

**ROLE OF MGNREGA IN THE SOCIO-ECONOMIC  
DEVELOPMENT OF THE PEOPLE: A STUDY OF TWO  
BLOCKS IN NADIA DISTRICT, WEST BENGAL**

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“ROLE OF MGNREGA IN THE SOCIO-ECONOMIC DEVELOPMENT OF THE PEOPLE: A STUDY OF TWO BLOCKS IN NADIA DISTRICT, WEST BENGAL.”, submitted by me for the award of the degree of Doctor of Philosophy in Arts at Jadavpur University is based upon my work carried out under the Supervision of Dr. Kamaran M.K. Mondal, Professor, Department of International Relations, Jadavpur University, Kolkata. And that neither this nor any part of it has been submitted before for any degree or diploma anywhere/elsewhere.

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## **ABBREVIATIONS**

AAY	Antyodaya Anna Yojana
ADPC	Additional District Programme Coordinator
ADS	Area Development Society
AEO	Alternate Employment Opportunities
APL	Above Poverty Line
APO	Assistant Programme Officer
BDO	Block Development Officer
BDPO	Block Development and Panchayat Officer
BNRGSK	Bharat Nirman Rajib Gandhi Sewa Kendra
BRC	Block Resource Centre
BPL	Below Poverty Line
CAG	Comptroller and Auditor General
CDP	Community Development Programme
CDS	Community Development Societies
CEGC	Central Employment Guarantee Council
CFT	Cluster Facilitation Team
CLFT	Cluster-Level Facilitation Teams
COCAC	Computer Operators-Cum-Accounts Clerk
CRSE	Crash Scheme for Rural Employment
CSRE	Corporate Securitized Real Estate
DPAP	Drought Prone Areas Programme
DPC	District Programme Coordinator
DPO	District Project Officer
DWCRA	Development of Women and Children in Rural Areas
EAS	Employment Assurance Scheme
EGS	Employment Guarantee Scheme
FWP	Food for Work Programme

GRM	Grievance Redressal Mechanism
GRS	Gram Rogar Sevak
GRS	Gram Rozgar Sahayak
GS	Gram Sabha
HH	Household
IAY	Indira Awas Yojna
IEC	Information, Education and Communication
INRM	Integrated National Resource Management
JC	Job Card
JE	Junior Engineer
JRY	Jawahar Rozgar Yojana
MFAL	Marginal Farmers and Agricultural Labour Scheme
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MIS	Management Information System
MoRD	The Ministry of Rural Development
MR	Muster Roll
MRD	Ministry of Rural Development
NEGF	National Employment Guarantee Fund
NFFWP	National Food for Work Programme
NMT	National Monitoring Team
NREP	National Rural Employment Programme
PAG	Programme Advisory Group
PIA	Programme Implementing Agencies
PMD	Programme Management Division
PMGSY	Pradan Manthri Gram Sadak Yojana
PMRY	Prime Ministers Rozgar Yojana
PO	Programme Officer
PO	Project Officer
PIREP	Pilot Intensive Rural Employment Project
RLEGP	Rural Landless Employment Guarantee Programme

RMP	Rural Manpower
SEGC	State Employment Guarantee Council
SEGM	State Employment Guarantee Mission
SFDA	Small Farmers Development Agency
SGRY	Sampoorna Grameen Rozgaar Yojana
SGSY	Swarnjayanti Gram Swarozgar Yojana
SHG	Self-Help Group
SMF	Small and Marginal Farmer
SMT	State Management Team
TPP	Twenty -Point Programme
UA	Unemployment Allowance
VDP	Vulnerability disclosure programme



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## **PREFACE**

The NREGA is a most important milestone for the development of India. In post independent India, (before NREGA) a number of rural employment schemes (non-wage and wage) have been launched from time to time. Some important schemes are National Rural Employment Programme (NREP), Rural landless Employment Guarantee Programme (RLEGP), Jawahar Rozgar Yojana (JRY), Employment Guarantee Programme (EAS), Jawahar Gram Samridhi Yojana (JGSY), Sampoorna Grameen Yojana (SGRY), and National Food for Work Programme (NFFWP). Government of India merged SGRY and NFFWP with NREGA. The National Rural Employment Guarantee Act (NREGA) was launched in 2005, as similar wage base demand-driven rural people centered programme. NREGA became renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in 2009.

MGNREGA is a landmark for the social development and it guarantees minimum days of wage employment on an extraordinary scale in the entire country. The Act guarantees the right to work by providing 100 days wage employment in a financial year to every rural household whose adult members are willing do unskilled manual work. MGNREGA focuses on building durable rural asserts, monetising the rural economy, eradicating seasonal migration and empowering women at the grassroots level under Block Development Officer (BDO). This study has been realised as significance with effective implementation. This study presents the details of MGNREGA, its provisions regarding organisational structure and outreach, analyses the socio-economic condition and compares MGNREGA developmental strategy in both Krishnagar II block and Nabadwip block. This study explores the capacity building of officials, and the efficiency and accountability of MGNREGA in both the blocks.

This study analyses various aspects of MGNREGA and its impact in socio-economic development of the people of two select blocks of Nadia district. This study discusses numerous phenomena of MGNREGA as employment status, most advantage category, sex, religion, and developmental strategy of rural landless labours. The research study is divided into six chapters. The first chapter is the introductory chapter which discusses historical and methodological aspects by adopting contemporary quantitative techniques. It analyses the conceptual framework of MGNREGA and related information. This chapter includes literature review, research gap, research objectives, research questions, research hypotheses, research methodology, and tentative chapterisation etc.

The second chapter discusses various dimensions of MGNREGA in the respect of two blocks in which the conceptual framework and related information of MGNREGA has been mentioned. It explains the objectives and goals of NREGA, procedure of job card, application

for employment, limitation, significance, implementation agencies, and monitoring system of MGNREGA etc. The third chapter, regarding MGNREGA and development in Nabadwip block, discusses various issues like awareness of respondents about MGNREGA work, written application, unemployment allowance, employee's skill, employment opportunities, impact of age-caste-religion and gender of respondents, wage payment, women participation rate, housing pattern, and child labour etc. This chapter also explores Nabadwip block MGNREGA performance trends which clearly mentions number of job card, total complete and ongoing work with expenditure of last five-year, employment provided household, percentage of women participation, persondays generated for SC, ST and Women, utilisation of fund, and some development picture.

Fourth chapter is about MGNREGA and development in Krishnagar II Block based official data and survey studies. Like the third chapter, the fourth chapter also elaborates about Krishnagar II block MGNREGA performance; number of job card, respondent's skill, employment opportunities, age, caste, religion and gender of respondents, wage payment, women participation rate, and respondent's awareness about MGNREGA work, written application, and unemployment allowance etc. It also discusses performance of Krishnagar II block MGNREGA complete work and ongoing work with expenditure, household employment, percentage of women participation, persondays of SC, ST and Women, worksite facilities, and utilisation of fund.

The fifth chapter deals with a Development comparison in two blocks in the respect of MGNREGA and socio-economic development. It includes performance trends, total complete and ongoing work, expenditure, employment provided household, most participated caste, religion, gender of respondents, and persondays generated of SC, ST and women etc. This chapter also compares awareness of respondents about written application for MGNREGA works, unemployment allowance, skills of beneficiaries, employment opportunities, wage payment, and women participation rate etc. in Krishnagar II block.

The last chapter is summary and conclusion of the research work. This chapter summaries the whole research work and highlights its valuable findings. Some recommendations are also mentioned at the end of the chapter. The important suggestions of research study are continuous efforts towards creating adequate awareness on different provisions of MGNREGS amongst the respondent.



## **CHAPTER-I**

### **INTRODUCTION: SOCIO-ECONOMIC CONDITION OF TWO BLOCKS IN NADIA DISTRICT**

## **CHAPTER-I**

### **INTRODUCTION: SOCIO-ECONOMIC CONDITION OF TWO BLOCKS IN NADIA DISTRICT**

#### **Introduction:**

Indian economy is growing at a rapid pace alongside of globalisation. But rural India is lagging behind in the fields of poverty, unemployment, illiteracy, ill-health, lack of sanitation and safe drinking water etc. (Leelavathi 2011: 1). The problems of unemployment and poverty have always been major obstacles to economic development of developing countries like India (Sharma 2016: 43). Poverty, has many social dimensions, is a curse which directly or indirectly affects the personal development of a person. Sometimes it becomes the cause of crime in the society (Gupta 2018: 7). In the last few decades, rural poverty and unemployment have grown in an unprecedented manner in India. There is a growing incidence of illiteracy, blind faith, hunger, malnourished children, anaemic pregnant women, farmer suicides, starvation deaths, migration resulting from inadequate employment, poverty, and the failure of subsistence production during droughts in rural areas of India. Poverty as well as unemployment have been considered as a major problem of independent India. India is an agrarian developing country with 6,38,365 villages (Nusrat 2014: 1). India is one type of rural nation, in which 68.84 per cent of its people living in rural areas (Sudarshan 2017: 2). The rural economy is primarily based on agricultural activities and it is run by an unskilled labour force. In order to find a solution to the above problems and to provide livelihood security to the rural unemployed, the Government of India (GoI) has arranged various developmental programmes for rural development and economic progresses of rural poor.

Since the independence of India, the great leaders of the freedom movement have realised the importance of productive and fairly compensated rural labour which could motivate the livelihood security of people. As from this time, the poverty alleviation programmes have been in the heart of Indian planning. In this connection, they had ensured the right to work along with the right to health in the Directive Principles of State Policy of the Indian Constitution (Desai. et al. 2015: 5). The Indian Government implemented workfare programmes that offered wage employment in public works on minimum wages. In order to alleviate rural poverty by generating and creation sustainable assets, the govt. of India brought

in the flagship programme National Rural Employment Guarantee Act (NREGA), 2005 (Mallick 2016: 3). Though, wage employment programmes have been started as pilot projects such as the Community Development Programme (CDP)[1952], Rural Manpower (RMP) [1960-61], Vulnerability Disclosure Programme (VDP), Crash Scheme for Rural Employment (CRSE) [1971-72], Pilot Intensive Rural Employment Programme (PIREP) [1972], Small Farmers Development Agency (SFDA), Marginal Farmers and Agricultural Labour Scheme (MFAL) to the poorest of the rural areas, and Food for Work Programme (FWP) [1977]. In 1980, again, this programme was further streamlined into the National Rural Employment Programme (NREP) and Rural Landless Employment Guarantee Programme (RLEGP). Next Jawahar Rozgar Yojana (JRY1993-94), and Employment Assurance Scheme (EAS) [1993]. The Jawahar Rozgar Yojana (JRY) scheme was merged with JGSY during 1999-2000 and made it as rural infrastructure programme. The programme was again merged with the Sampoorna Grameen Rozgar Yojana in 2001-02. Sampoorna Grameen Rozgaar Yojana (SGRY) [2001], and National Food for Work Programme (NFFWP) was the next in line launched in 2004 targeting 150 backward districts. It aimed at creating supplementary employment opportunities and rural community assets (Deka 2017: 2). Among these programmes, the SGRY and NFFWP have been merged with NREGA in 2005 (Misra. et al. 2013: 2-3).

All these programmes were designed to create direct employment opportunities for wage workers through public works during the lean periods. These programmes have been considered as an important milestone of anti-poverty strategy because apart from the programmes advantages that would accrue to the unemployed, underemployed, poorly employed, and vulnerable segments of the population. In the context of poverty and unemployment, workfare programmes have been important programme interventions in underdeveloped as well as developing countries. Above all these programmes typically provide unskilled manual workers with short-term employment on public works like irrigation, afforestation, soil conservation and road construction etc. The programmes provide income transfers to poor households during critical times and therefore enable consumption smoothing specially during slack agricultural seasons or years (Azeez and Akhtar 2015: 2-3).

Thus it was considered a unique scheme, which provides them Right to Work, enshrined in the Constitution under directive principles of state policy (Part IV, Article 39 (a) and Article 41, Constitution of India). In this sense the scheme was supposed to be the most unique scheme

after independence as it provides them statutory right to employment. And the government has a statutory obligation to provide employment to every rural household in a financial year.

So, Indian government has implemented various employment programmes to eradicate rural poverty by fixed employment wages in every financial year. Among these schemes, it was considered a unique scheme, which provides them Right to Work, enshrined in the Constitution under directive principles of state policy (Part IV, Article 39 (a) and Article 41, Constitution of India). In this sense the scheme was supposed to be the most unique scheme after independence as it provides them statutory right to employment. And the government has a statutory obligation to provide employment to every rural household in a financial year (Jasvir 2015: 1). NREGA is being considered as a 'Silver Bullet' for the development. It has been eradicating rural poverty and unemployment by generating employment demand for a productive labour force in villages. NREGA has come after almost 56 years of other rural employment programmes in India. It runs through both the Central Government sponsored and implemented by State Government (Mohanty 2012: 1).

The right to work was not codified as a law before 2005. The National Rural Employment Guarantee Act (NREGA) was enacted on August 23, 2005. This scheme was passed and implemented in September 2005. The UPA government has started NREGA as right based project in the year of 2006. The Act is applicable to only rural areas notified by the Central Government. In the first phase this Act was introduced in 200 districts across the country with effect from February 2<sup>nd</sup> 2006. More 130 districts were included under NREGA in the Phase-II of 2007-2008 (113 districts were notified with effect from April 1st 2007, and 17 districts in UP were notified with effect from May 15th 2007). Again, the Central Government had notified for including the remaining 266 districts on 28<sup>th</sup> September, 2007 under the NREGA with effect from 1<sup>st</sup> April, 2008. (Guidelines 2008: 02). In these districts, pre-existing wage employment programmes, the National Food for Work Programme (NFFWP) and the Sampoorna Grameen Rozgar Yojana (SGRY) were merged with NREGA in 2005. Within the 200 selected districts of NREGA, there were 150 districts where NFFWP and SGRY were being implemented (Ghosh and Dey 2014: 7). It 648 districts are being covered in all over the country in 2014-15 (Mallick 2016: 3). Since 2008 in this way, Phase-III, NREGA has covered the entire rural area (district) within the country with the exception of district that have a hundred per cent urban population (Guidelines 2008: 2). Later, this scheme was renamed

as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on October 2, 2009 (Mohanty 2012: 1).

MGNREGA is the biggest demand-driven poverty alleviation programme in the world. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is an important milestone for developing employment opportunities in rural areas of India. It has been eradicating rural poverty and unemployment by the way of generating more employment for productive unskilled labour in rural India. The MGNREGA wage-employment programme implemented by State Governments with Central Government sponsorship. These wage-employment programmes were self-targeting and aimed to provide enhanced livelihood security, specially of those dependent on casual manual labour. The State Government enacted the Act to provide wage employment to those who (every rural poor and lower middle-class households) demanded it (Guidelines 2008: 2).

