

## **MGNREGA-EMPLOYMENT AND ECONOMIC EMPOWERMENT OF RURAL WORKERS IN THIRUVALLUR DISTRICT**

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### **ABSTRACT**

*National Rural Employment Guarantee Act (NREGA) is considered to be one of the most enlightened and transformational bills passed by the Indian Parliament during the year 2005. The government is responsible for guaranteeing employment and livelihood safety to every rural family. In the year 2007, it has been renamed as (MGNREGA) -Mahatma Gandhi Rural Employment Guarantee Act. MGNREGA remains one of the government's leading programs within the primary national strategy for development, which is the 11th Five-Year Plan (2007-2012). The scheme concentrates on actions of "inclusive development" via a three-branched strategy: income poverty reduction, economic growth, and human capital formation. This law is a substantial development in the entire history of poverty-reduction strategies and rural growth policies in India. In Accordance with MGNREGA ensures the yearly jobs for 100 days to each and every rural family in which adult members are prepared to do unskilled manual labor at the legal minimum wage. The primary objective of this right in accordance with the policy proposal is to offer employment guarantee and encourage developing infrastructure in the rural areas for the well-being of rural households, it has additionally been deemed to be a comprehensive approach for rural poverty reduction and maintainable development. The aim is to ensure livelihood and food safety by offering unskilled jobs to people by the establishment of sustainable resources. Women in rural areas are usually home-based the EGS played a significant role in limiting gender bias and enabling rural women. This study examines these issues and points out that the Employment Guarantee Act should it should not be considered any ordinary poverty reduction program, but it should be considered a chance to eliminate the worst type of poverty as well as to empower Promoting the growth of the*

*poorest people and the Indian economy. The research has shown that MGNREGA possesses a lot of alterations in the lives of its recipients. However, the stance of lower-class families is improved in their way of life. Across this study we will attempt to concentrate to assess the effect of MGNREGA on recipients and their lives in the Thiruvallur district of Tamilnadu.*

***Keywords: MGNREGA, Rural Development, Women Employment, Sustainable Development, Poverty,***

***100 days of work, Village panchayats, Thiruvallur District.***

## **INTRODUCTION**

India's MGNREGS has continued to be one of the world's most intricate and impressive program. With its boldness to officially guarantee every rural household 100 days of work for each year via village Panchayats. At the moment of its introduction, MGNREGS altered the very expression of social security in India. The scheme's enactment architecture was a significant innovation worldwide also - with its emphasis on leveraging rights, technological tools, community-based mechanisms for accountability and village Panchayats to react to citizen requests for job opportunities on a grand scale.

This bill was launched with the objective of enhancing the buying power of the quasi- or un-skilled rural population of India, regardless of as to whether or not they dropped below the poverty threshold. The scope of (MGNREGS) continues to be remarkable with almost 51 million recipient households in 2017 creating 2342 million person-days of employment, and expenses at 0.3 percentage of GDP. The program has also executed quotas for women to focus on female involvement. By the Year 2017, 53.5 percent of those offered employment via the program remained women at the same time 39.1 percent belong to the Scheduled Castes (SC) and Scheduled Tribes (ST). Approximately one-third of the specified labor force is women. The participation of women, as well as socially backward groups, has been proven to be exceptionally high.

MGNREGA remains one of the government's leading programs within the primary national strategy for development, which is the 11th Five-Year Plan (2007-2012). The scheme concentrates on actions of "inclusive development" via a three-branched strategy: income poverty reduction,

economic growth, and human capital formation. This law is a substantial development in the entire history of poverty-reduction strategies and rural growth policies in India.

In this study, based upon the secondary data, an effort has been made to thoroughly comprehend the growth effort in order to restore the rural life and livelihood in accordance with the principle of numerous secondary data. This paper is mainly focused on the significance of MGREG work in Thiruvallur District.

