

A comparative study on Mahatma Gandhi NREGA-with reference to employment outcomes and expenditure outcomes in last five years

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Abstract

Poverty is one of the big challenges India is facing today. The Government of India has given more stress on employment generation and poverty reduction. Only Economic growth can help in poverty reduction. Several poverty reduction schemes have been introduced like Integrated Rural Development Program (IRDP), Training Rural Youth for Self-Employment (TRYSEM), Swarnajayanti Gram Swarozgar Yojana (SGSY), Rural Landless Employment Guarantee Programme (RLEGP), etc. All these are still not effective in eliminating the problem of unemployment leading to poverty. Consequently, Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was started which is also an essential tool for a comprehensive growth. The main objective of an inclusive growth is to offer sufficient number of dynamic employment prospects. To provide employment opportunity for women, MGNREGA is the most ambitious antipoverty scheme launched in India. The Mahatma Gandhi National Rural Employment Act (MGNREGA) was introduced with an objective of improving the acquiring power of the people living in rural areas, chiefly partial or un-skilled work to people residing in the rural sector, irrespective of the fact that they are under the poverty line and about one-third of the specified labour force is women. The first law that on an international level guarantees employment at an unmatched scale is NREGA. This Act was incorporated on February 2, 2006 in a phased method. Now the NREGA was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in 2nd October 2009 by the government order of S.O. 1860 (E), dated 30th July, 2010. The main ambition of the research is to study the advancement of MGNREGA and also to understand the service generation performance of the Scheduled Castes, Scheduled Tribes, Women's and others running in other parts of India. The Current research is mostly grounded on secondary sources which are collected from various Indian Government Reports, the website of MGNREGA, Books, Newspapers, Journals, Articles, etc.

Keywords: Friendship, Religion and Faith, Cross-Cultural Conflict, Mystical Aspiration and Oppression of colonized.

Introduction

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was notified on September 5, 2005 with its legal outline and rights-based approach. Its main objective is to enhance the livelihood security by offering minimum a hundred days employment, with proper salary, during a financial year, to every household of the rural area where the adult member of the family is ready to do any unskilled physical work to earn a living. In the first phase, the Act covered 200 districts on 2 February, 2006, and was stretched to all the other rural areas of the country in other phases. During the FY 20-15 up to 31st December, this scheme has offered employment to nearly 3.60 crore folks with 121.25 crore days of employment where people who were employed with days of employment was generated at a total expenditure about of 26404.45 crore. The programme had high work participation from lower groups like SC/ST (40%), Women (56%), 95.14 lakh works were undertaken, (spill over + new works) of which 31% were for water conservation, 14% were for the provision of irrigation amenities on the lands possessed by SC/ST/BPL and IAY beneficiaries 14% were for rural connectivity and 6% were for land development.

The women workforce participation under the Scheme has exceeded the legal minimum requirement of 33% and the drifts show a rise in the rate of participation at the national level. From the beginning, the participation of women each year has been roughly 48%. MGNREGA is the first law ever on international basis which assures pay employment at an

extraordinary scale. The prime motive of the Act is fulfilling the want for wage employment in the rural sector. The works permitted under the Act address The Act focuses on getting over the main reasons for chronic poverty like deforestation, drought and soil erosion, so that the generation of employment is sustainable.

Salient features of the Act

1. Rights based Framework: The adult member of a family in a rural sector has full rights to demand for employment if he is willing to do unskilled physical work.

- It is mandatory for a household to apply for the registration to the Gram Panchayat.
- The Gram Panchayat will issue a Job Card with a photograph of all the adult members of a family who are willing to work in the programme after verification.
- The Job Card must be kept by the adult member of the household.
- The Job Card will issue him/her a dated receipt of the work application if the Job Cardholder applies for work to the Gram Panchayat.

2. Time bound Guarantee: Employment will be provided by The Gram Panchayat or the local self-governing body will provide employment within 15 days of work request. If this fails, unemployment allowance will be paid.

- Depending on the actual demand, up to 100 days in a financial year per household.

3. Labour Intensive Works: The pay and material ratio for approved works at the Gram Panchayat will be 60:40 where no contractors or any kind of machinery will be used.

4. Decentralized Planning

- Gram Sabhas need to recommend mechanisms
- Gram Panchayats, for proper execution, must at least do 50% of the work.
- Principal importance of PRIs in planning, implementation and monitoring
- The yearly shelf of works should be prepared beforehand for each year.