It guarantees 100 days of right to work for every adult individual in the village section of India. According to the Act, it can enhance the quality of life and motivate or mobilise the lifestyle of citizens all over the country. India concentrated on the standard of living of people in rural areas through the scheme. According to MGNREGA, the Indian government has implemented a fixed employment (right to work) policy of up to 100 days per household in every financial year. MGNREGA is a centrally sponsored scheme that is enacted by the state government. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) aims to enhance the livelihood security of rural people by guaranteeing hundred days of fixed-rate wage employment in a financial year. It provides employment legal guarantee to every rural household whose members volunteer to do unskilled manual work in a financial year. The objective of the Act is to create durable assets and strengthen the livelihood resource base of the rural poor. It serves as social safety by providing fixed guaranteed employment. The choice of works suggested in the Act addresses causes of chronic poverty like drought, deforestation and soil erosion. So, the process of employment generation is maintained on a sustainable basis (Guidelines 2008: 01). However, as per the operational guidelines on MGNREGA provided by the Ministry of Rural Development.

The objectives of the MGNREGA are: a). Ensuring social safety for the most vulnerable groups living in rural India by providing a fall-back employment opportunity when other employment alternatives are scarce or inadequate (Sameeksha 2012: 1). b). Growth engine for the sustainable development of an agricultural economy. Through the process of providing

employment works such as drought, deforestation, land development, soil erosion, play field development, water conservation etc. The Act seeks to strengthen the natural resource base of rural livelihoods and create durable assets in rural areas (Guidelines 2008: 1). c). Empowerment of the rural marginalised poor peoples, especially women, Scheduled Castes (SCs) and Scheduled Tribes (STs), through the processes of a rights-based law. d. Strengthening decentralised participatory planning through the convergence of various anti-poverty and livelihood initiatives. e. Deepening democracy at the grassroots by strengthening the Panchayati Raj Institutions (PRIs) (Sameeksha 2012: 1). f. New ways of doing business, as a model of governance reform anchored on the principles of transparency and accountability in governance (Dey 2016: 38). Now, MGNREGA has become a powerful instrument for inclusive growth in rural areas of India through its impact on employment opportunities, social protection, livelihood security, and democratic governance etc.

If the State Government cannot provide work within 15 days of an individual's demand for work, the State Government is required to pay an unemployment allowance until the individual receives employment. State Governments provide an additional contribution, primarily for unemployment benefits for the workers. Gram Panchayat (GP) and Block Development Officer (BDO) are the primary agencies responsible for the implementation of the MGNREGA project in the local area.

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is being considered as a 'Silver Bullet' for the development of society. Because the scheme is a significant way to bring socio-economic development in rural life. Generally, development is considered a condition in which belongings are improving. The term 'Development' means quantitative as well as qualitative change (Pawar 2021: 7). Development in its modern sense first came to official prominence when it was used by the United States President Truman in 1949, underdevelopment areas of the world (Khayingla 2018: 1). But it is defined in several ways in separate contexts like social, political, biological, science and technology, language, and literature etc. In a socio-economic context, development is considered the improvement of people's lifestyles through improved education, incomes, skills development, and employment. It is the process of socio-economic transformation based on cultural and environmental factors. So, socio-economic development is considered a process in which social and economic conditions have developed in a society. As, socio-economic status is based on the social standing or class of an individual or group. But socio-economic development is measured by

some indicators, like GDP, literacy, life expectancy or access to healthcare, a higher level of efficiency, well-being, justice, income, or levels of employment, and democracy at all levels. However, the development processes are sabotaged by some socio-economic challenges including hunger, poverty, unemployment, poor health, illiteracy, corruption, greed, and insecurity, etc. However, NREGA has been providing 100 days of guaranteed unskilled-wage employment to every rural household in rural areas. This scheme has been able to eradicate unemployment and injustice between men and women in society.

This scheme (NREGA) was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on October 2, 2009. MGNREGA emphasis on creative productive assets, environment protect, social equity and eradicate the gender discrimination in the rural areas. It regenerates natural resources base of rural livelihood for sustainable development through water conservation, land development, plantation or forestation, rural connectivity, work on individual land development of SC/ST and the beneficiaries of IAY etc. It also reduces the migration from one province to another, and establish the empowerment of women in the rural sector. So, National Rural Employment Guarantee Act (NREGA) is a 'People's Act'. And NREGA is an Act of the people, by the people and for the people (Dutta 2016: 1).

MGNREGA is a employees right based employment programme. As employment is provided by the demand of wage-seekers as their legal right. MGNREGA programme is different from previous various employment programmes. Because all previous employment programmes provided work to the employee when government decided but not when people demanded. MGNREGA programme is to change that. According to MGNREGA, Government will be provided work when employee demanded in their suitable time. This requires to generating awareness among potential wage seekers in rural areas, and set up systems that facilitate and rigorously record registration for work, issuance of job cards and application for work etc. (Beg. et al. 2014: 39-40). In respect of adding new names on account of one or more member of the household having become adult(s) in the registered households according to their birth certificate or ID proof of applicant age, name and address. (Ghosh and Dey 2014: 19-20). MGNREGA wages should be paid on a weekly basis on a pre-specified day of the week in each Gram Panchayat. It is very essential to ensure that employee wages are paid on timely. Workers are entitled to being paid on a weekly basis but no more than fortnight of the date on which work was done (NREGA, Section 3(3)). In the event of any delay in wage payments,

workers are entitled to compensation as per the provisions of the Payment of Wages Act, 1936 (NREGA, Schedule II, Section 30). If the State Government cannot provide work within 15 days of an individual's demand for work, the State Government is required to pay an unemployment allowance until the individual receives employment. State Governments provide an additional contribution, primarily for unemployment benefits for the workers. Gram Panchayat (GP) and Block Development Officer (BDO) are the primary agencies responsible for the implementation of the MGNREGA project in the local area. But compensation costs shall be borne only by the State Government.

This study tries to explore the various impacts of MGNREGA for the rural society. It can be considered the progress of various factors of people's needs like social need, and economic need etc. The conceptual framework explored the actual meaning of the basic elements of MGNREGA. It depends on employment opportunities from the perspective of productivity based on demand. The employment structure has shifted towards the higher-productivity sectors. Levels of education and skills in the workforce are key variables for the capabilities of marginalised people. The concepts that have been used in this research study are mentioned below as per the MGNREGA operational guidelines. According to MGNREGA guidelines, 'Adult' means a person who has completed his eighteenth year of age. It is associated with social and legal concepts. 'Applicant of MGNREGA' means the head of a household or any of its other adult members who were eligible for employment under the MGNREGA. 'Household' means the members of a family related to each other by blood, marriage, or adoption and normally residing together and sharing meals or holding a common ration card. 'Minimum wage' means the minimum wage rate for any area fixed by the government. Government under Section 3 of the Minimum wage Act, 1948, for agricultural labourers as applicable in that area. 'Unskilled manual work' means any physical work without training. Any adult person is capable of performing the work without any skill or special training. 'Livelihood' is comprised of capacities, assets, and activities required for means of living. The term 'rural' means an area in which non-urban style of life, occupational structure, social organisation and settlement pattern are belongs. Development of rural people means raising the standard of their living through extension of irrigation facilities, cultivation improvement, expansion of electrical facilities, construction of roads, provision of educational facilities, and health care, etc. (Saravanan 2014: 6-7).



MGNREGA promoting social inclusion, employment opportunities, reducing inequalities and eradicating poverty for the migrants, or displaced persons in study areas. So, MGNREGA play as durable role in protecting rural workers and in reducing the prevalence of poverty in both study areas. So, it is clear that MGNREGA made important role during the pandemic, protecting the most vulnerable households from significant loss of income. There is no doubt as increased earnings income from MGNREGA in study areas. All these are happened by proper implementation and monitoring system from higher level to lower level. Gram Panchayat has played as vital role in this aspect. If the State Government cannot provide work within 15 days of an individual's demand for work, the State Government is required to pay an unemployment allowance until the individual receives employment. State Governments provide an additional contribution, primarily for unemployment benefits for the workers. Gram Panchayat (GP) and Block Development Officer (BDO) are the primary agencies responsible for the implementation of the MGNREGA project in the local area.

Therefore, MGNREGA has been considered as an important milestone for the socio-economic development of the people. The MGNREGA is considered as a demand-driven scheme. MGNREGA focuses on works relating to house construction, afforestation, improving livelihoods, land development, rural connectivity or rural footpaths, disaster restoration, micro irrigation channels, water conservation and water harvesting works, rural sanitation, and promotion of fisheries etc. Many workers migrate to other parts of the country for the work purposes from both study areas. Lack of alternative work and livelihood are the primary causes of migration from rural areas. But they unable live due to absence of work for extended periods of COVID-19 makes it difficult to afford high cost in urban areas. Government of India (GoI) compelled to resort a series of curbs and lockdowns an uncontrollable rise in the COVID-19 to protect the spread of the novel coronavirus. In a result, millions of informal workers came back to their own villages due to lockdown in COVID-19 pandemic situation 2020. Therefore, millions of workers became jobless. But MGNREGA has protected them from the crisis of unemployment. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) emerged as a social safety network for the distressed rural workers in COVID-19 period. It is also true in both research study areas. Both the Krishnagar II block and Nabadwip block of Nadia district under the Indian state of West Bengal adopted and implemented MGNREGA from the 2<sup>nd</sup> phase in the financial year of 2007-2008. Both Krishnagar II block and Nabadwip block are community development blocks. Krishnagar II block is composed of seven Gram Panchayats (GP) and local administrative units at the village

level, which form an administrative division in the Krishnagar Sadar subdivision of Nadia district. But Nabadwip block is composed of eight Gram Panchayats (GPs) and local administrative units at the village level, which form an administrative division in the Krishnagar Sadar subdivision of Nadia District. The MGNREGA has almost completed 15 years of implementation in both Krishnagar II block and Nabadwip block of Nadia district in 2023. This scheme has become universalised and is operational in all 7 GPs of Krishnagar II block and 8 GPs of Nabadwip block of Nadia District. The Act aims to eradicate extreme poverty and make villages self-dependent through productive asset creation. The Government has emphasised on it as an Act of the people, by the people, and for the people.

This MGNREGA work helps a lot in bringing back home the migrant rural labourers during COVID-19 situation. As, the Act generated highest numbers of employment between May 2020 to June 2021 during COVID-19 pandemic time in both study areas. In 2020-21 financial year, both study blocks performance became higher than previous financial year. In this year, Nabadwip block had completed total 1585 works and 3167 ongoing works, and Krishnagar II block had performed 1418 completed works and 2437 ongoing works. In same financial year, both study block's employment opportunity to SC, ST and women households were increased than previous financial year. The no. of SC, ST and women employment provided households of Krishnagar II block were 2500, 128, and 5416 respectively. Other hand Nabadwip block employment provided performance for SC, ST and women were 470, 49 and 3075 respectively. In 2020-21, the percentage of employment provided HH of both blocks were increased than the previous year. In this year, the percentage of employment provided HH of Nabadwip block was 90.35 and Krishnagar II block was 88.88 per cent. Because, Nabadwip block provided employment to 7892 household out of 8735 household, and Krishnagar II block provided employment 11648 households out of 13106. Next financial year in 2021-22, again, percentage of employment provided HH of both blocks were more increased. But Nabadwip block employment provided HH became so high 97.96 per cent and it was more than Krishnagar II block (90.60 %) (APO, Nabadwip block 2021). But no employee of Nabadwip block has received MGNREGA wage payment with timely. No respondent has received unemployment allowance.

In 2020-21 financial year, Krishnagar II block had performed 1418 completed works and 2437 ongoing works. In same financial year, study block's employment opportunity to SC, ST and women households were increased than previous financial year. The number of SC, ST

and women employment provided households of Krishnagar II block were 2500, 128, and 5416 respectively. In 2020-21, the percentage of employment provided HH of study block had increased than the previous year. In this year, the percentage of employment provided HH of Krishnagar II block was 88.88 per cent. Because, Krishnagar II block provided employment 11648 households out of 13106 in this year. Next financial year in 2021-22, again, percentage of employment provided HH of Krishnagar block became increased. Krishnagar II block employment provided HH became 90.60 percentage. In 2021-22 financial year, Krishnagar II block has able employment opportunity to 2307 SC households, 196 ST households, and 5988 women households. MGNREGA promoting social inclusion, employment opportunities, reducing inequalities and eradicating poverty for the migrants, or displaced persons in study areas. So, MGNREGA play as durable role in protecting rural workers and in reducing the prevalence of poverty in study block. So, it is clear that MGNREGA made important role during the COVID-19 situation, protecting the most vulnerable households from significant loss of income. There is no doubt as increased earnings income from MGNREGA in study area (APO, Krishnagar II block 2021). Like Nabadwip block, also, the Krishnagar II block's no household has received MGNREGA work and wage payment with timely. Again, no employee has received unemployment allowance in Krishnagar II block.

The Nabadwip block focused on various MGNREGA activities like public works relating to natural resources management (water conservation, watershed management, drought proofing (including afforestation), clearing traditional water bodies, land development), Individual assets for vulnerable sections ( only for household in paragraph 5 of schedule-1, from 3rd January,2014) relating works productivity of lands, waste lands, livelihoods, construction of house and promotion of fisheries, livestock, and rural infrastructure (rural sanitation, road connectivity, play fields, restoration, construction of building, food grain storage structures, production of building material required for construction and maintenance etc.). The MGNREGA has completed almost 15 years of implementation in Nabadwip block of Nadia district. This Scheme has been universalised and fully operational in all the 8 Gram Panchayats of the Nabadwip CD block. The Scheme has been able to put money in the hands of the poorest of the study block. During the last financial year (2021-22) 8948 rural households mostly women have been participated in this programme. The program attracted not only rural poor but also APL families (CA, Nabadwip Block 2021).

Like Nabadwip block, Krishnagar II block also focussed on various developmental works relating to water conservation, drought proofing (including tree plantation), clearing traditional water bodies, and land development etc. This scheme also included individual assets for vulnerable sections, construction of house, promotion of fisheries, and livestock etc. This scheme also focussed on rural infrastructure like rural sanitation, road connectivity, play fields development, restoration, construction of building, food grain storage structures, production of building material required for construction and maintenance etc. in study area. In 2021, the MGNREGA has completed 15 years of implementation in Krishnagar II CD block of Nadia district. This Scheme has been universalised and operational in all the 7 Gram Panchayats of the Krishnagar II CD block. The Scheme has been able to put money in the hands of the poorest of the study block. During the last financial year (2021- 2022), total 13137 (of the total 14169) rural households (mostly women) have been participated under MGNREGA work in study block. The MGNREGA has been attracted not only the rural poor but also APL families (APO, Krishnagar II Block 2021).

