



## **Right to workers towards mahatma Gandhi national rural employment Guarantee act**

**Dr. Ezreth P**

Assistant Professor, Department of Commerce Mannaniya College of Arts & Science Pangode, Tvm, Kerala, India

### **Abstract**

A number of micro level organizations are participating in the formulation and implementation of MGNREGA. The organizational set up in Kerala for NREGA is unique in the sense that the involvement of Kudumbasree (the organization of women's Self Help Groups) in the formulation, implementation and monitoring of the programme has attracted much attention. Kudumbasree contacts all the households in the Panchayat through Neighbor Hood Groups (NHGs). In each ward NHGs are grouped as Area Development Society (ADS). At the Panchayat level, Kudumbasree activities are managed by the Community Development Society (CDS), which is elected from among the ADS. The ADS is the lowest unit of the process of implementation for arranging workers and supervising the work.

The MGNREGA highlights the legitimate role of Panchayat in its implementation mechanism. The acknowledgement of Panchayat Raj Institutions is the main agency of implementation under scheme. The programme comprises of following five tiers of application 1. Gram Panchayat (GP), 2. Block Panchayat, 3. District Panchayat, 4. State Government, 5. Central Government. In this five tier system, Gram Panchayat occupies the bottom and Central Government the top.

**Keywords:** MGNREGA, NHGS, ADS, CDS, NREGA

### **1. Introduction**

The mahatma Gandhi national rural employment guarantee act provides legal guarantee for 100 days of employment in every financial year to adult members in rural area. A decade after coming into force the MGNREGA is suffering from decline in employment, budget, delay in wage payment and rampant violation of workers entitlement. The effective functioning of MGNREGA leads to overall development of our country by the way of eradication of poverty through employment opportunity. The main objective of the study is to identify the impact of MGNREGA on agricultural sector and determine employee satisfaction on MGNREGA.

The National Rural Employment Programme (NREP) was launched in October 1980 and regular plan programme from 1981. the programme was expected to generate additional gainful employment in the rural areas. The National Rural Employment Act 2005 was later renamed as the Mahatma Gandhi National Rural Employment Guarantee Act, is an Indian labour law and social security measure that aims to guarantee the rights to work.

The primary objective of the act is. to enhance the livelihood security in rural area by providing them a minimum of 100 days of guaranteed wage employment in the financial year. This guarantee also serve second objective like generating productive asset, protecting environment, empowering women, and reducing rural urban economic inequality. Mahatma Gandhi National Rural Employment Guarantee Act, 2005 aims at enhancing the livelihood security of the households in the rural areas by providing at least 100 days of guaranteed wage employment in every financial year to every household whose adult member volunteer to do unskilled manual labor. This enactment creates a rights-based framework for wage employment programmes and makes the Government legally accountable for providing employment to those who

seek it.

The Act was notified in Palakkad and Wayanad districts with effect from 2<sup>nd</sup> February, 2006 and then extended to Kasaragod and Idukki districts with effect from 1<sup>st</sup> April, 2007. The remaining ten districts were notified under the Act with effect from 1<sup>st</sup> April, 2008. Thus Mahatma Gandhi NREGA covers the entire State with the exception of the urban areas.

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is an Indian law introduced on 5th september'2005, that aims to guarantee the 'right to work' and ensure livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work.

Employment will be given within 15 days of application for work, if it is not then daily unemployment allowance as per the Act, has to be paid liability of payment of unemployment allowance is of the States. 2. Work should ordinarily be provided within 5 km radius of the village. In case work is provided beyond 5 km, extra wages of 10% are payable to meet additional transportation and living expenses. 3. Wages are to be paid according to the Minimum Wages Act 1948 for agricultural laborers in the State, unless the Centre notifies a wage rate which will not be less than Rs. 60/ per day. Equal wages will be provided to both men and women. 4. Wages are to be paid according to piece rate or daily rate. Disbursement of wages has to be done on weekly basis and not beyond a fortnight in any case.

Adult members of a rural household, willing to do unskilled manual work, may apply for registration in writing or orally to the local Gram Panchayat. After verification by gram panchayat, they issue a job card which bear the photograph of all the adult member of household. Job Card should be issued within 15 days of application. Job Card holder may

submit a written application for employment to the Gram Panchayat Gram Panchayat will issue a receipt of the written application, which give guaranteed job within 15 days. If job is not given within 15 days then daily unemployment allowance as per the Act, has to be paid

**Statement of the problem**

A decade after coming into force the MGNREGA is suffering from decline in employment, budget caps, delay in wage payment and rampant violation of workers entitlement. An examination of the case of Jharkhand points to reason for this crisis, including the storm grievance redressal system, weak financial institutions, and acute shortage of functional and discriminate use of technology. However, some imitative taken by the state government and civil society in the recent past open up the new possibility for improving program. Delay in wages and scarcity of funds has marred the scheme since it's inception, leading to unmet demands among benefiterers. the study helps to know the problem faced by MGNREGA.