5. Work site facilities: First aid facilities, proper drinking water facilities, proper sanitation facilities, crèche and shade is provided at workplaces.

6. Women empowerment: Minimum one-third of beneficiaries must be women.

7. Wage Disbursement Bound: Payment of remunerations has to be done on a weekly basis and not after that.

- Salaries will be paid to the workers at the wage rate through their Bank/Post office accounts.

8. No Machinery Usage: In the execution of works, No contractors and no labour-displacing machinery should be used.

9. Transparency & Accountability: Proactive revelation through citizen information boards, wall writings, through MIS and Social Audits.

10. Funding: 25% of skilled, semi-skilled and material expenses is funded by States whereas 100% expenditure for unskilled salaries and 75% for skilled, semi-skilled and material is funded by the Central Government. Also, for the effective incorporation of the Act, 6% administrative costs are funded by the Centre.

Review of Literature

Harish, Nagaraj, Chengappa and Basavaraj (2011) conducted a research on “*Impacts and Implications of MGNREGA on Labour Supply and Income Generation for Agriculture in Central Dry Zone of Karnataka*”. The research assesses the influence of MGNREGA on employment, wages and savings of the workers working under MGNREGA. It also examines the influence of MGNREGA pays on worker accessibility for agriculture and on workers’ age and gender. The result concluded from the research directs that the MGNREGA programme often pretences the issue of scarcity of labour for few agricultural processes which are linked to market wage rates.

Ulvin (2011) conducted a research on “*Social Security for Poverty Reduction: A Study of the MGNREGA in Karnataka, India*”. The main purpose of the research was to discover the benefits, need& challenges of incorporating MGNREGA in the rural sector of Karnataka. The outcome of the research depicts that 50 percent of the people took participation in the work under the MGNREGA. Despite having a Job Card, 12.5% respondents had not taken part in any work under the MGNREGA. 14% respondents did not have a Job Card, but were acquainted about the MGNREGA. 13% respondents did not have a Job Card and did not as well know anything about

the MGNREGA. 10.5 percent respondents had applied for a Job Card, but it had not been issued from the local Gram Panchayats by the time of the fieldwork.

Kadrolkar (2012) presented a paper on “An Impact Assessment Study of Mahatma Gandhi National Rural Employment Guarantees Act’ (MGNREGA) In Karnataka”. The main objective of the research was to study the perceptions, the socio-economic background of the beneficiaries of the act and to find out the gaps during the incorporation of the act and to offer suggestions for policy inferences. This research proposed that every job card holders should have employment and that there should be redressal cells in case of any injustice faced by a worker.

Prasad (2012) conducted a research on “*Performance of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): An Overview*”. The aim of the research was to analyse the performance of MGNREGA, discover the current running status of MGNREGA and to explain the funding pattern of MGNREGA. The outcome of the research was that MGNREGA acts as a real safety net for the unemployed people living in the rural sector particularly during food crisis and drought. It has supported them with appropriate purchasing power and now they are capable to at least fulfil their basic necessity.

Shenbagaraj and Arockiasamy, (2013) submitted a study on “*Impact of MGNREGA on local development: A study of Ottapidaram blocks in Thoothukudi district, Tamil Nadu*”. The major reason of the research was to examine the influence of MGNREGA in enhancing the employment and income of the households in Thoothukudi district, Tamilnadu. The outcomes of the research reveals that only 38 Panchayats were covered under MGNREGA out of 63 Panchayats in Ottapidaram blocks in Thoothukudi district and about 76.95% people were employed for less than 20 days annually.

Surendra Singh (2013) submitted a paper on “*MGNREGA: 100 days Employment Guarantee in Bundelkhand (M.P.)?*” The research was conducted with an objective to measure the progress of MGNREGA in Bundelkhand (M.P.). The research shows that MGNREGA has provided 33% jobs for Women’s in Bundelkhand Region (M.P.). In the year 2008-09, the total percentage of 100 days completion of jobs is 2.98 which is relatively low and it was increased in 2010-11. The number of households who had issued job cards were 1538480, in 2010-11, whereas the no. of jobs demanded were only 461791 which was around 30 percent.