As per MGNREGA guideline there is a provision of facilities for its employees, with regard to safe drinking water, period of rest first aid, and creche facility at the MGNREGA work site. Overall 51.5 per cent worker of Nabadwip block were provided with period of rest. 26.5 per cent respondents were received only drinking water facility in study block. Though, few percentages of study block respondent who have received drinking water facility. No other facilities were available in Nabadwip block except drinking water and period of rest under MGNREGA work site. Other hand, 44 per cent of workers of Krishnagar II block were provided with a period of rest, and 12.57 per cent of respondents received only a drinking water facility. However, very few (12.57%) of the study block's respondents have received drinking water facilities. No other facilities were available in Krishnagar II block except drinking water and periods of rest under MGNREGA (APO, Nabadwip Block 2021).

It is also observed that number of employments provided HH and participation of SC, ST, women and disabled person under MGNREGA employment from 2015-16 to 2021-22 in Nabadwip block and Krishnagar II block. Numbers of household have received land reforms activity and completed 100 days of employment in a financial year. It also mentioned how much MGNREGA fund is used for these purposes in both study blocks.

The research study is based on descriptive-analytical and empirical in nature. As, it is also based on field survey conducted in 7 Gram Panchayats (GPs) of Krishnagar II CD block

and 8 Gram Panchayats (GPs) of Nabadwip CD block in Nadia District. This fieldwork consisted of interviews of 275 respondent households, government officials, specifically two Block Development Officers and ten panchayat presidents, as well as nearly fourteen supervisors of MGNREGA and ten panchayat Pradhan. Above all, respondent participants, along with published and unpublished materials of reports, are necessary sources of information. Both two blocks are industrially backward and agriculturally dependent. The period of study covers from 2015 to 2022. The field work has been recorded from July 2021 to September 2022.

### **Literature Review:**

The review of the research presented in this chapter deals with the study of the role of MGNREGA in the socio-economic development of the people in both study blocks. The analysis of various empirical studies relating to the particular scheme is important to evolve the progress of general framework for the research study. Various pieces of literature have been reviewed, including books, Ph. D. thesis, articles, and reports etc. These selected literatures are related directly or indirectly to the present research study and presented thematically in following two ways:

#### **a) Various Dimensions of MGNREGA:**

Annita Ranjan (2016) in her book, *MGNREGA and Women Empowerment*, explains empowering marginalised peoples, engendering social empowerment, modernisation of women under MGNREGA, creating wealth and adding assets, environment and sustainable development, and implementation and governance. The author has discussed different aspects of the Act and its implementation. The author tries to know how far this scheme has been successful and what needs to be done. She mentions passionate debates about social policy in India and the constitutional vision of bringing dignity to all fellow citizens. She has also discussed several aspects of personal, social, development, and national domains, as well as the interests of its own acts of liberalisation and privatisation in these days of globalisation. The next chapters of the book examine both the conditions in which MGNREGA operates and the conditions that it helps to transform and recreate.

Debasish Biswas (2010) in his article, “Performance of Mahatma Gandhi National Rural Employment Guarantee Scheme with Special Reference to Jalpaiguri District of West Bengal”, focuses on the measures of the performance of MGNREGS in the Jalpaiguri district of West Bengal. The Act aims at eradicating extreme poverty and making villages self-sustaining through productive asset creation. He wanted to focus on important provisions of MGNREGA, where the main rules, regulations, and challenges have been mentioned. In addition, seven dimensions were selected in order to measure the overall performance of Jalpaiguri district as far as MGNREGS is concerned. These dimensions are i) Persondays generation, ii) Participation of different categories of people viz. SC, ST and women, iii) Number of households provided 100 days of employment, iv) Percentage of women participation in MGNREGS, v) Utilisation of fund against the availability of fund, vi) Average number of days employment and viii) Number of different schemes and their weightage. Lastly, the author tried to mention some important suggestions and recommendations for a successful MGNREGA Act for eradicating rural poverty and unemployment from the rural villages.

Dinesh Kumar Malhotra (2022) in his thesis, “Poverty Alleviation Programmes and Environmental Sustainability with reference to Mahatma Gandhi National Rural Employment Guarantee Programme in Himachal Pradesh”, analyse and understand the impact of implementation of poverty alleviation programme, MGNREGA, with special emphasis on environmental sustainability as the programme is labour intensive and activities are mainly aimed to create infrastructure for sustainability of the village economy. The study has also examined the relation of various institutions, people, procedures involved in implementation of the MNREG scheme. He explains in his study organisational structure for implementation of MGNREGA. He also examines the role of social audit for strengthening MGNREG scheme and rural household employment and income. His research work improving implementation of MGNREGA, with a view to environmental sustainability at rural level. He mentioned MGNREGA, implemented properly and sincerely, has potential of transforming the rural economy, may attend specially employment generation, poverty alleviation and protection of environment etc.

Kalaivani Subramanian and Thangamalar Selvaraj (2016) in their book, *Impact of MGNREGA on Agriculture: Impact of Mahatma Gandhi National Rural Employment Guarantee Act on Agriculture*, highlight the impact of MGNREGA on rural poor households, food security, and agriculture. The authors discussed in this book the attributes related to

agriculture contributed by MGNREGA activities and their relationship with the impact of MGNREGA activities on agriculture. This book also indicates that the MGNREGA workers may be provided with more water-related work, like creation of new ponds and water harvesting structures, so as to improve the irrigation intensity. Thus, MGNREGA ensure livelihood security of the rural poor through the creation of durable assets and water security. It has concentrated on employment opportunities as well as social opportunities in rural areas of India.

Another study of K.B. Saxena (2015) titled, *Contemporary Practices of NREGS: Insights from Districts*, is based on a field survey about MGNREGA aims and objectives and suggests some modifications. The author has illustrated the evidence of the implementation and impact of the scheme across India, including both agriculturally developed states and the backward ones, and states where the scheme is better implemented as well as those where it is not. This study has differentiated between developed and developing areas in India. This study outlines the meaning, context, issues, and development policy implications of MGNREGS, which reflect on social development. In this context, these theoretical and empirical studies highlight the desirability of state-sponsored programs in the era of liberalisation and provide a viable answer to questions pertaining to the timing and purpose as well as the impact of such massive wage employment and public work program as the MGNREGS. This volume concluded that MGNREGA can be considered an insight into the changing thrust of India's anti-poverty programme.

Kush Verma and Poonam Singh (2016) in their book, *Community Governance in India: Good Practices in MGNREGA*, discussed various aspects of the implementation of MGNREGA. They discussed a Sharam Shakti Sangha, Bharat Nirman, Rajiv Gandhi Seva Kendra, Nirmal Bharat Abhiyan, and Mukhyamantri Gram Sadak Yojana field investigation of Andhra Pradesh, Madhya Pradesh, Tamil Nadu, Jharkhand, Chhattisgarh, Sikkim, Odisha, Kerala, and Haryana. The authors analysed good practices on climate change and contemporary issues in a pragmatic manner. Again, they have given some recommendations, such as that a provision for periodical repair of roads constructed by the convergence of the MGNREGA and Pradhan Mantri Gram Sadak Yojana (PMGSY) schemes needs to be constitutionalised. Again, they recommend a special information education and communication (ICE) campaign should be needed to create respondent's awareness from the gram panchayat level to district level or

three-tier panchayat levels. The number of technical officers are required for the better implementation of MGNREGA in the future.

P.K. Viswanathan. et al. (2014) in their report, “Mahatma Gandhi National Rural Employment Guarantee (MGNREGA) Programme in India: A Review of Studies on performance Outcomes and Implications on Sustainable Livelihoods across States”, mentioned a detailed compilation of the status of implementation and performance outcomes of MGNREGA in India at the grass-roots level. The researchers explored evidence of increasing employment opportunities, a better wage rates, and flexible working hours of MGNREGA in the study area. The impact of the MGNREGA is on strengthening rural institutions like gram sabhas, increasing financial institutions like banks, and better gender parity in wages and employment opportunities for women. MGNREGA also increased the essential infrastructures, and natural resources in the village of study areas. In spite of some weaknesses, they consider MGNREGA to be one of the most viable social safety nets for the rural poor. MGNREGA increases the rural economy through the availability of extra cash in the hands of the people. They argued that gram sabhas need to be more proactive for the successful implementation of the scheme.

Reetika Khera (2011) in her book, *The Battle for Employment Guarantee*, presented a comprehensive work with the theme of NREGA. NREGA has been studied from diverse angles, ranges, and issues like wage payment, corruption, pros and cons for women workers. She has discussed an authentic glimpse into the ground realities of the NREGA’s execution based primarily on a survey study. She presents four parts in the volume. Part-I gives a comparative summary of the official NREGA statistics at the state level. Part-II is based on the NREGA Survey studies which were conducted in the six Hindi-speaking North-Indian states, in 2008. Part-III is primarily based on case-study in approach, with instances from Odisha, Himachal Pradesh, Chhattisgarh and Tamil Nadu. Lastly, Part-IV discusses the need for proper grievance redressal mechanisms or accountability in the system; issues related to the payment of minimum wage payments and non-payment of minimum wages, and, the unhealthy politicisation of NREGA.

Reetika Khera and Nandini Nayak (2009) in their study, *Field survey in six states of India in 2008*, states gender equality remains a distant goal under MGNREGA work. It was evident that women’s participation in Gram Sabha meetings was low, as only 33 per cent of the sample workers stated they had attended MGNREGA work. However, women have



retreated from the benefits of the MGNREGS compared to men. MGNREGA work was available at the statutory minimum wage allowing workers to get work in their local area, as a result of which migration and hasardous work have been avoided by many. These benefits should be adequately recognised, and efforts should be made to strengthen these gains.

Sikkim IRMA Study (2010) titled “Impact Assessment Study of the Usefulness and Sustainability of the Assets Created under MGNREGA in Sikkim”, conducted by the Institute of Management Anand. The aim and objective of the IMA are to find out the direct and indirect consequences of the MGNREGA scheme, as reflected in the field by the usefulness and sustainability of the asset in the area studied in Sikkim. It has concentrated on the review and appraisal of the implementation of the MGNREGA process, documentation, transparency, mechanisms, and human resources, covering mainly Sikkim. This study has pointed out the mechanisms and processes of implementation in the particular territorial sector in Sikkim.

Sonalde Desai, Pream Vashishtha and Omkar Joshi (2015) in their work, “Mahatma Gandhi National Rural Employment Guarantee Act: A Catalyst for Rural Transformation”, explains not only present livelihood but also long-term livelihood opportunities by creating sustainable assets in rural areas. They consider the MGNREGA’s planning process as unique among India’s other government programmes. It is considered as a demand-driven, rights-based programme, and begins at the village level. The authors attempt to emphasise in their project that MGNREGA is an important way in which every household ensures income security and welfare. It explores individual’s participation and is open to all interested households, but is more attractive to the rural poor. MGNREGA improves household welfare and changes the rural labour market, which could contribute to the successful implementation of MGNREGA. This study also seems to be associated with lower child labour, and better education outcomes for employee children, and it also explores the gender consequences of MGNREGA participation. It finds a substantial increase regarding in women’s control over resources and improvements in their ability to make independent decisions in their health and family matters. Nearly 45 per cent of the women workers earn their first cash from the MGNREGA programme. The MGNREGA works as a key determinant of women’s bargaining power within the household. Therefore, they considered MGNREGA as a significant factor for their self-esteem, power within the household, and control over resources.

V. Tulasi Venkatesh in his research work, “Performance of Mahatma Gandhi National Rural Employment Guarantee Scheme: A Case Study of Mahbubnagar District in Telangana

State”, explains the process of implementation of the MGNREGA to analyse the contributions of the scheme in creating durable community assets in rural areas and its impact on the overall living conditions of the respondents in nine districts of Telangana state. According to author, MGNREGA is to meet the challenges which include wide spread unemployment, low wage rate, wage discrimination between men and women, agricultural dependence for employment, workers insecurity and low level of participation of the poor in rural developmental etc. Author multi-stage random sampling technique has been used in selecting the sample respondents. The study reveals that majority of the sample respondents (97%) are below 60 years of age. Author find out illiterates are nearly 46 per cent among the respondents and this fact shows that negligence of education in the rural areas during the last few decades. Again, he mentioned about 80 per cent of the sample households depend on agriculture and agricultural activities as laborers. Majority of the respondents have put in 15-20 days of work per month. Significant per cent of respondents have completed 100 days of employment and the average days of MGNREGS employment in the sample villages are 96.03. Author recommended work-site facilitates like drinking water, first-aid kits, child care provisions and rest shelters need to be enhanced as per the provisions of the Act. According to researcher, government schools need to be strengthened both qualitatively and quantitatively as majority of the rural children for the self-depended on them.

#### **b) MGNREGA and Socio-Economic Development:**

Amita Sharma (2010) in her article, *Rights-based Legal Guarantee as Development Policy: The Mahatma Gandhi National Rural Employment Guarantee Act*, examined the Mahatma Gandhi National Rural Employment Guarantee Act (Mahatma Gandhi NREGA) as a rights-based legal framework for guaranteeing basic livelihood security to rural households. Amita Sharma tries to explore in her paper the legal design and policy innovations in which rural households facilitate the fulfilment of the objectives of the Act. She considers Mahatma Gandhi NREGA as a rights-based policy formulation in development contexts. She mentioned following questions by examining the rights-based framework of MGNREGA: a. What rights are being recognised? b. What are the processes for realising them? Are these feasible? c. What obligations are created by such processes upon the state and the citizen? d. What are the challenges to the administrative systems in implementing programmes governed by legal frameworks? e. What kind of negotiations are possible to balance the mandatory nature of law with the flexibility desired of a development programme? She has critically discussed the

MGNREGA in terms of its design and key factors that constrain and facilitate the achievement of its objectives. This article engages with these questions and suggests the possibility of reviewing some aspects of the Act.

Archana Sinha and Denzil Fernandes (2019) in their study, *The Unravelling of MGNREGA A Comparative Study of Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha and Uttar Pradesh*, pointed out that MGNREGS is able to cater to only 32 per cent in providing assured income. A very small percentage of people received at least 100 days of wage employment. The MGNREGS has partially arrested women's participation, unemployment, poverty and migration among labourers from these rural areas. However, at the panchayat level, the post of Gram Rojgar Sahayak (GRS) has remained almost vacant in Bihar and Madhya Pradesh. They also explained the need to adapt and strengthen the transparency safeguards related to wage payments. They find out that due to a lack of awareness people are not demanding jobs under MGNREGS.

