



STAKEHOLDERS' AWARENESS AND IMPACT OF EMPLOYMENT GUARANTEE PROGRAMME

Voice of Research
Vol. 2, Issue 3
December 2013
ISSN No. 2277-7733

M. Arun Kumar

Assistant Professor, Adithe Satyanarayana (ASN) P.G. College
Amalapuram East Godavari District, Andhra Pradesh

Abstract

In the study, all the respondents having white ration card who are the poor. Under the Programme, they got 65 days of employment. About 52-55 have said that migration has come down in the aftermath of implementation of the scheme. After the NREGS, the annual income of the beneficiaries increased and they were shifted to further income groups. The scheme has provided finance and capacity to purchase minimum needs. House equipment extended and debts was reduced. Opportunities for Child education has also extended. Meanwhile, majority of the respondents is not having awareness about facilities at work site. Thus, the concerned management should reveal the issues and conduct awareness classes to the mass. There is a need of hour to demonstrate the stake holders regarding full employment.

Keywords: Management, Full employment, Employment Guarantee, Stakeholders, Custody, Education

Mahatma Gandhi National Rural Employment Guarantee Act, 2005, (MGNREGA) draws heavily on the experiences of a number of rural wage employment programmes of the Central and State Governments. It has been expanded to all 604 districts of India since April, 2008. As the Scheme is implemented throughout the Country and as works begin everywhere, the magnitude of lives that will be touched by it will inevitably be massive. However, what is uncertain is the actual impact of the Act on the lives and livelihoods of people. Whether the Act actually makes a lasting impact on these millions of people it proposes to touch will depend on the extent to which the nation is able to extract the developmental potential of the Act.

Objectives

The present study is attempted to find out the performance of the National Rural Employment Guarantee Programme in three regions of the East Godavari District viz., Delta region, Upland area and Agency area. It covers employment, Wage earnings, family expenditure, house equipment, child education, savings etc, It becomes imperative that take stock of the experience so far in order to learn from the management and stakeholders' awareness on the impact of MNERGP which are essential to success of this Programme.

Methodology

Three Mandals namely, Pithapuram, Kotananduru and Tallaravu from upland area, one Mandal Allavaram from Delta and another Mandal Addateegala from Agency area has selected for the About 20 households are randomly selected from each village for total of 400 households. These are shown in the table 1. Two questionnaires were designed for the study. One questionnaire is used to collect data, information and opinion of the beneficiaries. The second questionnaire is used to collect the opinion of the Village representatives. Personal interviews are used to collected data and information from beneficiaries as well as Village representatives. In the analysis, Knowledge Index method is used to simplify the analysis.

Knowledge Index = $(AS/TS \times 100)$. Where, TS= Total Score; AS= Actual Score. Further, facilities at work site is measured by likert scale six points method

Table 1: Selection of the respondents

Mandal	Villages	No. of Respondents	No. of Village Representatives
Addateegala	4	4x20= 80	4
Allavaram	4	4x20= 80	4
Kotananduru	4	4x20= 80	4
Pithapuram	4	4x20= 80	4
Tallaravu	4	4x20= 80	4
Total	20	5x80=400	20

Results

Profile of the Respondents

To justify the objectives of the study about 450 respondents are selected from three regions (150 respondents from each region) namely Tribal Agency area, Delta and Upland area. Details regarding the Caste composition of the respondents by region are presented in Table 1. Of the total of 450 respondents, about 30.44 percent are belonging to Agency area, 23.33 percent are Delta area and 46.22 percent are related to upland area.

Table .1. Area and Caste composition of the Respondents

Social group	Region			
	Agency Area	Delta	Upland	Total
SCs	10 (7.30)	60 (57.14)	80 (38.46)	150
STs	120 (87.59)	-	30 (14.42)	150
Others	7 (5.11)	45 (42.86)	98 (47.12)	150
Total	137(30.44) (100.0)	105(23.33) (100.0)	208(46.22) (100.0)	450(100.0)

Economic Status of Respondents

The economic status of the respondents has been assessed by the ration card issued by Mandal details of type of ration card. The respondents were also asked to give information regarding the type of ration card that they have A very interesting observation is that 100 percent of respondents having white ration cards.