Anitha and Sritharan (2013) presented a paper on “*Problems Being Faced by Women Entrepreneurs in Rural Areas*”. The main objective of the study is undertaking the commercial growth among women highlights their motivational factors, the relationship between socio-economic background of business women and their existing commercial attribute. It is proposed in the research that most of the women industrialists are with the outlook that because of scarcity of training, they are unable to persist in the market. Hence, frequent training programmes should be conducted by the government with respect to new sales techniques, new production techniques, etc.

Kaushik (2013) submitted a study on “*Challenges Faced by Women Entrepreneurs in India*”. The main objective of the research was to encourage and discourage the inner and outer factors of women being an entrepreneur. The research mainly concentrated on the total investment made by the women industrialists and the socio-economic background. The

research also analyses the number of hours dedicated by them for their business.

Problem of the Scheme

Major Problems foreseen in the execution of MGNREGA are as follows

1. Less public participation due to low awareness about the programme
2. Capabilities Building of Officials and employees
3. Durability, Usefulness and Qualities of the Assets
4. Delays in the Payment of Remuneration
5. Scarcity of Workers
6. Inappropriate Planning along with Limited Fund
7. Shortage of result based Monitoring
8. Insufficient coverage of Women (in some states) and Persons with Disabilities (PWDs)
9. Nonconformity with Accountability Provisions & transparency (Social Audit)
10. Deficiency of ICT Infrastructure

Objectives of the Study

The research was carried out with the following objectives:

1. To study the Fund Availability and Actual Expenditure on MGNREGA
2. To find out the Employment rate to Different Categories of people;
3. To examine the Expenditure made on various heads like:- Wages, Material and Administration
4. To analyze the Employment provided under MGNREGA; and
5. To offer suggestions in the light of the study

Research Methodology

The research has been commenced to find out the significance of MGNREGA towards a comprehensive progression in the

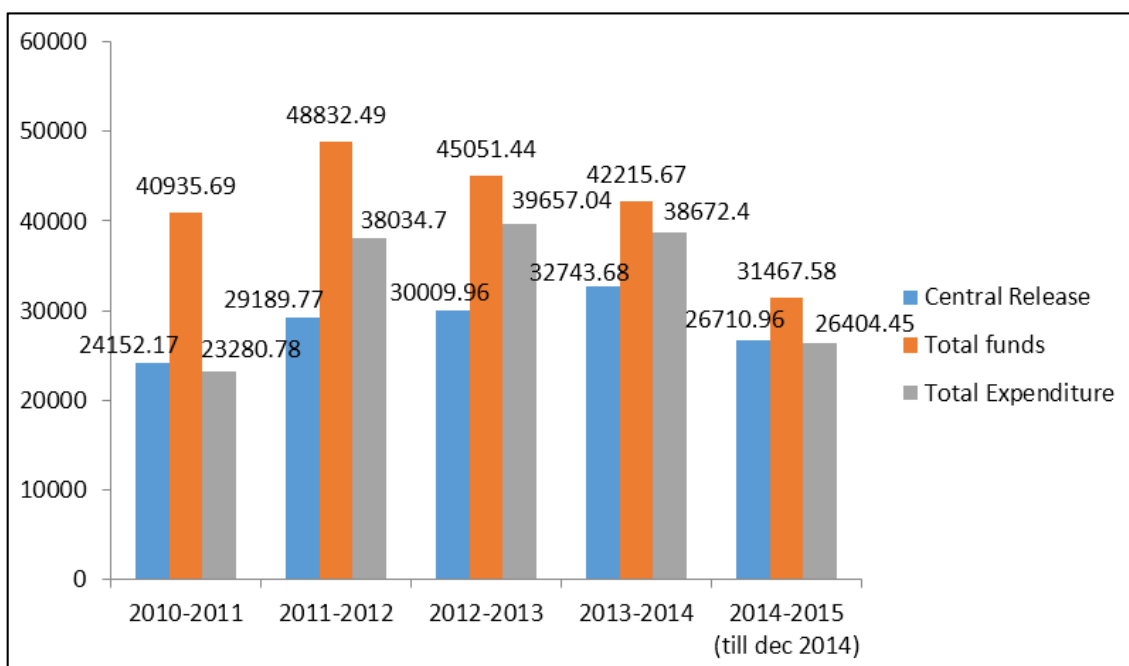
country. The present study has been done from the data collected from secondary sources. The data is collected from different newspapers, magazines, journals, articles, texts and websites linked to MGNREGA and service for women under MGNREGA Scheme from 2010-11 to 2014-15, in the country. The data required for the study has been taken from the website of Ministry of Rural Development www.mgnregs.nic.in. The interpretation of the research is done through percentage method. The analysis of the study led to the suggestions and conclusion of the research. Giving more importance to the main objectives of the research, the study is divided into the components of Mahatma Gandhi National Rural Employment Guarantee Act towards a comprehensive progression such as,