Ashok Purohit's (2014) book, *MGNREGA and Rural Development*, is a work related to rural-urban migration, rural livelihoods, and rural women empowerment in some selected districts of Himachal Pradesh, Punjab and Haryana. The author explains the impact of MGNREGA on rural-urban migration and rural livelihoods. Again, he has discussed the challenges and opportunities of MGNREGA towards transforming rural India and women empowerment. The author has mainly highlighted the appraisal of impact assessment of MGNREGA and rural women empowerment in some selected districts of Himachal Pradesh, Punjab, and Haryana. He has comparatively analysed the number of days worked and wages, people's awareness, worksite facilities, rural migration, women independence, implementation process, corruption, and the challenges and opportunities of MGNREGA.

Dahlia Khaira (2017) in her book, *Appreciation & Evaluation of MGNREGA in Punjab*, discussed MGNREGA in terms of adequacy of administrative machinery, outreach of the programme, role in socio-economic conditions of women, capacity building measures of local officials, and efficiency of accountability and grievance redressal mechanisms for better provision of services under MGNREGA. She also analyses in her book about policy prescriptions for overcoming the gap in the implementation of the programme and strengthening the rights-based approach. She has mentioned organisational structure and implementing agencies of MGNREGA, women empowerment, capacity building, transparency, and accountability in all seven chapters of the book.

Dilip Kumar Ghosh and Debatra Kumar Dey (2014) in their book, *Guaranteeing Employment: The Case of MGNREGA in West Bengal*, analysed the impact of the Mahatma Gandhi Rural Employment Guarantee Act on various classes including women in all district of West Bengal. The authors pointed out that women were confronted with some problems and challenges under MGNREGA such as exploitation in worksite, patriarchal norms and values, a lack of child care facilities etc. Again, the authors pointed out that although women were faced with various problems but persistence participation they benefited. According to the authors, if work site facilities (like first aid, and child care facilities) exist, then women's average earning rates will rise in West Bengal. They have mentioned MGNREGA Sameeksha published by the Ministry of Rural Development in the year 2012, highlighted some possible factors (such as cultural acceptance of female participation, influence of self-help groups (SHGs), effective institutions at the state and local government level, wage differentials in the private sector, etc.) responsible for the high rate of women participation in MGNREGA work.

G.S. Mehta (2013) in his book, *Management of MGNREGA: The Right to Work*, explored additional employment and income opportunities for rural segments in Uttar Pradesh. The author has examined various issues related to contribution of MGNREGA in creation of additional employment and income across four different sample districts of the state. Additionally, he has also discussed various issues, such as the key process and institutional setup of MGNREGA and its provisions, implementation pattern, gaps, problems, wage payments, and facilities provided at work sites etc. He has completed his study book within seven chapters. He has analysed the background, scope, objectives, and methodology of the study in the first chapter. Subjects related to the institutional arrangements for implementation and processes of implementation have been mentioned in the second chapter. In the third chapter, general characteristics of MGNREGA have been discussed. Then, various issues on planning, implementation patterns, and awareness of MGNREGA provisions have been presented in Chapter number four. The fifth chapter of the book focuses on the participation pattern in MGNREGA and its determinants. Next, he has explored the aspects and impact of MGNREGA at household, village level and women's empowerment in the six chapter. Lastly but not the least, he has concluded the main finding of the study with some important suggestions for policy recommendations.

Hemnath Rao Hanumankar (2011) in his book, *Study of Mahatma Gandhi National Rural Employment Act: A case in Implementation of an Anti-Poverty Programme in Andhra*

*Pradesh, India*, discussed a case study of the implementation of the MGNREGA in Andhra Pradesh. Combining non-participant field observations and focus group discussion with guided semi-structured interviews of all stakeholders provides success to the poorest of rural poor. The study also makes recommendations for strengthening the programme implementation following the 7 's' management framework comprising Strategy, Structure, System, Staff, Style, Skills, Share and Values. It has pointed out that this programme can be developed through the process of transparency and accountability.

John Joseph Puthenkalam and M.K. George (2012) in their book, *Human Development Strategy of MGNREGA*, have discussed various aspects of the implementation of human development strategy of MGNREGA in light of the field investigation. After a theoretical analysis of development and unemployment, they have examined the impact and implications of this programme in the context of Indian employment strategy in four South Indian States. The authors did a field survey of eight panchayats (Muttom, Thalappalam; Somahalli, Ittasandra; Vannipakkam, Anuppampattu; and Gollapadu, M.Venkatayapaled) in the four states of Kerala, Karnataka, Tamil Nadu, and Andhra Pradesh, respectively. Finally, they have mentioned some recommendations, such as improving the decision-making power of women, creating income and employment-generating assets and infrastructure in rural areas, ensuring transparency and accountability for the perspective plan, and labour budget for registration, issuance of job cards, demanding and providing jobs, accurate measurement of work, timely payment of wages or unemployment allowance in case of non-availability of job, conducting a social audit after completion of work, and monitoring the complaint and redressal system which are necessary conditions for realising the full potential of MGNREGS.

Joyati Bhattacharya (2019) in her research work, *Impact of the MGNREGA on the empowerment of women: A case study in Northeast India*, focused on women empowerment of Cachar District in Assam. She has discussed a detailed outline of the Act including social infrastructure, background, challenges and theoretical framework in the first chapter of her book. The second chapter conducted a short-profile field survey of the district. She has also discussed a brief description of the villages selected for the study in terms of demography, literacy, MGNREGS and other facilities available in the villages in the second chapter. She has discussed in the third chapter of this book on succinct analysis of the prospect, development perspective and problem of MGNREGA, and also included the implementation of the Act. In the fourth chapter of her book, work-related information, procedural aspects relating to the

implementation of the scheme and awareness of the respondents which have serious implications for the successful realization of the scheme are taken into consideration and analysed according to the socio-economic determinants of the respondents. For that certain increasing parameters have been determined, like an increase in monthly income, food security, decision-making power in the matter of children's education, attending Gram Sabha meetings, and economic self-reliance. Finally, she has mentioned some limitations and recommendations (child care facilities, awareness programmes, proper implementation of safeguards to check corruption) for the proper empowerment of women in the Cachar District of Assam.

Prof. Kamath Rajalaxmi, Murthy Rajaluxmi and Trilochan Sastry (2008) in their survey, "MGNREGS survey in Anantapur, Adilabad districts of Andhra Pradesh, and Raichur and Gulbarga districts of Karnataka State", focused on the following important aspects: (i) In Andhra Pradesh the beneficiaries were much more aware of the essential features about Karnataka (12.9 % in Gulbarga and 17.2 % in Raichur). (ii) Respondents across the four districts said that if the MGNREGS was properly implemented it would be very useful (99.7% in Anantapur, 96.8 % in Adilabad, 88.2 % in Gulbarga and 86 % in Raichur). (iii) The per cent that said they would continue to migrate even if MGNREGS work was available regularly was very low (1 % in Anantapur, 8.3 % in Adilabad, 10.6 % in Gulbarga and 11.3 % in Raichur). Although there were many local officials who said people were not interested in work because they preferred to migrate, the survey clearly showed that this was not true.

Kiruthika (2017) in her research article, "Impact of MGNREGA on Socio-Economic Development and Women Empowerment", traces MGNREGA as a social security scheme that attempts to provide employment opportunity and livelihood to rural labourers in the country of India. The main aim of this study is to identify the important role and relevance of MGNREGA with respect to rural development and women's empowerment. This study has concentrated on the objective, literature review, empowerment of rural women, appraisal, findings, and suggestions, and the implementation of the MGNREGA process. This study has pointed out that the highest employment status amongst women in terms of person days can be seen in Kerala (92.75%), followed by Puducherry (80.36%), Goa (75.64%), Tamilnadu (73.82%) and Rajasthan (69.29%). The lowest women employment is represented by Uttar Pradesh with 26.97 per cent. From this research study, it is clear that most of the panchayats in Tamilnadu implemented this programme successfully. Women workers are the major participants in this scheme.

K.R. Prakruthi (2020) in his thesis, “COVID -19 PANDEMIC: A Study of Economic impact on Dairy Farmers in Mandya district of Karnataka”, explains the impact of Novel Corona Virus (COVID-19) in quarantines, containment zones, social segregation, travel restrictions etc. in addition to restricting people's ability to move about the country. Every area of the Indian economy, including the dairy sector, has been impacted by these policies. The pre-lockdown, lockdown, and post-lockdown phases were all included in the study on Dairy Farmers in Mandya district of Karnataka. He mentioned following findings: Average marginal, small, and medium land holdings were 0.540, 1.370, and 2.820 hectares, respectively. When compared to the pre-lockdown period, the milk yield of local cows and buffalo in the Mandya district did not significantly alter during or after the lockdown. However, compared to the pre-lockdown period, the milk production of crossbred cattle decreased by 2.13 per cent during lockdown. And during post-lockdown, the milk output of crossbred animals decreased by 1.81 per cent as compare to pre-lockdown. In the Mandya district, 85 per cent of farmers saw a reduction in their dairy farming income either during or after the lockdown. It is necessary to use current technology to raise the demand for milk and milk products. Therefore, in order to assure constant demand, milk unions should form partnerships with online consumer firms like Zomato, Swiggy, Dunzo, etc. and deliver milk and milk products at consumer's doorstep. He has also discussed the causes of rural poverty, problems of rural poverty, relation between rural poverty and employment, rural poverty and food security due to Novel Corona Virus in Mandya district of Karnataka.

Manoj Kumar Bagoria (2015) in his book, *Impact of MGNREGA on Rural Poverty: A Study on Sabarkantha District of Gujarat*, has made an attempt to study the rural poverty, hunger victims, and migration people of Ambigadha, Danta taluka, Dantivada, Dhanera, Ider, Kankrej, Khedbrahma talukas, Kheralu, Mehsana, Patan, Prantij taluka Vijpur, and Visnagar in Sarbarkantha district of Gujarat State. The author has highlighted some specific aspects of MGNREGA in Sarbarkantha and the poverty scenario of these areas in the state of Gujarat. He has mainly highlighted the suffering of marginalised rural people of these areas in Sabarkantha District of Gujarat. He has also discussed the causes of rural poverty, problems of rural poverty, the relation between rural poverty and employment, rural poverty and food security, rural poverty and health, education, women empowerment and MGNREGA in Sabarkantha District of Gujarat.

Masroor Ahmad Beg, Ajay Kumar Tomar and Indu Varshney (2014) in their book, *MGNREGA Empowering Rural Poor Through Wage Employment*, examined both which households want to participate as well as denied employment under MGNREGA employment despite their legal rights. The authors tried to find out how MGNREGA targets job guarantee schemes for the rural poor, but household profiles varies considerably among the states. They critically elaborated on how to improve pro-poor poverty rates, unemployment rates, create private-sector wages, increase transparency and public accountability, and enhance the purchasing power of the poor. They examined the patterns of job-seeking, rationing and people's participation. The study concludes that overall poorer households are overwhelmingly more likely to participate in the self-select and self-choice MGNREGA programme. This book endeavours to open new vistas for MGNREGS as a new paradigm in light of the high job generation mechanisms in this country.

Moiteri Dey (2016) in her book, *MGNREGA: Success or Failure*, explains the implementation of the MGNREGA in four districts of Rajasthan. The author studied four districts (Dungarpur, Jhalawar, Sirohi, and Udaipur) of Rajasthan. She has mentioned the gap between policy formation and policy implementation, which led to the unsuccessful implementation of MGNREGA in Rajasthan. The author tries to explore the importance of implementation studies in public policy, states a brief history of rural poverty alleviation programmes in India since independence, presents the socio-economic implementing MGNREGA profile of Rajasthan State, and draws a comparison of the implementation of MGNREGA in the four districts. The author tried to identify the factors responsible for the successful as well as the unsuccessful implementation of the policy.

N.P. Abdul Azeez and S.M. Jawed Akhtar (2015) in their book, *Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): Provisions, Implementation and Performance*, discuss MGNREGA and its performance, financial development, and the removal of rural poverty. The authors have mentioned labour migration, budgetary allocation, and labour utilised under MGNREGA. Then they discussed MGNREGA and good government, MGNREGA and technological innovations, and the Kerala model of MGNREGA etc. This work traces the origin and development of MGNREGA and analyses its impact in rural areas in terms of the Millennium Development Goals (MDGs), wage rate, financial inclusion, budgetary allocation, labour migration, governance, and environmental concerns.



Nupur Tiwari (2015) in her book, *MGNREGA And Gender Equity*, analysed how MGNREGA has made crucial achievements with regard to mobilisation of women wage workers, gender equity wages, and increased women's earnings capacity. She tried to address the underlying premise by deliberating on initiatives taken through MGNREGA to encourage women participation and striking gender equity in the field of rural employment. She has discussed the various issues and concerns relevant to gendered participation in this scheme. She attempts to identify major constraints on women's access to productive employment opportunities through the employment guarantee program.

Rajeswari and C. Sudhakar (2016) in their book, *Livelihood Opportunities Through Mahatma Gandhi: National Rural Employment Guaranty Act*, discussed expanding productive employment, which is central to sustained poverty reduction and food security in low-income countries. Labour is the main asset for the majority of people in rural areas. It is mentioned that a high output elasticity of employment generally contributes to an egalitarian society. It is important to place the employment issue at the centre of the national and international agenda. There have been new challenges for the government in recent years due to the economic liberalisation policies adopted by many of the countries with low incomes. The overall growth of the employment and labour markets depends on liberalisation. In this study, the authors have also pointed out how labour has been commoditised by the liberalisation.

Rimki Patgiri (2018) in her book, *Poverty Alleviation and MGNREGA: A Rights Based Policy*, focuses on the various anti-poverty issues and the multi-dimensional nature of poverty. She has explained the extent of poverty in India, especially in the Nalbari district of Assam. The author tries to explore various issues like the benefits of the scheme to overcome poverty, the employment status of rural households after demand for employment, the role of line departments as well as local governance in Nalbari district of Assam which is situated in the plains of the Brahmaputra Valley. According to her, MGNREGA helped to improve the conditions of rural people in the state of Assam by creating rural sustainable infrastructure and productive assets like afforestation, water conservation, renovation of traditional water bodies, micro-irrigation, land development, road connectivity, etc. She has discussed in her book various complements like MGNREGA as a rights-based policy in which she has mentioned the objectives, features of MGNREGA, women participation, employment and work completed under MGNREGA in Nalbari district of Assam; implementation mechanism, poverty alleviation through MGNREGA; and finally mentioned few recommendations for the effective

fulfillment of this scheme. In view of achieving the objectives of the study, the field survey was done in Nalbari district of Assam covering 7 blocks, 14 villages and 280 households. It is also focused on the role of state agencies and covers 50 implementing officials from the GP level to State level in Assam.

Rivu Sanyal and Susmita Banerjee (2021) in their book, *MGNREGA A Thin Ray of Hope*, analyse the long experience of MGNREGA in India and draw lessons for further development of the scheme. They attempted to analyse the scheme's direct effects on economically disadvantaged community employment, including women and ethnic minorities like Scheduled Castes and Scheduled Tribes. They tried to find out how well the scheme succeeded in raising food grain production and the potential impact of MGNREGS on women's greater participation. They explained different aspects and problems of the scheme, MGNREGA's incurred expenditure on fiscal deficits, and some suggestions for social development.