## **OBJECTIVES OF THE STUDY:**

- ✚ To explain the sources of employment opportunities to MGNREGA workers in the study area.
- ✚ To analyse the role of women in the MGNRES Work.
- ✚ To find out the difficulties faced by the MGNRES workers in the study area.
- ✚ Examine the other works engaged by the sample respondent at the time of the Non-availability of MGNRES work.
- ✚ Visualize the possibilities of the MGNRES work that would cover the whole year.

## **METHODOLOGY:**

- ✚ The present study is only focused on the MGNRES workers in the Thiruvallur district.
- ✚ This study observes the women worker's jobs in MGNRES, in the Study Area.
- ✚ This study examines the difficulties faced by workers as well as monetary benefits under MGNRES work, in the study area.
- ✚ This study reveals the occupational change of workers after the Non-Availability of MGNRES work.

## **ROLE OF WOMEN IN THE MGNREGS WORK**

The unique characteristics of the MGNREGS public wage program transform it into an attraction for women. Greater Number of women than men work under the national program which ensures job opportunities to people in rural areas. Higher than 90 % of women manual workers are farmworkers or cultivators. MGNREGA has transformed this.

The main role of women in rural areas under the scheme.

- a) Creation of new ponds.
- b) Refurbishment of current Ponds, Kuttais, Ooranies, Kulams, Temple Ponds, etc.
- c) Cleaning of channels.
- d) Cleaning and reinforcement of bunds of watering tanks.
- e) Establishment of new roads.
- f) Other water preservation/soil preservation measures/flood protection measures.
- g) land leveling.
- h) Creation of Village road both side rainwater path making
- i) Works in order to encourage agricultural production by establishing robust Infrastructure necessary for Bio-fertilizers as well as post-harvest facilities plus pucca storage facilities for agricultural products.
- j) Land Development activities (Dug wells & Farm Ponds) Sericulture, Horticulture & Plantation activities, Waste Land Development, Construction of Houses under IAY & GHS, Construction of Goat, Cow, and Poultry Shelters
- k) Water Harvesting Structures and Water conservation, Micro and minor Irrigation works and creation, Renovation of Traditional water bodies, Renovation and Maintenance of Irrigations canals and drains, Afforestation, Rural Sanitation, and Land Development works.

### **MGNREGA- OPPURTUNITY FOR WOMEN EMPOWERMENT**

MGNREGA has had the opportunity to make the vast majority of the women self-sufficient and empower them. It provides an opportunity for females for governmental jobs, which is to provide higher pay than the market. Even Though, employment opportunities beyond home lessen the financial dependence of women on men as well as the rise in her financial control within the household. However, 32 % of the overall total respondent agreed that MGNREGA has provided better financial independence to women and at the same time it generated buying power at the local economy. Through this plan, rural women have begun to protect themselves by seeking their own voice.

## **MGNREGS – THIRUVALLUR DISTRICT TAMIL NADU**

In Tamil Nadu, the Rural Employment Guarantee Scheme is open to all rural households in the regions informed by the Government of India. An entitlement of 100 days of assured employment during the financial year remains in accordance with the conditions of households. The ownership of a house may be shared among the individuals of that house. Under this right, all adult members of the household can register and apply for employment if they are local residents. This means they need to be living in the village Panchayat or the special This means they have to live in village panchayats or special village Panchayat area and ready to do unskilled manual labor. They can apply to the local village panchayat as an individual or family.

**MGNREGA** in Tamil Nadu, the plan was introduced on 02nd Feb 2006 and was originally applied in six districts. From 01st April 2007, four additional districts have been covered by the plan. Beginning on 01st April 2008, the plan had been extended to twenty other districts. The works carried out in the program consist of

- a) Creation of new ponds.
- b) Refurbishment of current Ponds, Kulams, Ooranies, Kuttais, Temple tanks, etc.
- c) Cleaning of channels.
- d) Cleaning and reinforcement of bunds of watering tanks.
- e) Establishment of new roads.
- f) Other water preservation/soil preservation measures/flood protection measures.

