - vii. Lowering corruption and promoting responsibility and transparency additionally continue to be critical regions in public works programmes, in particular MGNREGA in this situation.

### **Conclusion**

India’s MGNREGA is the only Act which offers its rural humans the sort of

right and that too within the generation of Liberalization, Privatization and Globalization (LPG). It has a critical function to play due to its humane technique. It serves as an effective protection net for the unemployed mainly in the course of famine and drought. It has enabled them with enough buying strength and they may be capable of at the least to supports their fundamental necessity i.e. meals. The Act has constrained the rural bad to their areas and stopped migration to the cities. It isn't always simplest giving rural livelihoods however also related to them in other non-agricultural work. This has helped in dealing with disguised people. Employment in other non-agricultural paintings will even enhance the rural infrastructure i.e. rural asset building. it will ultimately cause sustainable development.

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