Saleem Akhtar Farooqi's (2017) thesis, "Impact of Mahatma Gandhi National Rural Employment Guarantee Act on Social Sector Development of Uttar Pradesh: A Case Study of Aligarh District", analyses the impact of MGNREGA employment on socio-economic development of poor people and assets created under the scheme on rural infrastructure development in Uttar Pradesh along with main focus on Aligarh district. He also examines the overall implementation process of the scheme in the study area to check whether the rights and entitlements of the poor people. His study is to investigate the impact of MGNREGA on social sector development in rural areas. Again, he, mentioned two outcomes of MGNREGA, viz. Employment generation, which ultimately provides an additional source of income to the rural poor people, and creation of useful Assets through public works. He regarded social sector development as the development of society through public schemes, i.e. Livelihood Security, Infrastructure Development, Education and Healthcare facilities etc. He said that poverty alleviation scheme like MGNREGS, the thrust area of the impact of the scheme on social sector will be livelihood security or standard of living through 100 days guaranteed wage employment and infrastructure development through creation of useful assets. The researcher also assesses the impact of various socio-economic factors related to the MGNREGA beneficiaries on their participation days in MGNREGA works. He used secondary data from Ministry of Rural Development reports to know the implementation process and performance of MGNREGA. Researcher has collected primary data related to various variables with the help of a scheduled

questionnaire for hypotheses testing. For collecting primary data, the researcher used a sample of 600 MGNREGA beneficiaries. His study shows positive impact of MGNREGA on the standard of living of rural poor people as well as on the rural infrastructure development.

Sudha Narayanan (2008) in her article, “Employment Guarantee Women’s Work and Childcare”, traces the social audit and economic well-being of rural labourers and their families. The researcher who has conducted the survey in 2007 in two blocks in Villupuram District in Tamil Nadu. The author identified that childcare is a problem for many working women especially for young mothers. She mentioned that almost 50 per cent of young mothers left their children at home, and 19 per cent brought their children to the worksite. About 12 per cent of the respondents reported leaving their children at Balwadi or Anganwadi and around 11 per cent at schools. However, the act overlooks the fact of childcare. Childcare is a major problem for many working women, especially for younger mothers. The balwadi or anganwadi provide nutrition, food, and childcare facilities at the village level for their children.

Soumya Mohanty (2012) in his dissertation, “*Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and Tribal Livelihoods: A Case Study in Sundargarh District of Odisha*”, discussed the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) as a “Silver Bullet” for the development of Indian village society. It has been eradicating rural poverty and unemployment by generating more employment for productive unskilled labour in rural India. He called the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) an important milestone for developing employment opportunities for women in rural areas of India. According to him, it provides an alternative source of livelihood that will have an impact on reducing migration, restricting child labour, alleviating poverty, and making villages self-sustaining through productive asset creation such as road construction, cleaning up of water tanks, soil and water conservation work, etc. He has considered MGNREGA as the most important and largest anti-poverty programme in all over the world. Though the success of MGNREGA depends upon its proper implementation in study area. He tried to critically examine the implementation process of MGNREGA and its impact on tribal livelihoods in a tribal-dominated area in Sundargarh District, Odisha. The study reveals that there is a good impact of MGNREGA on tribal development.

The above-mentioned various pieces of literature reviewed are very relevant for the analysis of the present study directly or indirectly. The mentioned review of literature has

helped in understanding the planning, implementation and monitoring processes of MGNREGA. However, the focus of this research study is on the role of MGNREGA in the socio-economic development of the people in Krishnagar II block and Nabadwip block. Besides, it attempts to explore the consequences of economic opportunities, which help eradicate poverty in a particular rural region. In this context, it tries to explore the consequences of the Act and its effect on the marginalised society.

There are adequate research works done on the role of Mahatma Gandhi National Rural Employment Guarantee Scheme in the socio-economic development of the people in general but not on Krishnagar II CD Block and Nabadwip CD Block. The present study is an attempt to fill this gap in the selected study areas.

### **Objectives of the Study:**

The main objectives of the study are mentioned below in the following way:

- i. To understand the general view of the MGNREGA from the perspective of the socio-economic development of the people.
- ii. To evaluate the impact of MGNREGA on the socio-economic development and rural poverty of the people of Krishnagar II and Nabadwip Block.
- iii. To understand and examine the institutional mechanisms under which the entire programme is being implemented.
- iv. To find out the implementation issues and challenges of MGNREGA in Krishnagar II Block and Nabadwip Block.
- v. To know the extent of SC, ST, and women's participation in MGNREGA works in Krishnagar II Block and Nabadwip Block.

### **Research Questions:**

- i. What are the various historical dimensions of MGNREGA?
- ii. What are the employment opportunities provided by the MGNREGA in both given blocks of the study areas?
- iii. What is implication of MGNREGA's employment generation for men and women?

- iv. What are the implementation challenges of MGNREGA in the study areas?

### **Research Hypotheses:**

From the above objectives of the study, the following hypotheses were formulated:

- i) MGNREG Scheme strengthens the socio-economic development of the people in general and women's emancipation, economic development and their empowerment in particular.
- ii) There is a gap between the provisions and implementation of the MGNREGA in Krishnagar II and Nabadwip Block.

### **Research Methodology:**

The research work is empirical and analytical in nature, based on field surveys. Therefore, interviews and group discussions have been used for collecting data. For these purposes tried to establish the perception of MGNREGA and its impact on socio-economic development in two study blocks of Nadia district on the basis of empirical-analytical analysis. Both primary and secondary sources have been used for the completion or formulation of this research work. The primary data was collected from the beneficiaries with the help of both structured and unstructured questionnaires (interviews) and a field survey. Interviews with the officials from the sectoral departments were also conducted. The primary data for the present study has been collected through direct contact with the respondents by using well-structured question schedules (personal interview and group discussion of two study blocks). The primary data was also collected from difference sources i.e. Chief Executive Officer of BDO and village Panchayats. A mix of male and female people of different ages, castes, religions, and qualifications have been selected for getting the primary data. The secondary data was collected from various existing literature like books, articles, journals, newspapers, thesis, dissertations, etc. Besides the primary data, secondary sources covering aspects relating to the performance of MGNREGS, quantum of employment generation, works undertaken and financial position at the national, state, district, and sample block levels are included for the data analysis. For the collection of information and data on the above-mentioned specific aspects, numerous documents and official records such as published and unpublished reports obtained through various sources such as both in Nabadwip and Krishnagar II block development offices, and

all gram panchayat offices of two blocks. The participants (respondents/households) were selected through simple random sampling from all panchayats of study blocks.

It describes and clarifies the entire method and procedure followed in the selection of location, sampling, and statistical methods used to drive results and conclusions. The entire method has been presented under the following sub heads: -

i) Location of the Study Area:

Both the Krishnagar II block and Nabadwip block are community development blocks of Nadia district which were purposefully selected to find out the outcomes of MGNREGA on the basis of certain criteria. Krishnagar II block forms an administrative division in Krishnagar Sadar subdivision of Nadia district. It is located 12 km away from the Krishnagar Sadar subdivision of Nadia district. Like Krishnagar II Block, Nabadwip is also a community development block in Nadia District. It also forms an administrative division in Krishnagar Sadar subdivision of Nadia District. Nabadwip CD block is situated 8.6 kms away from Krishnagar Sadar subdivision.

ii) Selection of Panchayats:

There are 15 panchayats (7 Gram Panchayats of Krishnagar II block and 8 Gram Panchayats of Nabadwip block) are purposefully selected for the above investigation on the basis of the maximum activities undertaken under the MGNREGA scheme. Seven-gram panchayats (GPs) of Krishnagar II Block are Belpukur, Dhubulia-I, Dhubulia-II, Noapara-I, Noapara-II, Sadhanpara-I and Sadhanpara-II. Nabadwip CD Block is composed of eight-gram panchayats (GPs). The eight-gram panchayats (GP) of Nabadwip block are Bablari Dewanganj, Charmajdia CharBrahmanagar, Fakirdanga-Gholapara, Mahisura, Majdia-Pansila, Mayapur-Bamanpukur I, Mayapur-Bamanpukur II, and Swarupganj.

iii) Sampling Design:

A sample of 375 respondents was drawn for the study through simple random sampling. A multi-stage random sampling method was used to collect data for the study. In the 1<sup>st</sup> stage, fifteen panchayats from two blocks were selected through the random sampling method, and again, from each panchayat, two villages were drawn through simple random sampling. From selected each village, a sample of 25 beneficiaries were selected from each gram panchayat of two blocks through simple random sampling to examine the role of MGNREGA in the socio-

economic development of the people in both Nabadwip and Krishnagar II blocks. The second group of samples were drawn through purposive sampling from implementing officials of MGNREGA. This group includes Block Development Officers from two blocks, officials from sectoral departments, members of Gram panchayat from each panchayat. 25 respondents have been selected from every Gram Panchayat. Thus, the total sample size of the Krishnagar II block is  $7 \times 25 = 175$  respondents, and Nabadwip block is  $8 \times 25 = 200$  respondents. A sample of 375 households including both job card holders and non-job card holders was randomly selected. Here, non-job card holder households were selected to explore the reasons for their non-participation in the MGNREGS activities. Out of 375 households, 09 households did not have a job card.

iv) Selection of Tools:

The following research tools were used for the study:

- a. One to one interaction with beneficiaries
- b. Focussed group discussion with beneficiaries
- c. In depth interview with beneficiaries during the field survey
- d. In depth interview of government officials at Panchayat and Block level; and
- e. Focussed group discussion with community group

v) Analysis of the Data:

After data collection, the data are critically analysed for the presentation of facts through suitable code, tabulation, and diagrams analysed etc. It helped to interpret and draw conclusion for the completion of the research study.

**Tentative Chapters:**

The research study is divided into six chapters. The introductory chapter of the research has discussed the historical and methodological aspects by adopting contemporary quantitative techniques in which it analysed the conceptual framework of MGNREGA and related information. It explains the significance of the project. It also discusses the objective, research questions, hypothesis, research gap, and research methodology etc.

The second chapter visualises various dimensions of MGNREGA in the aspect of two study blocks in which the conceptual framework, provisions, and related information of MGNREGA are mentioned. It explores the objective, goal, and paradigm shift of MGNREGA. It also discusses the procedure of a job card, the application for employment, the limitations, and the significance of MGNREGA. Then implementation and monitoring systems are analysed in depth. In this chapter, a large number of stakeholders are involved from the lower level to the higher level, or from the village level to the national level. There is also a mention about the employee eligibility, wage payments, and unemployment allowances. Lastly, it discusses the impact of MGNREGA on rural participation in COVID-19 situation in two study blocks.

The next two chapters focus on MGNREGA and socio-economic development in Nabadwip and Krishnagar II block based on official and field survey data. The chapters discuss various issues like respondent's awareness about a written application, unemployment allowance, employment opportunities, the impact of age, caste, religion, and gender of respondents, wage payment, and women's participation etc. It also mentions both block's performance, like total complete work, ongoing work and expenditure for the last five years, employment provided households, percentage of women participation, persondays generated for SC, ST and women, utilisation of fund (in lakhs), and some important evidence of development etc.

The fifth chapter deals with a comparative analysis of development between the two study blocks performance, like complete and ongoing work, expenditure for last five-years, employment-provided household, percentage of women participation, persondays generated for SC, ST and women, year-wise utilisation of fund (in Lakhs), etc. This chapter also compares the awareness of respondents about the written application for MGNREGA works, unemployment allowance, skill of beneficiaries, employment opportunities, impact of age-caste-religion-gender of respondents, wage payment, and women's participation etc.

The last chapter provides a brief summary and conclusion of the research study. It mentions some findings from the research study. It also gives some recommendations to eradicate the problems in the specified study areas and develop a developmental strategy for better implementation of MGNREGA in both the Krishnagar II block and the Nabadwip block.



## **CHAPTER-II**

### **VARIOUS DIMENSIONS OF MGNREGA IN TWO BLOCKS**

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#### **Introduction:**

The previous introductory chapter was dealt with basic framework of the whole research work. It included the literature review, research gap, objectives of the study, research questions, research hypotheses, and research methodology etc. This present chapter deals with various dimensions of MGNREGA in which the conceptual framework, provisions, and related information of scheme are mentioned. It deeply elaborates about the objective, goal, and paradigm shift of MGNREGA. It also discusses the procedure of a job card, application for employment, limitation, and significance of MGNREGA. Then implementation and monitoring systems are deeply analysed in this chapter in which a large number of stakeholders are involved, from the lower level to higher level or from the village level to the national level. There is also mention about the employee eligibility, wage payment and unemployment allowance. Lastly it discusses the impact of MGNREGA on the study blocks of rural people during the COVID-19 crisis situation.

MGNREGA has great potential for increasing the volume of employment among the rural unemployed and under-employed. The MGNREGA is self-targeting in nature with provisions for special emphasis on women, scheduled castes, and scheduled tribes (Arunarani 2013: 9). It provides huge opportunities for creating rural public assets, which have been largely neglected in early. It helps to enhance the purchasing power of rural households and a result; it contributes to poverty alleviation from rural society. It also can provide equal wages to both men and women in rural areas. Finally, MGNREGA has been able to uphold the social position and integrity of women and thus promote gender equality in Indian society. It (equality) popularised by John Rawls, the concept of social justice is primarily based on the principles of human rights and equity (Mathews 2018: 7). MGNREGA has been considered as a timely interventional revolution. Almost six decades after India's independence, the country still fails to arrest miserable poverty, illiteracy, malnutrition, social inequality, and so on. This legal-binding right-based programme is expected to bring about a turnaround in the rural economy by eradicating all the above social malice. MGNREGA can improve sustainable rural livelihoods through spill-over effects, thereby enabling the poor to manage their risks and

problems. So, there is no denying of the importance of policy and programme actions for employment generation to ensure food security amongst poor than direct food subsidy strategies (Azeez and Akhtar 2015: 4-5).