- a) Fund Availability and the Actual Expenditure on MGNREGA;
- b) Expenses on several other areas like: - Material, Wages and Administration
- c) Employment Provided to Women, SC & ST people

Data Analysis and Interpretation

➤ **Fund Availability and Actual Expenditure on MGNREGA**

Table 1: illustrates the details of the availability of funds and the actual expenses met on MGNREGA. Overall, the total fund available for the period is 142806.54 crores and the actual expenses incurred is 166049.37 crores. The actual expenses are more than the fund release, in the years 2012-13 and 2013-14. However, the actual expenditure is less than the total fund available, in rest of the years. At Present, the Central release is 26710.96 crore, total fund available is 21467.58 crore and actual expenses is likely to be 26404.45 crore.



Graph 1: Fund Availability and Actual Expenditure on MGNREGA (Amt. in crores)

Table 1: Fund Availability and Actual Expenditure on MGNREGA

Year	Central Release (in crores)	Total funds including O.B. (in Crores)	Actual Expenditure (in Crores)
2010-2011	24152.17	40935.69	23280.78
2011-2012	29189.77	48832.49	38034.70
2012-2013	30009.96	45051.44	39657.04
2013-2014	32743.68	42215.67	38672.40
2014-2015 (till dec14)	26710.96	31467.58	26404.45
Total	142806.54	208502.57	166049.37

Source: Ministry of Rural Development www.mgnregs.nic.in

➤ Employment Provided to Different Categories of People

Table 2: Highlights of programme for the Financial Years

Determinants	2010-11	2011-12	2012-13	2013-14	2014-15 (till Dec. 2014)
Wage employment	4.10 crore households	5.49 crore household	4.16 crore households	4.76 crore households	3.60 crore households
person-days employment	145 crore	257.15 Crore	141 crore	217.66 crore	121.25 crore
SC/ST Employment	20%	52%	38%	40%	40%
Women Employment	50%	48%	53%	53%	56%
Works Undertaken	68.60 lakh works	61.61 lakhs works	70 lakh works	138.49 lakh works	95.14 lakh works
Water Conservation	50%	53%	60%	37%	31%
Irrigation facility	12%	12%	12%	12%	14%
Rural Connectivity	21%	22%	17%	11%	14%
Land Development	13%	9%	8%	5%	6%
Financial Inclusion (Bank Accounts)	10.49 crore	9.88 crore	8.54 crore	9.38 crore	9.58 crore

Source: Ministry of Rural Development www.mgnregs.nic.in

➤ MGNREGA Budget Last Five Years

Table 3: MGNREG Scheme (in Crores)

Year	Outlays	
	B.E. (Budget estimates)	R.E. (Revised estimates)
2010-2011	40100	40100
2011-2012	40000	31000
2012-2013	33000	29387
2013-2014	33000	33000
2014-2015	34000	33000

Source: Ministry of Rural Development www.mgnregs.nic.in

As shown in the table 3 below it can be seen that maximum budget was sanctioned in the year 2010-11 and the minimum budget sanctioned in the last five years was in the year 2012-13 and 2013-14 whereas revised budget was minimum in the year 2012-13. In the present year the sanction was of 34000 cr. The highest deficit of 1000 Cr is in the present year from budget estimates to revised estimates.

➤ The Mahatma Gandhi NREGA OUTCOMES (Physical: Employment)

Table 4: Number of Household Employment Generated (Amount in crores)

Financial Year	No. of Households who have demanded employment	No. of Households Provided employment	Average Person days per household	No of Households Availed 100 days of employment	% of HH Completed 100 days Employment
2010-2011	41291854	40756698	34	1401484	3.44%
2011-2012	50911313	50424472	43	4054492	8.04%
2012-2013	51389772	49816406	46	5140567	10.32%
2013-2014	51803077	47908425	46	4653982	9.71%
2014-2015 (Till Dec. 2014)	42438376	36009444	34	1004180	2.79%