***The following steps were introduced to streamline and accelerate the use of the project***

- a) Under MGNREGA, the minimum wage is from Rs.80 to Rs.100
- b) Correction in the form of work cards and nominal muster rolls
- c) Provision of additional fuel of 50 liters per month for each of the vehicles of Assistant Executive Engineers.
- d) Sanctioning of additional ministerial, technical, and computer staff at district, division, and village level.
- e) Talking up only 100 percent of labour-intensive works to present the entry of contractors.

- f) Speaking of great works of not less than Rs.3 lakhs in worth it has been undertaken to guarantee employment for at least 30 days and to create assets that are visible and beneficial to the community.
- g) Conducting social audits by members of various sections of the society including six MGNREGA workers.

### ***MGNREGS OBJECTIVES***

MGNREGS aims to improve livelihood security in rural areas by providing at least 100 days of steady wage employment in a financial year for adult family members to perform unskilled manual work. The plan has been carried out in Tiruvallur district beginning in 2008-09. Establishes productive assets and provides basic amenities. The secondary objective is to improve managing natural resources beyond works that address causes of persistent poverty such as droughts, deforestation, land erosion, etc., and therefore promote sustainable development.

#### **MGNREGS OBJECTIVES**

**WAGES ARE EQUAL TO BOTH MEN AND WOMEN.**

**STRENGTHENING PANCHAYAT RAJ INSTITUTIONS.**

**FULL WAGE PAYMENT ENSURED FOR DIFFERENTLY ABLED PERSONS.**

**ONLY JOB CARD HOLDERS ARE ENTITLED FOR EMPLOYMENT IT WILL ISSUED BY VILLAGE PANCHAYAT.**

**MACHINERY AND CONTRACTORS ARE NOT ALLOWED – ONLY MANUAL WORK.**

**HEALTH AND SAFETY- WORK SITE FACILITIES LIKE NAME BOARD, FIRST AID BOX, SHELTER, DRINKING WATER AND CRECHE ARE PROVIDED.**

**WORKS ARE RECOMMENDED BY GRAM SABHA AND ARE SELECTED FROM SHELF OF PROJECT.**

**CREATION OF DURABLE ASSETS BY GRAM PANCHAYATS.**

**DEVELOPMENT OF INFRASTRUCTURE SERVICES IN THE VILLAGE PANCHAYATS IN JUNCTION WITH OTHER DEPARTMENT.**

**LAND DEVELOPMENT ACTIVITIES ARE TAKEN WITH CONVERGENCE WITH OTHER DEPARTMENTS.**

**REGULAR SOCIAL AUDIT IS CONDUCTED BY GRAMA SABHA THROUGH VILLAGE SOCIAL AUDITORS.**

**2017-18 THE WAGE RATE IS Rs.205/-.**

**WAGES ARE PAID DIRECTLY TO THE BANK ACCOUNTS OF BENEFICIARIES THROUGH E-FORMS.**

## MGNREGS PERMISSIBLE WORKS IN THIRUVALLUR DISTRICT



### RESULTS AND DISCUSSION:

The MGNREGA has provided rise to the biggest employment program in human history as well as is different from any other pay employment plan throughout its size, design, as well as focus. It is base-up, people-focused, demand motivated, rights-based, self-selecting, and its design is different and extraordinary. The MGNREGA offers a legitimate assurance for wage employment. It is a demand-led program in which the supply of jobs is caused by the demand for jobs by wage seekers. The requirement for work in accordance with the NREGS had seen a significant leap in the fiscal year 2018-19 by 257 crore person-days of jobs that are being generated, placing it at the eight-year high.

The MGNREGA overpowers difficulties of aiming over its self-targeting method of recipient choice, for example, a significant proportion of the nation's neediest of the poor as well as the marginalized search for employment under the plan. The law encourages States to grant employment, as 100 % of the unqualified workforce expenditure and 75 percentage of the material expenditure of the program will be carried by the Central Government. There are a number of

reasons that give trust in the women worker's involvement in accordance with this scheme consist of nature of work, which does not require qualified workers, the restricted hours of work, the readiness of work locally, a decrease of migration of male members, a substantial leap in the wage rate, etc.