The Indian constitution laid down the right to work of the citizen in the article number 41. MGNREGA give employment opportunity to the Indian citizen which achieve the objective as enunciated (giving citizens the right to work) in the article 41 of the Indian Constitution. Since independence (India) various rural development programme were implemented with the primary objective of alleviation of poverty and to reduce inequality in the society, especially in rural areas in India, but none of them have yielded satisfactory result so far (Bhattacharyya 2017: 2). The MGNREGA is very significant due to the following reasons; While the Indian earlier wage employment programmes did not provide any guarantee of fixed job opportunity. But MGNREGA provide fixed job opportunities. This guarantee for wage employment is now universalised all over the country. It is a development initiative, chipping in with essential public investment for creation of durable assets, without which the growth process can't be possible in the most backward regions of rural India. Almost all the previous programmes were allocation based rather than demand based. MGNREGA is considered to be unique demand-based programme. The key element of MGNREGA is the provision of employment opportunity by the state to those people who are willing to do find employment. It is the social safety net to the rural unemployment people. In other wage employment programmes, anyone can be engaged as labour while in MGNREGA only job card holders that apply for employment can be engaged as labourers. There is no time frame in other wage employment programmes but in MGNREGA, employment will be given within 15 days of demand, payment also paid within 15 days after completed work. The duration of employment of other wage employment programme is dependent on duration of work by implementing agency while in MGNREGA, only job card holder applies for maximum 100 days employment. The other key attributes of this Act are labour-intensive work, decentralised participatory planning, women's empowerment, work-site facilities and above all transparency and accountability through the provision of social audits and right to information. The use of information technology under MGNREGA programme is to bring up the greater transparency through intensive monitoring and faster execution. The wages payment of worker through bank and post office accounts is other innovative step to reduce corruption. Thus, MGNREGA has been considered not only a welfare initiative but also a development effort that can take the Indian economy to a new prosperity. It is a process of development.

**Indian Workfare Programmes Journey Towards MGNREGA  
(1952-2009).**

Table No.- 2.0

Year	Programmes/ Schemes
1952	Community Development Programme (CDP)
1960-1961	Rural Manpower (RMP)
1971-1972	Crash Scheme for Rural employment (CRSE)
1972	Pilot Intensive Rural Employment Programme (PIREP)
1973-1976	Marginal Farmers and Agricultural Labour Scheme (MFAL), Drought-Prone Area Programme (DPAP)
1974	Small Farmers Development Agency (SFDA)
1975	Twenty -Point Programme (TPP)
1977	Food for Work Programme (FWP) and Antyodaya Programme
1979	Training Rural Youth for Self-Employment
1980	National Rural Employment Programme (NREP), Integrated Rural Development Programme (IRDP)
1983	Rural Landless Employment Guarantee Programme (RLEGP), Development of Women and Children in Rural Areas (DWCRA)
1989-1994	Jawahar Rozgar Yojana (JRY), Employment Assurance Scheme (EAS), Prime Ministers Rozgar Yojana (PMRY), Nehru Rozgar Yojana (NRY)
1999-2000	Swarnajayanthi Gram Swarozgar Yojana (SGSY), Antyodaya Anna Yojana (AAY), Pradhan Manthri Gram Sadak Yojana (PMGSY)
2001	Sampoorna Grameen Rozgaar Yojana (SGRY)
2005	NREGA was enacted
2006	NREGA Introduced in 200 districts
2007	NREGA Phase II- Extended to additional 130 districts.
2008	NREGA Phase III- Extended to cover all districts of India
2009	NREGA renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

(Source: Dahlia, Appreciation & Evaluation of MGNREGA in PUNJAB, Adroit Publishers, New Delhi, PP.8-9)

From the above table it can be found that NREGA is an important rights-based scheme and has been coming through various programmes in 2005. Among these programmes, the SGRY and NFFWP were merged with NREGA in 2005. The National Rural Employment Guarantee Act (NREGA) is an Indian job guarantee scheme, enacted by legislation on August 23, 2005. The scheme got presidential assent on September 5, 2005. The NREGA scheme provides a legal guarantee for one hundred days of employment in every financial year to every adult member of any rural household willing to do unskilled manual work at the statutory minimum wage. It addresses the challenges of unemployment and poverty from the rural India.

### **Time-Line of NREGA:**

The following table shows the timeline of MGNREGA, whereby the scheme got its modifications during the years of its running.

Table No.-2.1

Time Line of NREGA.

<b>Aug 2005</b>	<b>Feb 2006</b>	<b>Apr 2007</b>	<b>Apr 2008</b>	<b>Oct 2008</b>	<b>16Feb 2009</b>	<b>Oct 2009</b>
NREGA legalised	Came into force in 200districts	130 more districts included	Universalisation Of the scheme	Wage transaction through banks/post offices	MOU with the postal dept.	Name changed to MGNREGA

(Source: Mohanty, MGNREGA and Tribal Livelihoods: A Case Study in Sundargarh District of Odisha, 2012, 02).

The above table indicates timeline of NREGA that the National Rural Employment Guarantee Act (NREGA) is an Indian job guarantee scheme, enacted by legislation on August 23, 2005. The scheme got presidential assent on September 5, 2005. It came into effect in February 2006. It was recommended to implement it in the remaining districts of the country within 5 years due to the eradication of poverty and right to employment security and guarantee. But in the next financial year (2007-08), 130 more districts were also included under this act for employment security. In 2008 this act was declared as universalisation of the scheme in the rural sector except 100 per cent of urban areas in the country. In the same year (2008) another important step was taken by the Government of India relating to the wage transaction through Bank or Post office. In 2<sup>nd</sup> October 2009, NREGA (National Rural Employment Guarantee Act) was renamed as MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) (Mohanty 2012: 2).

### **Goals of MGNREGA:**

The long-term goals of the Act included in the following way:

- To develop livelihood security in rural areas by guaranteeing 100 days of wage employment in a financial year to every registered rural household whose adult members volunteer to do unskilled manual MGNREGA work (Sameeksha 2012: 01).

- To emphasise creative, productive assets and protect the environment in rural areas (Aomatsung 2018: 11).
- To regenerate the natural resources base of rural livelihood for sustainable development through water conservation, land development, plantation or forestation, rural connectivity, work on individual land of SC/ST and the beneficiaries of BPL/ IAY etc.
- To reduce the migration from one province to another.
- To establish the empowerment of women in the rural sector.
- To enhance social equity and eradicate gender discrimination.
- To infuse transparency and accountability in rural governance.
- To create strong alternative ways for securing vulnerable groups through employment opportunities.

From the above discussion of several goals, it is clear that MGNREGA has three distinct goals for the development of rural society. These are protective, preventive, and promotive. It protects the rural poor from unstable and unemployment through demand-based employment. It prevents migration of rural people from one region or province to another and risks agricultural investment. It promotes rural economic conditions through commodity transactions, and it promotes the purchasing capability of rural people in the market. Thus, MGNREGA can be considered as a growth and development mechanism for the mobilisation of rural society (Shanthi 2017: 6).

### **Salient Features of MGNREGA:**

From above the discussions it is necessary to mention some important features of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). These important features are follows:

#### **i) Right Based-Framework:**

MGNREGA is an Individual's right-based programme. It guarantees income and livelihood security for all the adult members of a rural, poor household who are willing to do unskilled manual work have the right to demand employment. All households have right to work for 100 days. It is an extra source of income and livelihood security for poor, vulnerable and marginalised people in every financial year. It has a good impact in terms of poverty alleviation and generation of income opportunities in the future. Adult members of the household may apply for registration in writing or orally to the local Gram Panchayat. The Gram Panchayat is

responsible for accepting applications from individuals and providing work. 100 days work as an original right of every rural household in a financial year (Sameeksha 2012: 6).

ii) Centrally Sponsored and Stately Enacted Scheme (MGNREGA):

MGNREGA is a centrally sponsored scheme but enacted by the state government. Both governments (Central Government and State Government) are responsible for bearing all costs of MGNREGA work. The central government is responsible for 75 per cent of the cost of materials and wages for skilled and semi-skilled workers. And the remaining 25 per cent of material costs are made by the State Government. Unemployment allowance is also paid by the State Government, if not provided work with timely. Administrative expenses of office as may be determined by the Central Government. These will include the salary and allowances of Programme officers and their support staff and work site facilities (GIDR 2014: 8).

iii) Time Bounded Employment:

This policy guaranteed 100 days of employment in a financial year for each rural household. A job card holder may submit a written application for employment to the Gram Panchayat, mentioning the time and duration for which work is sought. The Gram Panchayat/Programme Officer is responsible for providing work or employment to the applicant within 15 days of the date of receipt of the application. Fifty per cent of MGNREGA works will be allotted to Gram Panchayats for execution. If a Gram Panchayat is unable to provide employment within 15 days, it will be the responsibility of the Programme Officer to do so. The employment allotted by the Programme Officer will be intimated to the Gram Panchayat and vice versa and Programme Officer will make alternative arrangements to ensure employment for those applicants. If a Programme Officer fails to provide employment, the District Programme Coordinator will intervene to make appropriate arrangements to ensure employment for those applicants. According to section 14(d) of the Act, the District Programme Coordinator will coordinate with the Programme Officers and the implementing agencies to ensure that employees are provided employment as per MGNREGA entitlements. Employment will be given within 15 days of work application, if it is not then the daily unemployment allowance as per the Act, has to be paid. The liability for payment of the unemployment allowance is the responsibility of the states (Guidelines 2008: 2).

iv) Unemployment Allowance:

According to MGNREGA, employment must be provided within 15 days from the date of employee work request acceptance. If the state government fails to provide employment within 15 days from the date of employee work request acceptance, then an unemployment allowance must be payable by the State Government at the rate prescribed in the MGNREGA. The Programme officer shall be responsible for the prompt payment of unemployment allowances throughout the block. The payment of unemployment allowances should also follow the same pattern as the payment of wages by MGNREGA. It has been paid on a weekly basis and no later than 15 days from the date on which it becomes due for payment (NREGA, Section 7(5)). In case of any delay, the employees shall be entitled to compensation based on the same principles as wage compensation under the Payment of Wages Act, 1936. Compensation costs shall be borne by the State Government (Sameeksha 2012: 2).

v) Areas-Wise Work for the Workers:

According to MGNREGA, work opportunities should ordinarily be provided within a 5 kilometres (Kms) radius from the applicant village. In case work is provided outside from 5 km, extra wages of 10 per cent are payable to the applicant to meet additional transportation and living expenses. Though women have been given priority under the scheme. According to MGNREGA, at least one-third of the total beneficiaries must be women. At least fifty per cent of works are to be executed by the Gram Panchayats (Sameeksha 2012: 1).

vi) Minimum and Equal Wages:

MGNREGA provides provision for equal minimum wages for men and women [Schedule II (34) under the MGNREGA Act] without discrimination. The wages of employees are to be paid according to the Minimum Wages Act 1948 in the state. Unless the Central Government notifies, the wage rate will not be less than Rs. 60/- per day. The wage and material ratio (60:40) of MGNREGA has to be maintained. It has increased the bargaining power of rural people in the labour market. The workers of MGNREGA earlier were mostly voiceless and not able to bargain for higher wages. Now, wages under MGNREGA have become a benchmark and MGNREGA workers bargain for wages and are no longer willing to work for lesser wages. The scheme has improved people's stability and income. MGNREGA wages are to be paid according to the piece rate or daily rate. Disbursement of wages has been paid by a weekly basis and not beyond a fortnight in any case (Guidelines 2008: 2).



vii) Planning Based Employment:

Plans and decisions regarding the nature and choice of works to be undertaken in every financial year are based on open assemblies of the gram sabha and ratified by the gram panchayat. Works that are inserted at block and district levels have been approved and assigned by the gram sabha. The gram sabha also enjoys the extraordinary power to accept, amend, or reject them in any time (Sameeksha 2012).

viii) Permissible Works under MGNREGA:

The Act indicates the various types of work that may be performed for this purpose. As per Schedule-I of the Act, the focus of the National Rural Employment Guarantee Scheme (NREGS) are on the following works a) Water conservation and rainwater harvesting; (b) Drought proofing, including a forestation and tree plantation; (c) Irrigation canals, including micro and minor irrigation works, (d) Provision of irrigation facility, plantation, horticulture, land development or land reforms to land owned by households belonging to the SC/ST households, and beneficiaries under the Indira Awas Yojana/BPL families, (e) Renovation of traditional water bodies (including silting tanks), (f) Land development, (g) Flood-control and protection works (including drainage in waterlogged areas), (h) Rural connectivity or footpaths to rural areas. (i) any other work that may be notified by the Central Government in consultation with the State Government, and (j) the construction of Bharat Nirman Rajib Gandhi Sewa Kendra and Gram Panchayat Bhawan (Nusrat 2014: 6).

ix) Labour Incentive Works Payment:

There is no provision for contractors or machinery in the process of wage payment. Payment should not be made through individual cheques drawn in favour of workers to avoid use of huge number of cheques and delay. Payment of wages will be made through their bank or post office accounts in every week and in any case not later than a fortnight. The amount should be disbursed to the worker only on production of wage slip and the withdrawal slip by the worker or his authorised representative. No third party should be allowed to withdraw money from the bank without the written authorisation of the worker (Khaira 2017: 11).

x) Decentralisation on MGNREGA's Implementation:

PRI is responsible for the implementation, monitoring, and planning of the work. The work is to be recommended by Gram Sabha or the local community which is responsible for the execution of 50 per cent work. The remaining 50 per cent may be undertaken either by the

Block Panchayat or the District Panchayat or both. Block Panchayat monitors and coordinates the plans and work at the block level. Computer updating of MGNREGA works, muster roll entries, etc is done at the block level under the guidance of the MGNREGA programme officer. The Programme Officer essentially acts as a coordinator for MGNREGS at the block level (Mohanty 2012: 7).

xi) Work-Site Facilities:

Worksite facilities are to be ensured by the implementing agency. There must be facility for drinking water, first-aid or medical aid, shade for taking rest, and crèche if there are more than five children below the age of six years. If more than five children below the age of six years are present at the worksite, in this situation one-woman worker is to be employed to look after them. She (care-taker of creche) will be paid an equal wage payment like an unskilled worker. The expenditure will be separately recorded and will not be included as part of the work measurement. The location of crèche should be so planned that it is optimally utilised. Normally, one crèche should be opened to one worksite or group of worksites (Guidelines 2008: 33).

xii) Women Empowerment:

India is a male dominant society, where women lag behind to men in almost all the fields. Several crimes, social evils as well as conservative thinking of society against women have ruined the social status of women (Dikshit 2019: 126). Like Indian Constitution, MGNREGA provides also an equal right to both men and women. Like men, MGNREGA also had a positive impact on employment patterns for rural women. The original concept of women's empowerment in recent times can be traced in the later half of 1970s when it was highly discussed and prompted by third-world feminists and women organisations (Chaudhary 2009: 11). MGNREGA secures women's employment. It had secured 1/3 of the seats for women. An equal wage will be provided to both men and women. The extensive participation of women in MGNREGA has meant that women are coming out from their houses, not only work but also visit banks and Panchayat offices, which they may not have done previously (Rani 2018: 63). That is why women have benefited both individually and in the community. Women are benefited individually because they are able to earn money independently, spend some money for their own needs, and contribute to family expenditures, etc. Therefore, the scope of women's decision-making power is increased in household matters. The benefits of women as a community can be understood by their increased presence in the Gram Sabha, increasing

number of women speaking out in meetings, increasing capacity for interaction etc. Community-level empowerment of women is one of the great achievements of this Act (GIDR 2014: 8).