Awareness on the key Provisions and Procedures

Respondents' awareness about the key provisions can be treated as one of the achieving factors of the scheme. If people have knowledge on the scheme, they can benefit more and it lead to improve their life style. In the study, as shown in table 2, eight major provisions are selected and one mark is allotted to each Provision. Knowledge index is measured for simply understanding of the level of knowledge on these provisions.

On the derivation of the scores, SCs have 634 marks instead of 1200. Thus the Knowledge index is recorded by 52.83 percent rather than cent percent. Mean while, the KI of STs is very lower as recorded by 29.75 percent but it is better in case of other communities that recorded at 64.83 percent. Thus, OCs is in better position. On an average the KI value of all the respondents is 49.14 percent. It can be said that the beneficiaries of the study area having less level of awareness about key Provisions and Procedures.

Table-2 : Awareness about Key Provisions and Procedures

S.No	Awareness on Provisions	Social group		
		SC	ST	Others
1	No. of days of Employment	129	78	140
2	Unemployment Allowance	68	34	137
3	Minimum Wages	74	37	88
4	Compensation to Accidents	114	63	120
5	Availability of Complaint Register	62	24	94
6	Social Audit	69	54	74
7	Medical and other provisions	63	35	69
8	Grievance redressal	55	32	56
	Total Score (TS)	634	357	778
	Actual Score (AS) (8x 150)	1200	1200	1200
	Knowledge Index =(AS/TS x 100)	52.83	29.75	64.83
	Average Knowledge index	49.14		

Source: Field survey

Awareness about facilities at work site:

The respondents are asked whether they know about certain provisions under NREGS. There is greater variation of awareness level among the social groups in this regard. Awareness of total 450 respondents about the facilities at work site is measured by likert scale six points method and weighted scores were computed to study in depth of the reasons. In the six point scale the first rank was given 6 weights, second rank was given 5 weights, third rank was given 4 weights and fourth rank was given 3 weights and so on Respondent's awareness on facilities at work site is presented in Table 3.

It is revealed that large number of beneficiaries have awareness on safe Drinking Water facilities as ranked first by 2458 score followed by medical treatment (second rank), Shade for Small children and periods of rest, exgratia payment for death, first aid box facilities and women to look after children at work.

Table 3 Awareness about facilities at work site (Likert's

sex point's method.)

Awareness	1	2	3	4	5	6	Weight	Rank
Medical Treatment	26 (156)	16 (80)	102 (408)	214 (642)	65 (130)	27 (27)	1443	2
Exgratia payment for death	14 (84)	28 (140)	65 (260)	27 (81)	247 (494)	69 (69)	1128	4
Safe drinking Water	258 (1548)	142 (710)	50 (200)	-	-	-	2458	1
Shade for Small children and periods of rest	25 (150)	45 (225)	11 (44)	244 (732)	25 (50)	100 (100)	1301	3
Women to look after Children	11 (66)	25 (125)	25 (100)	45 (135)	100 (200)	244 (244)	870	6
First Aid Box	23 (138)	11 (55)	65 (270)	89 (267)	8 (16)	254 (254)	1000	5

Source: Feld survey

It is concluded that majority of the respondents not having awareness about facilities at work site. Thus, the concerned management should reveal the issues should provide awareness classes to the mass.

Impact of NREGS

One of the major objectives of the scheme is to improve the income levels and enhance the quality of life of village folks who are thus far eking out with meager income, constraints of low wages, frequent interruptions in wage earnings etc. by providing 100 days of wage employment at prescribed minimum wages applicable in the region.

Employment accessibility

The average employment of the three regions in the district is 65 days which equals to 39.16 per cent to the total employment accessibility. The percentage share of employment days to the total employment of the three social groups is 39.23 percent, 38.61 percent and 38.89 percent. The average mandays under NREGS for male is 63 equaling to 36.42 percent and it is 37.84 percent in case of women. Thus, it can be said that more than one-third of employment is getting under NREGS (Table 4).