**Relevance of the study**

MGNREGA is a largest employment programme in human history. It provides legal guarantee for wage employment. There is legal provision for allowance and compensation both in case of failure to provide work in demand and delay in payment of wages for work undertaken. The MGNREGA overcomes the problem of targeting mechanism of beneficiary selection that is the large percentage of poorest of the poor and marginalized seeks employment under the scheme. The earlier wage payment programme that were based allocation based, MGNREGA is a demand driven and resource transfer from central to state is based on demand for employment in each state. The effective functioning of MGNREGA leads to overall development of our country by the way of eradication of poverty through employment.

**Objective**

- Identify the impact of MGNREGA on agriculture sector.
- To determine employee satisfaction on MGNREGA.
- To evaluate allowance received by workers.
- To identify main problem faced by the workers.

**Methodology**

**a. Source of data collection**

Primary data collected through well structured interview schedule and source of secondary data comprises journal, magazine, newspaper, website.

**b. Sample technique**

As for the present study the population size is infinite the adoption of sampling method was evitable. The method of data collection through sample survey, convenience sampling method used to study.

**Implementation structure of MGNREGA**

<b>Central Government</b>
<b>State government (state employment guarantee Council)</b>
<b>District Panchayat</b>
<b>Block Panchayat</b>

**Gram Panchayat**

**Analysis and results**

In order to fulfill the objective of present study, we have examined 50 workers in Vamanapuram Panchayat.

**Table 1:** Satisfaction level of workers.

Descriptive Statistics	Mean	Standard Deviation	Rank
Income	3.28	1.139	3
Allowances	3.36	.722	2
Rate of hours	3.18	.800	4
Working environment	3.70	.735	1

*Source:* primary data.

The above table shows a picture of the satisfaction level of members in each factor of the scheme. We says that working environment is the main factor for satisfaction of members because the above table shows high rank for the working environment and other factors which are under this factor.

**Table 2:** Water facility provided at work site.

Opinion	Frequency	Percent
Low	24	48
Moderate	16	32
High	10	20
Total	50	100

Most of the respondents opinioned that the water facility at work site is moderate.

**Table 3:** First aid facility provided at the work site.

Opinion	Frequency	Percent
Low	24	48
Moderate	16	32
High	10	20
Total	50	100

Majority of respondents not satisfied with the first-aid facility at work site.

**Table 4:** Views of incentives

Opinion	Frequency	Percent
Highly satisfied	-	-
satisfied	6	6
dissatisfied	44	44
Total	50	50

Majority of respondents not satisfied with the incentives.

**Table 5:** Opinion about MGNREGA

Opinion	Frequency	Percent
Very good	4	4
good	36	36
average	6	6
poor	4	4
Total	50	50

Majority of the respondents that 36% view the MGNREGA are good.6%view that is average. only 4%views is very good.

**Findings**

- Majority of respondents are female.

- The main reason for joining in the MGNREGA is job satisfaction and attractive salary.
- Most of the respondents opined that the water facility is only moderate.
- Majority of the respondents are not satisfied with first aid facility.
- The majority of respondents have no harassment faced at work site.
- 64 Percent respondent opined that their major work is water conservation, moderate in the case of irrigation canal ; land development works are high and flood control works are moderate.
- Majority of workers says that their income increased after working under the scheme.

### **Suggestions**

- There is a low awareness among some women workers of MGNREGA. To come out this anomaly more awareness campaigns have to be educate the people about the provisions of the programme.
- There is a delay in making the payment of wages in the case of workers. To avoid this appropriate steps are taken by the government to maintain the uniformity in wage payment.
- For comprehensive participation of women should allowed to involve in planning for MGNREGA.
- Women participation can be enhanced by appointing female supervisors on MGNREGA works and conducting social audit.
- Provision of food for women at work sites creates enthusiasm among women to participate in MGNREGA works.

### **Conclusion**

To conclude, the MGNREGA in India is very useful among the ordinary people in the society. It is an important role in economic development of the nation. The main objective of the study to determine the workers satisfaction in MGNREGA and main problem faced by the workers. Majority of the women workers in MGNREGA working in daily wages. Improving the quality of employment of MGNREGA by implementing all entitlements of workers including the payment of minimum wages, work site facility. In addition it is important to add some minimum social security such as health insurance. In other words, MGNREGA works needs to move towards quality employment.

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