xiii) MGNREGA and Migration:

MGNREGA is a miracle to eradicate rural poverty and migration from rural to urban areas. Non-availability of work or lack of livelihood options in the labourer's own village (governmental or private) is a very crucial condition which prompts migration. The landless and marginal farmers are always become debt then they bound to only migrate for their livelihood. When bonded labourers were paid minimal daily wages, they alienated themselves from land, labour, production and himself. It is forced labour to migrate for household livelihood. In this aspect, the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) as a silver bullet to alleviate the problem of rural-urban migration and generate productive wage employment. This scheme ensures up to 100 days of wage employment to every rural household every financial year in their native area. Therefore, rural landless peasants are utilised during lean and distressed seasons. This programme does not provide employment opportunities during lean agricultural seasons but also in times of floods, droughts and other various natural calamities. So, MGNREGA has a significant positive impact on rural-urban labour migration by providing employment opportunities in every year (Azeez and Akhtar 2015: 99-100).

xiv) The MGNREGA Wage-Material Ratio for Centre and State:

The government of India bears the total cost or 100 per cent wage cost of unskilled manual labour. The central government also carried on 75 per cent of the material costs, including the wages of skilled and semi-skilled workers under scheme. The ratio of wage costs to material costs should be no less than (Rs 60) the minimum norm of 60:40 stipulated in the Act. This ratio should be applied preferably at the Gram Panchayat, Block and District levels. Various tools and implements may be procured to enable the workers to execute the work properly. State governments must devise a mechanism for transparent way of procuring materials to be used under NREGA. i) To avoid duplication, a unique identity number should be given to each work. ii) To ensure sustainable assets are created and a holistic approach to planning, a Project approach should be adopted towards defining a Work. The project may be formulated with the block as a unit so that the programme officer may coordinate the activities under it at block level. Inter block projects may also be formulated at the district level (Khaira 2017: 12).

xv) Transparency and Accountability:

Transparency and accountability in the programme are ensured by the following ways: It can be considered as a proactive disclosure of information. An innovative feature of the Act is it plays a central role in performing social audits as a means of continuous public vigilance (NREGA, Section 17). In this context the social audit is a compulsory and regular monitoring to scrutinise all the records of work under the scheme regularly conducted by the Gram Sabha. The basic objective of social audit is to ensure public accountability in the implementation of the scheme's laws and policies. There is a provision to establish a redressal grievance mechanism for ensure a responsive implementation process. A social audit is an ongoing process through which the potential beneficiaries and other stakeholders of an activity of project are involved at every stage from planning to implementation, monitoring, and evaluation etc. (Sameeksha 2012: 3).

xvi) Social Audit and Grievance Redressal Mechanism:

Social audits enable rural communities to monitor and analyse the quality, durability, and usefulness of MGNREGA works, as well as mobilise awareness and enforcement on their rights. Social audits as well as grievance redressal mechanisms are more necessary to control corruption in MGNREGA work and wages payments. Social Audit has been regularly done by the Gram Sabha to control corruption properly. Grievance redressal mechanisms are necessary in the place of ensuring responsive implementation process of MGNREGA. All accounts and records relating to the Scheme should be available for public scrutiny (Sameeksha 2012: 3).

**A Paradigm Shift of MGNREGA:**

The MGNREGA has marked a paradigm shift from previous wage employment programmes either planned or implemented in India's history. MGNREGA is different from any other its scale, architecture and thrust. It has an integrated natural resource management and livelihood generation perspective. The transparency and accountability mechanisms of MGNREGA have presented unprecedented accountability for stakeholder's performance. Some of its other unique aspects are outlined below in the following way:

- The design of MGNREGA is a rights-based, people-centred, demand-driven, self-selecting approach for rural peasants. MGNREGA provides a legal guarantee of 100 days of wage employment and livelihood security to every rural household in every financial year.
- The MGNREGA is a bottom-up approach because the formulation and implementation of development plans follow a bottom-up approach at all three PRI tiers. This approach is supported by a strong technical system at all levels.
- It is a demand-driven programme where the provision of work is triggered by wage-seekers and focuses on sustainability.
- It has legal provisions for allowances and compensation in case of failure to provide work on demand within fifteen days. In case, work wage is not provided in a timely manner, then States bear the cost of the unemployment allowance (75% State government and 25% Central government) (Desai. et al., 2015: 11).
- It overcomes various problems through its self-targeting mechanism of beneficiary selection.
- It incentivises states to provide employment as 100 per cent of the unskilled labour and 75 per cent of the material costs of the programme are borne by the Central Government (GoI).
- Unlike the earlier wage employment programmes that were allocation-based, but MGNREGA is demand driven and the transfer of resources from Central Government to states is based on the demand for employment. This provides an additional incentive of State Government to leverage the Act to meet the employment needs of the rural poor in India.
- Plans and decisions regarding the nature and choice of works to be undertaken, the order in which each work is to be triggered, site selection etc. are all to be made in open assemblies of the Gram Sabha and ratified by the Gram Panchayat. Works that are inserted at the Intermediate Panchayat and District Panchayat levels have to be approved and assigned a priority by the Gram Sabha before administrative approval can be given. The Gram Sabha may accept, amend or reject them (Guidelines 2008: 4).
- The order of devolution of financial resources from the centre to GPs (with GPs implementing 50 per cent of the work in terms of cost) is exceptional.
- Both GSs and GPs share the responsibility of the wage seeker for the success of people-centred, bottom-up, and demand-driven schemes.

- A social audit is also an important illustration of MGNREGA's efforts to protect against corruption in the aspect of wage payment, muster roll and create unprecedented accountability for performance, especially towards the immediate stakeholders.
- The Government of India (GoI) has presented a report on the outcomes of MGNREGA in Parliament and State governments to the State Legislatures (Guideline 2012: 2).
- MGNREGA has extensive inbuilt transparency safeguards for rural poor populations.

Documents: job cards recording entitlements written applications, muster rolls, measurement books, and asset registers as custody of workers for employment. Processes: acceptance of employment applications with the issue of dated receipts, timely work allocation and wage payment, provided facilities at worksites, vigilance monitoring committees, and regular social audits at block, district, and state level inspections. The public delivery system has been made accountable, as it envisages an annual report on the outcomes of MGNREGA to be presented by the Central Government to the Parliament and to the legislature by the State Government. Specifically, governmental personnel are responsible for implementing and delivering the Act (Guideline 2008: 4).

If the government arranges an innovative approach for the effective implementation of MGNREGA then the above novel elements of the Act can be properly realised at the grass-roots level.

### **Employee's Eligibility for the MGNREGA Work:**

MGNREGA is an employee-rights-based employment programme and employment is provided by the demand of wage-seekers as their legal right. MGNREGA programme is different from previous various employment programmes. Because all previous employment programmes provided work to the employee when governments decided to provide work but not when people demanded work. MGNREGA programme is to change that. According to MGNREGA, the government will provide work when workers demand it at a suitable time. This requires generating awareness among potential wage seekers in rural areas and setting up systems that facilitate and rigorously record registration for work, issuance of job cards applications for work etc. (Beg. et al. 2014: 39-40).

The job card is a key document as it records worker's entitlements under MGNREGA. It has been legally empowered for all registered households. A job card is like a key to applying

for work; it ensures transparency and protects the worker against fraud. Most of the eligible households have already been registered under the MGNREGA. The process of issuing job cards involves the following steps: i) However, there may be some households who did not seek registration earlier because they were not aware of MGNREGA or were denied their application. ii) There would be another category of households who would like additional names to be entered on account of one or more members having become adults, and iii) There would be yet another category whose details were entered wrong in the MIS (management information system) database. The above-mentioned three categories of rural population are eligible to register. Again, each GP must identify eligible households who have been missed out on and wish to be registered under the Act by conducting a door-to-door survey every year. Assistance may be sought from credible, local grass-roots NGOs in the conduct of the survey.

Apart from the above statement, the details of individuals in registered households should also be verified by the panchayat secretary with the assistance of GRS (Gram Rozgar Sevak) and data entry operators and compared with the details in the database in MIS. Corrections should be made after due verification if necessary. In respect of adding new names on account of one or more members of the household having become adults in the registered households according to their birth certificate or ID proof of applicant age, name and address. (Ghosh and Dey 2014: 19-20). Now it is going to be discussed in detail.

### **Prior Preparation:**

- i) A Gram Sabha shall be convened to explain the provisions of the Act, mobilise applications and conduct verifications for household registration.
- ii) By door-to-door survey will be undertaken to identify persons willing to register under the MGNREGA. Assistance may be taken from credible sources. The NGOs of local grass-roots level are conduct the survey. The survey team should include Gram Panchayat members, SC/ST members and women residents, a village-level Government functionary and the Panchayat secretary, SHG leaders, Anganwadi workers, ASHAs etc. The team members may be given orientation at the block or district level.
- iii) Special efforts will be made to reach out to disadvantaged groups like destitute /widows, disabled, Primitive Tribal Groups, Nomadic Tribal Groups, senior citizens, Scheduled Castes and Scheduled Tribes. Volunteers should be essential not only to get households registered and

facilitate obtaining job cards but also to enable them to actually get MGNREGA work at a suitable time.

iv) To allow maximum opportunities for families that may migrate, registration will be open throughout the year at the Gram Panchayat office during working hours (Beg. et 2014: 40-41).

### **Application for Registration:**

All adult members of the household may apply for registration. An adult is defined as a person who has completed eighteen years of age. To register members, they have to be local residents. 'Local' implies residing within the Gram Panchayat. The application may be given on plain paper to the local Gram Panchayat for registration. It should contain the details of those adult members of the household who are willing to do unskilled manual work, such as name, age, sex, caste and address. The State Government may arrange a printed form, but it should not be insisted upon for this. With a printed form an individual may appear himself and make an oral request for registration. The household has been considered a nuclear family comprising a mother, father, and their children, as well as any other person wholly or substantially dependent on the head of the family. Household also means a single-headed family (Guidelines 2008: 20).

### **Verification:**

A Gram Sabha is responsible or conducts verifications to mobilise applications for MGNREGA work registration. The GP will verify;

- a) Whether the household is really an entity as stated in the application.
- b) Whether the applicant household are local residents in the Gram Panchayat concerned, and
- c) Whether applicants are adult members (eighteen years old) of the household.

The process of verification shall be completed as early as possible and, in any case, not later than a fortnight after the receipt of the application in the Gram Panchayat (Guidelines 2008: 21).



## **Registration:**

After verification, the Gram Panchayat will enter in all aspects of registration process. All registrations have been completed in the public domain.

- i) If a household is found to be eligible for registration (after verification), the GP (Panchayat Secretary), or the Gram Rojgar Sahayak (GRS) or a person duly authorised by the State Government will, within a fortnight of the application, issue a new job card to the household. Every registered household will be assigned with a unique registration number. The registration number shall be assigned in accordance with the prescribed coding system similar to that prescribed by the Central and State Governments for the BPL Census 2002. The registration will be valid for a period of five years and re-validated following process prescribed for renewal/ revalidation when required. Photographs of adult members who are applicants or interested willing to do work under MGNREGA have to be attached to the job cards. Only a job cardholder may apply for a duplicate job card if the original card is lost or damaged. The application will be given to the Gram Panchayat office and shall be processed like a new application, and verified using the duplicate copy of the job card maintained by the Panchayat.
- ii) Job card will be sent to the Programme Officer for the purpose of reporting to the Intermediate Panchayat and District Panchayat for further planning, tracking and recording. This is must be done very quickly.
- iii) A Gram/Ward Sabha of registered workers must be held. This workers' Gram/Ward Sabha must serve the purpose of voicing collectively the period specific demand for work by MGNREGA workers.
- iv) All registrations have been completed in public domain. The PO/DPC will need to view registrations made by a GP for the purpose of reporting, planning and tracking etc. If a person who applies for registration with submitted incorrect information regarding his/her name, residence or adult status then he/she will become ineligible. In such cases, the Gram Panchayat will refer the matter to the Programme Officer. The Programme Officer, after independent verification of facts may direct the Gram Panchayat to cancel such registration and job card. Such cancellation lists of registration will have to be made public and should be presented to the Gram Sabha meeting. In such cases, the applicant household may apply afresh for registration.

The MGNREGS will be open to all rural households in the areas notified by the Central Government. This entitlement of 100 days per year can be shared within the household; more than one person in a household can be employed (simultaneously or at different times). All adult members of the household who register may apply for work. Choice of time and duration of the work applied for MGNREGA, Provision of work within fifteen days of application (Guidelines 2008: 21).

### **Issue Job Cards:**

After registration, GP will issue new job card for this register household.

- i) The Gram Panchayat will issue new job cards to every registered household who have submitted application. The timely issue of Job Cards is essential. It also helps to ensure transparency and protect labourers against fraud.
- ii) The job card should be issued after verification and registration within a fortnight of the application. Job cards should be handed to the applicant in the presence of the local community.
- iii) Photographs of adult members who are applicants have to be attached to the job cards. No photograph, name or details of any person other than that of the registered adult members of the household, to whom that job card belongs, shall be affixed or recorded in the job cards. The cost of the job cards (including applicants photographs) will be part of the programme cost.
- iv) Job card is a custody of the household for NREGA work. If needed that updating of work record it is taken by implementing agencies it should be returned on the same day after the updates. It must be to ensure transparency and accountability and maintained by the Gram Panchayat.
- v) Details of all job card will be made available in internet site for public viewing.
- vi) The job card shall be valid for a period of five years and will have provision for the addition/deletion of members eligible to work. Deletions in any household on account of death or permanent change of residence of household member, are to be reported immediately.
- vii) The Gram Panchayat will also undertake an annual updating exercise in the same manner as registration, the time for which should be fixed keeping in mind the work and migration season of the local workforce.