Table-4 Mandays accessibility under NREGS and other source

Caste & Sex	Mandays accessibility		
	Mandays under NREGS	Mandays other than NREGS	Total mandays
SC	71(39.23)	110(60.77)	181(100.0)
ST	61(38.61)	97(61.39)	158(100.0)
Others	70(38.89)	110(61.11)	180(100.0)
Male	63(36.42)	110(63.58)	173(100.0)
Female	56(37.84)	92(62.16)	148(100.0)
Total	65(39.16)	101(60.84)	166(100.0)

Note: Figures in the brackets shows percentage to the total mandays

Source: Field survey

Impact on arresting migration



One of the significant objective of the NREGA is to arrest out-migration of unskilled, landless labour force from the rural areas to urban areas by ensuring up to 100 days of wage employment within their native jurisdiction so that these 100 days guaranteed wage employment can be judiciously and rationally utilized by the landless peasants during lean and distress seasons. On an average, about 63- 73 percent to of the respondents have reported that there has been acceleration in employment opportunities on account of the NREGS and about 52-55 have said that migration has come down in the aftermath of implementation of the scheme. Majority of the respondents across Gram Panchayats perceive that there is a positive impact of the NREGS on employment generation and it has also arrested migration (Table 5).

Table-5: Respondents' Perception on arresting migration by NREGA

Social group	Perception	
	% of respondents saying NREGA leading to more employment generation	% of respondents saying NREGA arresting migration
SC	73.33	54.1
ST	63.2	52.6
Others	72.4	55.2
Total	69.1	53.7

Note: Values are percentage to the respective totals

Source: Field survey

Economic impact

NREGA has benefited the social and financial status of the poor households. The workers regarded NREGA income as a substantial supportive income supplementing other sources of irregular earnings. Due to NREGA, women have also started shouldering household expenses and responsibilities and in the case of the female-headed families, the wages meeting their daily needs and the educational expenditure of their children.

After the NREGS, the annual income of the beneficiaries increased and they were shifted to further income groups. The percentage of respondents in the income group of Rs 5000-10000 was fallen from 51.56 percent to 40.22 percent. But, the respondents under the income of Rs 10000-15000 are increased from 30 percent to 30.22 percent. A drastic shift of respondents is recorded in the income group of Rs 15000-20000 from 3.55 percent to 24 percent and the percentage of respondents increased from 4.89 percent to 5.56 percent in case of Rs 20000-25000 in come group. The similar trend is found in case of the tree social groups.

Impact of NREGA on Family Expenditure

The workers are able to spend some amount on the education and health of their children. Some repairs and maintenance on their homes was also financed. Many workers came across post office experiences only through NREGA, and many of the women workers, in particular,

expressed that having some savings in the bank was a matter of great confidence to them, which enhanced their dignity.

Expenditure on Food items

Vegetables, meat, fish, edible oil, salt, tamarind, jiggery, eggs, milk, pulses, rice etc are food items. It is evident from the table that around 39-40 percent of the income is spending on food items before joining in the NREGA. After joining NREGA, the expenditure on food items is slightly increased to 41 percent to the total expenditure. The percentage change in expenditure on food items after NREGS of SC, ST and OCs is recorded by as 42.08 percent, 32.18 percent and 35 percent respectively. SCs have increased their expenditure than the OCs. It shows that the scheme has provided finance and capacity to purchase minimum needs.

Expenditure on Non-food items:

On the average monthly expenditure of the 3 categories (SC,ST and OCs), also significantly increased after joining NREGA on clothing, fuel & light, cosmetics, tobacco & pan, beverages, festivals and ceremonies ,house repairs, health care etc. Expenditure of SCs on non-food items was increased by 36.35 percent and in case of ST and STs; it was 41.71 percent and 34.84 percent. It is found that the expenditure on intoxicants, education, and health and house repairs increased significantly in the three categories. Expenditure on cosmetics like face powder, soaps other special items such as tooth paste, /powder, also increased after joining NREGA. Expenditure on festivals, travel etc are highly increased.

Obviously, the total expenditure both food and non-food items is increased after they got employment under the MNREGS. The percentage growth is recorded by 38.61 percent, 44.37 percent and 35 percent respectively.