Source: Ministry of Rural Development www.mgnregs.nic.in

Interpretation: In the year 2010-11 the No. of Households who have demanded employment was 41291854, No. of Households Provided employment were 40756698, Average Person days per household were 34, No of Households Availed 100 days of employment were 1401487% of HH Completed 100 days Employment was 3.44%

In the year 2011-12 the No. of Households who have demanded employment was 50911313 which increased by 9619459 from last year, No. of Households Provided employment were 50424472 which increased by 9667774 from last year, Average Person days per household were 43, No of Households Availed 100 days of employment were 4054492 which increased by 2653008 from last year, % of HH Completed 100 days Employment was 8.04%

In the year 2012-13 the No. of Households who have demanded employment was 51389772 which increased by 478459 from last year, No. of Households Provided employment were 49816406, Average Person days per household were 46, No of Households Availed 100 days of employment were 5140567 which increased by 1086075 from last year, % of HH Completed 100 days Employment was 10.32% which is thrice from the year 2010-11

In the year 2013-14 the No. of Households who have demanded employment was 51803077, No. of Households Provided employment were 47908425, Average Person days per household were 46, No of Households Availed 100 days of employment were 4653982, % of HH Completed 100 days Employment was 9.71%

In the present FY 2014-15 the No. of Households who have demanded employment was 42438376 which decreased by 9364701 from last year, No. of Households Provided employment were 36009444 which decreased by 11898981, Average Person days per household were 34, No of

Households Aailed 100 days of employment were 1004180, % of HH Completed 100 days Employment was 2.79% which decreased by 6.92% in the present year.

➤ **Employment Provided to Women, SC & ST People**

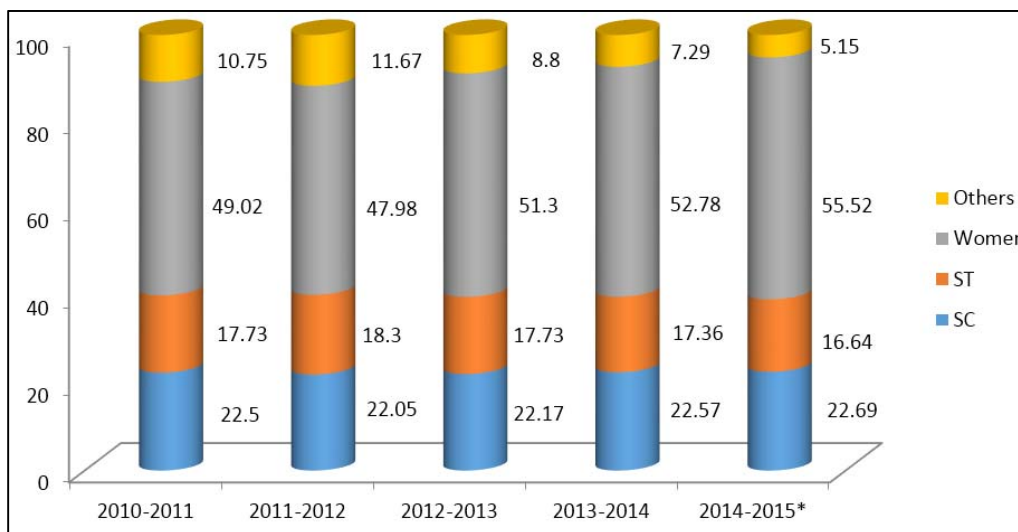
Table 5: Number of Household Employment Generated (SC, STs and Women), (Persons in Lakhs)

Financial Year	SC	%age of SC Participation	ST	%age of ST Participation	Women	% of women participation	Others	% of other	Total
2010-2011	3091.96	22.50	2435.71	17.73	6735.26	49.02	1476.24	10.75	13739.17
2011-2012	4769.69	22.05	3959.05	18.30	10380.77	47.98	2524.92	11.67	21634.43
2012-2013	5096.03	22.17	4075.49	17.73	11792.63	51.30	2021.76	8.8	22985.91
2013-2014	4970.77	22.57	3823.03	17.36	11624.36	52.78	1604.23	7.29	22022.39
2014-2015* Till Dec.	2750.84	22.69	2017.90	16.64	6731.89	55.52	624.64	5.15	12125.27