Considerably, Women are involved in the scheme far more enthusiastically than they have taken part in all shapes of recorded work due to the fact that MGNREGA makes reasonable and positive work conditions necessary for women. MGNREGA specified work surrounded by 5 km of the village in which the work candidate resides constitutes involvement in the scheme with the logistical possibility for women who might have limited job opportunities accessible to them, provided their duties and responsibilities in their households.

Women are playing a most significant role in creating the financial resources for their household, but their participation continues to be countless due to the fact that they are performing a considerable amount of unpaid work. In rural areas, the domination of males in family judgments has been observed. MGNREGA has had a substantial impact on converting specified unpaid work into the paid employment opportunities and expand the scope of the decision-making situation of women's participation in household issues. As the salaries are paid by bank or post office in accordance with the household position of women rise and she may be able to control cash resources due to the fact that withdrawal can be made only as per her own personal choice.

When it comes to MGNREGA Pursuits in Rural Job Opportunities, an assessment was made, and is based upon the conclusions the researchers have provided the following proposal to overcome the limitations encountered by the recipients in connection with MGNREGA events in the study area.

- a) MGNREGA would provide assistance to the agricultural laborers during the off-season but salaries, as well as the number of days of employment offered, are extremely low. Therefore, it is required to enhance the wage from Rs.229 to Rs.300 and the number of days it should be increased if at a possible minimum of 200 days a year of employment.
- b) Ever Since the agricultural labourers have not been able to obtain employment during the whole year, government agencies and public organizations must step forward to create rural-based



industries such as coir and cottage industries to offer job opportunities to agricultural labourers, whenever they don't have a job in MGNREGA they come forward and provide the job for them throughout the entire year.

c) It should be possible to give Medical Insurance and Minimum pension for elderly MGNREG workers at the National level, and financial assistance should be given to ensure the stable financial condition of MGNREG workers.

MGNREG is important to accomplish the universal objective of comprehensive growth as well as sustainable growth to enhance the rural areas.

## **CONCLUSION:**

The MGNREGS is a major new scheme allowing the possibility to transform the rural socio-economic relations at the micro individual and macro-social levels. People living in rural areas must have a similar quality of life as is experienced by people who live in suburban as well as urban areas. Moreover, the surging impacts of unemployment, poverty, poor and insufficient infrastructure in the rural areas on urban areas is heading to socio-economic pressures expressing economic scarcity and urban deprivation. MGNREGA is regarded as a significant program for eliminating poverty in rural areas as well as unemployment, by creating a requirement for a productive workforce in Indian villages. It offers an additional source of livelihood that will have an effect on decreasing migration, lessening poverty, limiting child labor, and creating villages self-supporting out of valuable resources establishment like road-building, washing up of water reservoirs, water, and soil preservation work, etc. The Mahatma Gandhi Rural Employment Guarantee Scheme has provided an ample no of employment opportunities to Rural landless labourers, unskilled labourers, particularly women and economically backward communities.

Women have gained even greater as workers than as a community. Women as people have earned due to the fact of their capacity to make money individually has made it possible because of the paid work chance under MGNREGS.

Throughout states as well as districts where MGNREGS has been carried out well, numerous of its social and economic goals are discovered to have been accomplished. Therefore MGNREGS operates to examine the general public work plan in the form of employment in rural areas aimed

at below the poverty line families and provide the social security and bare minimum financial security to the poor individual for the rural economy in India.

Although all of us need to understand that the MGNREGA might not be a long-lasting solution to the unemployment issue of rural India. That there exists a rise in the wellbeing of the household for both the male and woman workers such as paying more for their family needs, education for their children and allows those investments in the bank or post office after getting this job and working under MGNREGA. This was observed in the present study conducted in Thiruvallur district.

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