Impact on house equipment

It is found that they have various items of house equipment like Watch, Stove, Rice Cooker, Electric, Iron, knitting machine, TV set, Light- furniture and other house related equipments (house decoration etc) equipped in respondent's houses before and after joining in NREGS. Majority of the respondents of all categories acquired variety of equipments after joining NREGS. Out side contact of female, visit of offices, demonstration effect, and earnings from Group activities caused to highly equipment after joining in NREGS. 'Deepam' a special programme for NREGS members introduced by government of Andhra Pradesh and sanctioned Gas connections to some of the members. But they were not utilized properly and some were handover to others due to hike of price of LP Gap.

Impact of NREGA on Out Standing Loans

One of the most significant impacts of NREGS appears to



be on indebtedness, which is clearly decreased across all the communities. There is a significant percent by 23.82 was decline in out standing loans of OCs taken from money lenders and rural banks, Commercial Banks, co-operative Banks and other sources.

Impact on saving/risk management

The economic impact of the NREGS on the members has been analyzed in terms of their level of savings also. Women respondents are members of SHGs and they have saving habits and thrift in Abhaya Hastham scheme. Meanwhile, male who are the head of the families have also made saving in the life insurance corporation of India and etc after they got employment under NREGS.

It is found that all the 75 female respondents of SC category having thrift habit and saving in Abhaya Hastham scheme as they are the members of the Self help groups. After the NREGS, about 50 male respondents also started savings in LIC and post office in the name of their children. It is further observed that the amount of saving has also increased after they entered in to NREGS works. The similar trend is found in case of STs, but the number of respondents is limited to the remaining categories. In case of other communities, about 60 respondents in addition to 80 beneficiaries have started saving habits after the NREGS.

Impact on Child Education

As per the perceptions of the respondents, many of the school age children in the villages are engaged in collection of fodder, fuel wood, water in animal grazing etc. This trend is gradually changed and the households are sending children to schools. It is found that among the 220 school going children, about 82.09 percent was joined government schools. Of which, 38.18 percent was SCs, followed by STs at 26.36 per cent and OCs at 35.45 percent. After the NREGS, the percentage of children in the government schools was declined to 39.18 percent (from 82.09 percent) and 60.83 percent are sending to private schools. Of which, 39.26 percent was SCs, followed by STs at 10.43 per cent and OCs at 50.31 percent respectively.

Obviously, it can be said that all the parents, irrespective of caste are very much interested to provide better education to their children.

Impact on intensity of Wage rate in Agriculture

As MGNREGS has become regular in the villages, wherever it is implemented well, people have started negotiating for better wages for other works, on par with or better than MGNREGS wages. Further, they are able to hold on (with some secure income) till the negotiation succeeds. Also, as some farmers are availing MGNREGS and receiving wages, they are willing to pay wages on par

or better for the works done in their Fields. The wage rates have also increased significantly across the regions. Details regarding intensity of wage rate in agriculture and NREGS works are presented in table 7.17. In the agency area, Rs 74-80 are earning under scheme but the wage rate is Rs 100-150 in other works; whereas in the delta area, the wage rates are Rs 74-86 and 1-Rs 150-250 and in upland area it is Rs 86-90 and Rs 150-250.

It is further observed that the workers are not willing to work in agricultural sector due to they are confined to easy works of NREGS. These conditions are forced to hike in wage rate in agricultural activities.

Respondents' willingness to work under NREGA

Most of the respondents across the sex, caste, education and age are interested to works under the NREGS except the few which is quite obvious. A large section of those who are not interested to work felt that the wage rate under the scheme is lower than the market wage rate.

Conclusions

The present paper discusses the respondents' perceptions on the management of MNREGA which has been expanded to all 604 districts of India. It covered three regions of Andhra Pradesh. In the study, all the respondents having white ration card who are the poor. Under the Programme, they got 65 days of employment. About 52-55 have said that migration has come down in the aftermath of implementation of the scheme. After the NREGS, the annual income of the beneficiaries increased and they were shifted to further income groups. The scheme has provided finance and capacity to purchase minimum needs, house equipment extended and debts was reduced. Opportunities for Child education has also extended. Meanwhile, majority of the respondents is not having awareness about facilities at work site. Thus, the concerned management should reveal the issues and conduct awareness classes to the mass.

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