Source: Ministry of Rural Development www.mgnregs.nic.in

Interpretation: The aggregate employment offered to SC, ST, Others and Women is presented in Table 2. The total employment offered is estimated to be 13739.17 lakhs in the year 2010-2011. Maximum numbers of people got employment and were likely to be 22985.91 lakhs, in the year 2012-13. In the year 2013-14, the minimum number of people got employment and was estimated to be around 12125.27 lakhs in 2014-15 till December. The lowest level of SC participation was 3091.96 lakhs in 2010-11 whereas highest was in the year 2012-13 which was 5096.03 lakhs, in the

present FY year it is 2750.84 lakhs. The employment of STs was maximum in 2012-13 that is 4075.49 lakhs and minimum in 2435.71 lakhs at present it is 2017.90 lakhs. Whereas, the Women participation in the scheme was minimum in 2013-14 i.e. 1604.23 lakhs and maximum in 2011-12 which was 2524.92 lakhs and in present year it is 624.64 lakhs which is comparatively very less. Hence, it can be said that the scheme was most successful in the FY 2012-13 and the scheme was creeping in the year 2010-11.



Graph 2: Employment Provided to Different Categories of People (in % age)

➤ **Expenditure in MGNREGA on Wages, Material and Administration**

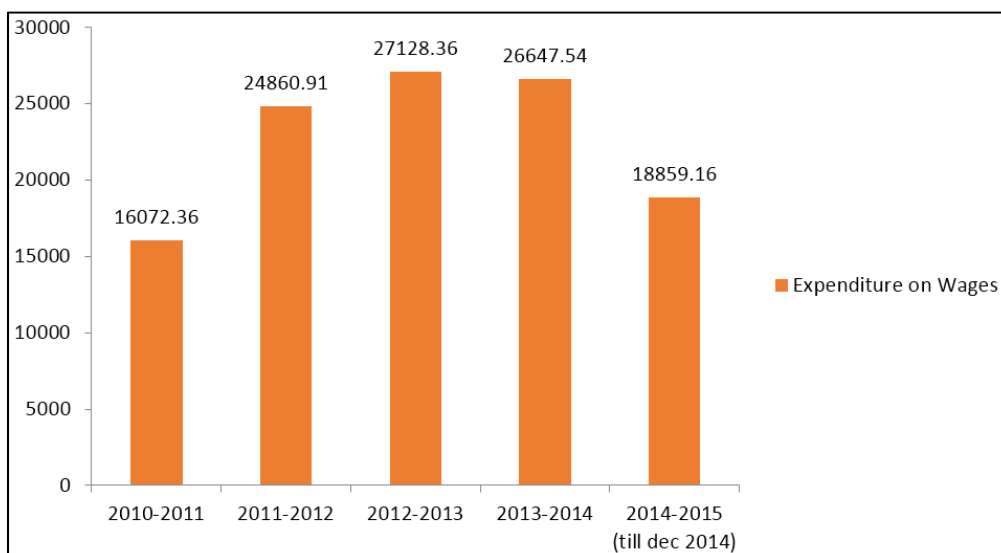
Table 6: The Mahatma Gandhi NREGA Expenditure on wages (Amount in crores)

Year	Expenditure on wages	%age of expenditure on wages
2010-2011	16072.36	72.09
2011-2012	24860.91	69.20
2012-2013	27128.36	72.33
2013-2014	26647.54	73.39
2014-2015 (till dec. 2014)	18859.16	75.78

Source: Ministry of Rural Development www.mgnregs.nic.in

Interpretation: From the above table we can interpret that the expenditure on wages in the year 2010-11 was 16072.36 crore whereas it gradually increased in the year 2011-12 by 8788.55 crore i.e. 24860.91 crore, there was decrease in

expenditure by 480.82 crore i.e. 26647.54 in 2013-14 from last year and a fall in expenditure from 26647.54 crore to 18859.16 crore in the year 2014-15(till Dec. 14)



Graph 3: Expenditure on Wages (Amount in crores)

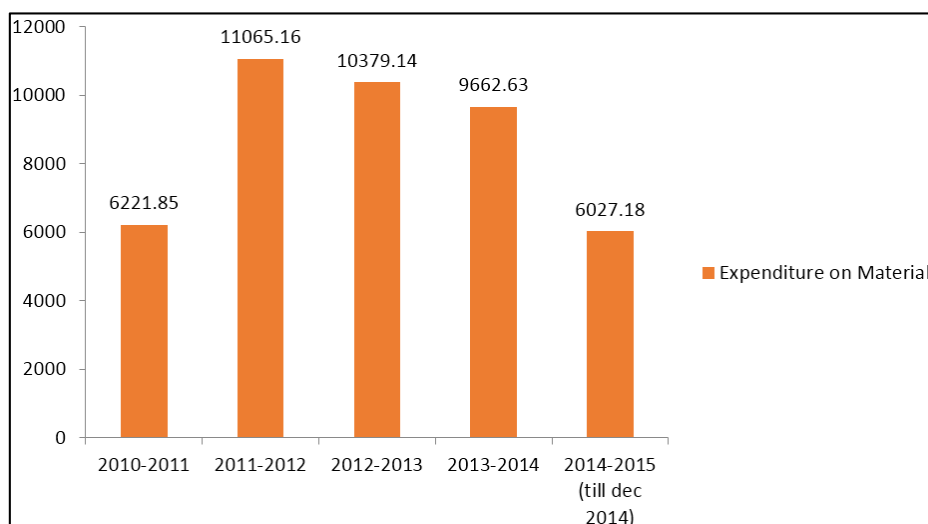
Table 7: The Mahatma Gandhi NREGA Expenditure on Material (Amount in crores)

Year	Expenditure on material	%age of expenditure on material
2010-2011	6221.85	27.91
2011-2012	11065.16	30.80
2012-2013	10379.14	27.67
2013-2014	9662.63	26.61
2014-2015 (till dec 2014)	6027.18	24.22

Source: Ministry of Rural Development www.mgnregs.nic.in

Interpretation: From the above table we can interpret that the expenditure on material in the year 2010-11 was 6221.85 crore whereas it gradually increased in the year 2011-12 by 4843.31 crore i.e. 11065.16 crore, there was decrease in

expenditure by 686.02 crore i.e. 10379.14 in 2012-13 from last year and a fall in expenditure from 10379.14 crore to 9662.63 crore in the year 2013-14, in the present year the expenditure on material is 6027.18 crore (till Dec. 14).



Graph 4: Expenditure on Material (Amount in crores)

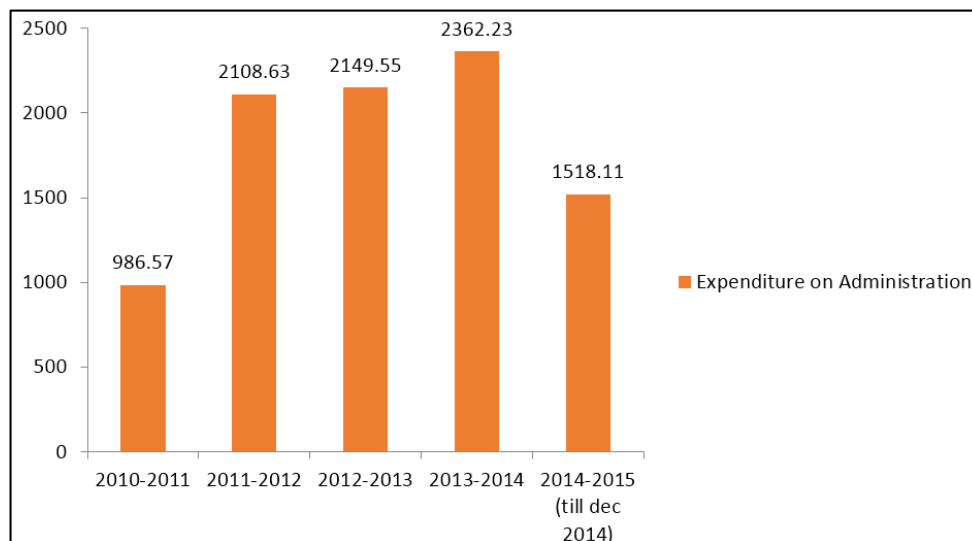
Table 8: The Mahatma Gandhi NREGA Expenditure on Administration (Amount in crores)

Year	Expenditure on Administrative	%age of administrative expenditure
2010-2011	986.57	4.24
2011-2012	2108.63	5.54
2012-2013	2149.55	5.42
2013-2014	2362.23	6.11
2014-2015 (till Dec 2014)	1518.11	5.75

Source: Ministry of Rural Development www.mgnregs.nic.in

Interpretation: From the above table we can interpret that the expenditure on administration in the year 2010-11 was 968.57 crore whereas it gradually increased in the year 2011-12 by 1122.06 crore i.e. 2108.63 crore, there was minor increase in expenditure by 40.92 crore i.e. 2149.55 Crore in

2012-13 from last year and a increase in expenditure from 2149.55 crore to 2362.23 crore in the year 2013-14, in the present year the expenditure on material is 1518.11 crore (till Dec. 14).



Graph 4: Expenditure on Administration (Amount in crores)

Findings of the Study

The Following are the Major Findings of the Study

- The study had taken the data of 5 years;
- The total fund available in 2013-14 was 125152.65 crores and the actual expenditure was 79259.09 crores;
- In 2011-12, employment provided to SC was 4769.69 Lakhs, ST was 3959.05 Lakhs and women were 10380.77 Lakhs.
- During 2012-13, the number of people employed under SC category was increased to 5096.03lakhs, ST was 4075.49 lakhs and for women it was 11792.63 lakhs compared to previous years.
- In the year 2013-14, the employment provided for SC decreased to 4970.77 lakhs, ST to 3823.03 lakhs and for women 11624.36 lakhs.
- The percentage of participation was more or less constant for last five years for SC Employees, it increased in 2011-2012 and decreased constantly after that for next three years where as participation of women increased in the year 2011-2012 by rapidly decreased year after year since 2012-13 to 2014-15.

Suggestions

- The Government must make sure that the planning activities are initiated for the accomplishment of the work by the set time frame, as foreseen.
- The Government must make sure that the labour budget is submitted on time to them for the distribution of funds.
- The Government must make sure that the registration of the people who are ready to work by taking reviews by doing a door-to-door survey so as to incorporate the scheme.
- The Government must make sure that the registered employees are rendered with 100 days.
- The Government may frame rules for procurement and ensure that these are observed in procurement of

materials under the scheme. The excess and short payment of wages and disproportionate wages and material ratio should be avoided.

- With, a view to ensure public accountability in implementation of MGNREGA, the inbuilt monitoring mechanism may be adhered to.
- The Government should ensure that trained and adequate manpower is posted at each level as these shortages adversely affect the implementation of the scheme.
- The Government should frame such information which can be carried out effectively. As this is a demand driven scheme, education and communication policies help the beneficiaries to be aware of their rights.
- The State Government should design complete financial management system which observes and controls the amount to be transferred based on the desires of the people and direct its fast transfer to the executing level, in order to ensure transparency in fund distribution to districts/GPs.
- The Government must make sure that MGNREGAS should be incorporated, as per the quick approach and only the Annual Plans projects are being taken up.
- The Government must make sure that the reserves of other schemes are merged with MGNREGS and not vice versa.
- Social audits must be ensured as foreseen.

Conclusion

In India, more than 70.00 per cent of the inhabitants are living in the rural sector. Henceforth, a major part of the inhabitants either drift to cities in search of employments or are mostly dependent upon agriculture. Poverty is one of the major issues India is facing today. The most affected area suffering due to the problem of poverty is the rural area. Therefore MGNREGA is a job guarantee scheme which provides 100 days assured wage employment for all the demands for work.

Women are given the assurance for one-third of the share in total employment. Other backward groups like SCs, STs and others are permitted to get their own private lands developed. Henceforth, MGNREGA is a step towards comprehensive progression.

It is witnessed that in the rural sector, the socio-economic condition of the households who are continuously functioning under the MGNREGA scheme are considerably as compared to other households. They are the truly needy persons. To fasten the rate of development some developmental initiative can be incorporated with the scheme particularly aiming those households who are working on a regular basis under the scheme for long periods even though the socio-economic conditions have been improving steadily. If MGNREGA is merged up with the other schemes of public works, there will be an improvement in the skill levels among the workers. The immediate need is to alleviate the problems being faced by the old persons and this can be resorted by implementation of some special provisions for the elderly persons within the Scheme. A specific segment in banks and post offices, to deal with MGNREGA works should be established to make payments smooth. To generate awareness about the MGNREGA, some training conferences must be arranged to train the employees. To make the process less hectic, they can also train them on payment procedure of bank or post office. Throughout the scheme, offering of only unskilful physical workforce does not appear to be a fruitful indication in the longer period of time. There should be an implementation into the scheme of the provision for the skilled as well as the semi-skilled workers. To restrict political intervention in the programme, some mechanism should be developed. The maximum limit of 100 days may be taken into consideration again for the profit of the workers who, on a regular basis, are involved with MGNREGA.

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