- viii) All additions and deletions made in the Registration Register will be read out in the Gram Sabha. The Gram Panchayat will send a list of both additions or deletions to the Programme Officer.
- ix) The essential features of the job card proforma are mention in annexure of MGNREGA. The proforma of the job card should be contains about permanent information of the household as well as the employment details for five years. So, Job card is the detailed identity of household. It bears job card number, household member-wise work detailed, dates and days worked, muster roll numbers, wages payment, amount of wages paid and unemployment allowance etc if any paid. It also includes the postal account no., bank account no., insurance policy no. and voter epic no. etc.
- x) Missing entries or delay in entries in the Job Card will be considered a violation, punishable under Section 25 of the Act.
- xi) The entitlements of MGNREGS workers and the other basic features of the Act may be printed to promote wider awareness of the Act.
- xii) Individual identity must be given to each registered applicant of the household. The identity slip should contain the information given in the identity portion of the job card, including the registration number of the household.
- xiii) All entries in the Job Card should be duly authenticated by means of signature of an authorised officer.
- xiv) Job cards found in the possession of any Panchayat or MGNREGA functionary will be considered an offence punishable under Section 25 of the Act.
- xv) The MIS should include the mobile number of job card holders and SMS alerts should be automatically sent to the job card holders, in times of critical events, in the local language. Therefore, workers are proactively informed of the details of the implementation cycle.
- xvi) A cardholder, again, may apply for a duplicate job card if the original card be lost or damaged. The application will be given to the Gram Panchayat and shall be processed in the manner of a new application, with the difference being that the particulars may also be verified using the duplicate copy of the job card maintained by the Panchayat.
- xvii) If a person has a grievance against the non-issuance of a job card then he or she may bring the matter to the notice of the Programme Officer. If the grievance of any employee is against the Programme Officer then he or she may bring it to the

notice of the District Programme Coordinator or grievance-redressal authority at the Block or District level. Above all such complaints must be disposed within 15 days (Guidelines 2008: 22-23).

- xviii) In the time of national calamities like flood, cyclone, tsunami, earthquake etc. resulting in mass dislocation of rural population and lost their house and essential papers. Therefore they, again, seek registration and get job card issued by Gram Panchayat or Programme Officer of the area of temporary location. Then they finally submit written or oral application for work to the Programme Officer or the Gram Panchayat of the area.
- xix) The number of days of employment so provided shall be counted while computing 100 days of guaranteed employment per household (Beg. et al., 2014: 46).

### **Employee's Wage Payment of MGNREGA and Unemployment Allowance:**

Every registered person working under the MGNREGA shall be entitled to the minimum wage rate fixed by the State Government under the Minimum Wages Act, 1948. According to the Equal Remuneration Act, 1976, equal wages shall be paid to both male and female workers. The State Government may provide for a portion of the wages to be paid to the labourers on a daily basis during the period of employment. MGNREGA wages should be paid on a weekly basis on a pre-specified day of the week in each Gram Panchayat. It is very essential to ensure that employee wages are paid on timely. Workers are entitled to be paid on a weekly basis but no more than a fortnight from the date on which work was done (NREGA, Section 3(3)). In the event of any delay in wage payments, workers are entitled to compensation as per the provisions of the Payment of Wages Act, 1936 (NREGA, Schedule II, Section 30). But compensation costs shall be borne only by the State Government. The State Governments and the programme authorities shall make all efforts to publicise the wage rates in simple language. Its means easily accessible to the local community. MGNREGA wage rates can be found prominently at every worksite. Always, the Programme Officer, the District Programme Coordinator and the State Government shall keep a watch on the average wages earned. If workers are willing, then a State Government may hold wage payments under MGNREGS for social security. With the consent of the worker, some proportion of the wages may be contributed to welfare schemes (like health insurance, accident insurance, survivor benefits, maternity benefits, etc.) organised for the benefit of MGNREGS workers. However, such social

security coverage will be purely voluntary. No social security or welfare schemes are imposed without the consent of the worker concerned. All the relevant procedures shall be made by the State Government and reviewed regularly by the State Council only. All data regarding the payment of wages is recorded on the job card. The State Government can make fixed provisions for the transparent and accountable use of these social security funds (Patigiri 2018: 47).

### **MGNREGA Wage Payment through Banks or Post Offices:**

Now all payments of MGNREGA wages are paid through banks or post offices account. This system ensured smooth and timely payments. MGNREGA wage payments through banks or post offices are a useful way to separate payment agencies from implementing agencies. It is one of the most important tools to protect against corruption. Payment should not be made through individual cheques drawn in favour of workers to avoid use of large number of cheques and falseness. Therefore, a bank account is essential for MGNREGA labourers. While the State Government is going to introduce Bank/Post office payments then the following issues should be maintained: Firstly, bank account or post office accounts should be opened proactively on behalf of all concerned labourers by an appropriate authority. Labourers should not be required to open their own bank account. Workers can be opened in both single accounts as well as joint accounts to avoid crediting earnings solely to the male head of household. If joint accounts are used to get wage payments then the different household members (e.g. husband and wife) should be co-signatories. Gram Panchayats should be given clear instructions on the procedures involved in bank payments. MGNREGA labourers can open bank accounts without any charge. A pay order may be generated in favour of group of workers in the muster roll addressed to the branch manager for crediting the amount of wage payments (Guidelines 2008: 35).

When the wage amount is paid then a wage slip will also be generated for the intimation worker. The format of the wage slip is mentioned under annexure-B-3 of NREGA. (i). Wage amount should be disbursed to the worker himself only by a wage slip or withdrawal slip from the bank or post office. No third party should be allowed to withdraw wage money from the bank without the written permission of the worker. Bank payments should be reconciled with the standard norms and guidelines for wage payments, which include the reading aloud of muster roll details and collection of signatures, thumbprints, etc. At the bank or post office, special awareness and outreach activities should be conducted to ensure that all labourers (including women) are able to handle bank procedures. It is essential, especially in areas where

they are unfamiliar with the banking system. All data regarding wage payment through Bank/Post Office must be recorded in the job card for the success of MGNREGA.

According to MGNREGA, employment must be provided within 15 days from the date of employee work requested and accepted. If the State Government is failure to provide employment within 15 days from the date of employee work requested and accepted, then an unemployment allowance must be payable by the State Government at the rate prescribed in the MGNREGA. The Programme Officer shall be responsible for the prompt payment of unemployment allowances throughout the block. The payment of unemployment allowances should also follow the same pattern as the payment of wages of MGNREGA. It has been paid on a weekly basis and no later than 15 days from the date on which it becomes due for payment (MGNREGA, Section 7(5)). In case of any delay, the employees shall be entitled to compensation based on the same principles as wage compensation under the Payment of Wages Act, 1936. Compensation costs shall be borne by the state government (Purohit 2014: 41).

### **Employment Guarantee Funds:**

A National Employment Guarantee Fund has been set up by the Central Government to be managed according to the rules made for this purpose. The grants shall be released from this fund and used by the state governments or districts for the implementation of MGNREGA. By notification, State Government may establish a fund called the State Employment Guarantee Fund. This fund is to be expanded as a revolving fund with rules and regulations to ensure its utilisation according to the purposes of the MGNREGA. The State Government has designed a complete financial management system for the transfer and use of funds. This must ensure transparency, efficiency and accountability and track the use of funds towards the final outcomes. Similar revolving funds should be set up under MGNREGS at the Gram Panchayat, Block, and District levels. Separate bank accounts shall be opened for funds under the scheme at the block, district, and state levels. The accounts shall be opened in public sector banks (Guidelines 2008: 38-39).

From the above discussions, it is very necessary to say that MGNREGA is one of the largest revolutionary rural developmental, people-centred, and right-based programme in India. Rural areas were mostly affected with the problem of poverty and non-availability of opportunities to work in their hometowns. In this backdrop, the MGNREGA provides

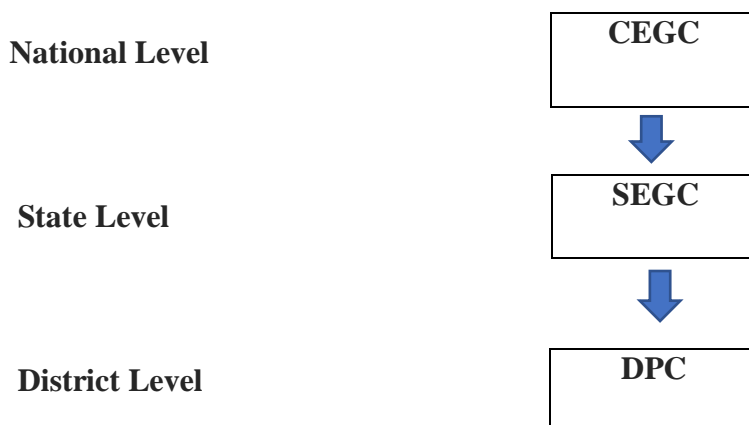
outstanding work performance for the poor in Indian rural areas. The MGNREGA has been providing at least 100 days of guaranteed wage employment for all who demand work in rural areas. Women are guaranteed one-third of total employment. Marginalised castes or groups (SC, ST, and others who are economically underdeveloped) are allowed to get developed own private lands. Above all these provisions and activities of MGNREGA make it more inclusive for workers. However, the government needs to amend the provisions of MGNREGA. It is essential to provide more employment (at least 10 days a month) and regular wage payments. If the Government spreads MGNREGA employment opportunities in rural areas through proper planning, adequate supervision, effective implementation, and better monitoring, then the country will benefit from unemployment, migration, poverty reduction, etc. By the use of information technology under MGNREGA to bring up greater transparency. The payment of the MGNREGA wage is given through bank and post office accounts to avoid corruption.

### **Implementation Structure of MGNREGA Activities:**

Organisational structure has been considered as a formal configuration between individuals and groups with respect to the allocation of tasks, responsibilities and authority within organisations. This figure (1.0) aims to discuss the existing organisational structure for the implementation of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA, 2005) at the Central, State, and local levels.

Figure No.-2.0

#### **Implementation Agencies under MGNREGA From Top to Bottom**





Implementation of the Mahatma Gandhi NREGA requires a large number of stakeholders from lower level to higher level or the village level to the national level.

- i) Implementing Authorities at The Village Level
- ii) Implementing Authorities at The Block Level
- iii) Implementing Authorities at The District Level
- iv) Implementing Authorities for MGNREGA at the State Level
- v) Implementing Authorities for MGNREGA at the Central Level

Many stakeholders are involved in this aspect. The responsibilities of the management at different levels is clearly indicated in the management matrix at Annexure A-3. The key stakeholders under MGNREGA are mentioned below.

- i) Wage seekers in village level
- ii) Gram Sabha in village level
- iii) Panchayati Raj Institutions, specially the Gram Panchayat
- iv) Programme Officer at the Block level
- v) District Programme Coordinator in district level
- vi) State Government
- vii) Ministry of Rural Development in Centre level
- viii) Civil Society
- ix) Other Stakeholders (Guidelines 2008: 6).

#### **i) Implementing Authorities of MGNREGA at the Village Level:**

The village is the lowest tier for the execution of MGNREGA works. Under MGNREGA, various assets have been created for public utilisation in the villages. The village is the actual



field of action for MGNREGA works. Here, various work, planning, and execution activities are undertaken. Number of households have been provided employment. Gram Sabha (assembly stands for all eligible voters of the village) is the main body for planning and executing at the village level. But decisions of gram sabha meetings are covered into plan proposals by the gram panchayat. Gram Panchayat consisting of elected village head (Sarpanch/Pradhan) and other elected members are assisted by Gram Rozgar Sahayak, a work-site supervisor and cluster facilitation team expert (Khaira 2017: 80).

#### Wage Seekers:

The wage seekers are the primary and essential element of the Act. Their exercise of rights and demand for work are the main triggers of key processes under MGNREGA work. The rights of wage seekers are following:

- i) Application for registration
- ii) Obtaining a Job Card
- iii) Application for work
- iv) Choice of time and duration of the work applied
- v) Getting work within fifteen days of after application
- vi) Facilities of crèche, drinking water, first aid etc. at worksite
- vii) Right to check their Muster Rolls and to get all the information regarding their employment mentioned in job cards
- viii) Receipt of wages payment within fifteen days of work done
- ix) Right to get unemployment allowance in case employment is not provided within fifteen days of submitting the application or from the date when work is sought (Guidelines 2008: 7).

#### Gram Panchayat (GP):

The Gram Panchayat is the pivotal body for implementation of MGNREGA works at the village level. At least 50 per cent of the total work in terms of cost has to be allotted to the GPs for implementation. Where Part Nine of the Constitution does not apply, local councils/authorities as mandated by the State concerned will be invested with corresponding responsibilities. At least 50 per cent of the works in terms of cost will be allotted to Gram Panchayats for implementation. The GP is responsible for generating awareness and social mobilisation through pro-active disclosure of the work details at the work-site and GP office.

GP is also responsible for convening gram sabha meetings for planning and social audit of MGNREGA works. GP is responsible for executing works and maintaining accounts prescribed by Central/State Government. It is required to prepare an annual report including facts, figures and achievements of the Scheme. It has to ensure the availability of all relevant documents including muster rolls, bills, vouchers, measurement books, copies of sanction orders, and social audits etc. (Sameeksha 2012: 2).

The Gram Panchayat is responsible for the following activities;

- i) Receiving applications for registration
- ii) Verifying registration applications
- iii) Registering households
- iv) Issuing Job Cards
- v) Receiving applications for work
- vi) Issuing date receipts for the employee work
- vii) Allotting work within fifteen days of application
- viii) Conducting surveys to develop labour budget
- ix) Planning of works and developing shelf of NREGA forwarded to Programme Officer for scrutiny and preliminary approval
- x) Executing works
- xi) Maintaining records
- xii) Providing utilisation certificates
- xiii) Convening the Gram Sabha for planning and social audit of NREGA
- xiv) Monitoring implementation at the village level
- xv) The GP is responsible for generating awareness and social mobilisation through pro-active disclosure of the details of works at the work-site and GP office (Guidelines 2012: 6-7).

During the field survey, it was found that GPs were actively involved in undertaking MGNREGA works such as renovation of traditional water bodies, tree plantation, and micro-irrigation work etc. The GPs had provided work to households by work-sites while other records were maintained. However, the GPs did not perform well on account of social mobilisation and conducting social audits in letter and spirit. Very few GPs had maintained display boards relating to MGNREGA works in the villages. The members of GPs reported that villagers were not interested in participating in gram sabha activities for the planning of

MGNREGA works. However, GPs had not disbursed unemployment allowances to anyone who demanded employment but could not be provided work.

#### Gram Sabha (GS):

The Gram Sabha is the primary forum for wage seekers to raise their voices and make demands. Gram Sabha (GS) is entrusted with the task of planning and executing MGNREGA works. Gram Sabha performed many activities under MGNREGA. The Gram Sabha has the following rights and responsibilities to perform MGNREGA work:

- i) Gram Sabha recommends works and it is the final authority to determine the order of priority in which works will be initiated under MGNREGA.
- ii) It is entitled to monitor the execution of works within the GP.
- iii) It is the primary forum to conduct of MGNREGA social audits
- iv) In addition, it proactively discloses following information related to implementation of the scheme;
  - a. Information of both completed work and on-going work with wages payment and material component.
  - b. Names of persons, preferably with job card no, who have worked, work days and wages payment for employees
  - c. Quantity and price of materials purchased for each project along with name of agency which supplied the material (Guidelines 2008: 7).

During the field survey, it was found that GSs were defunct in the locale of study. The process of planning and executing MGNREGA works was done by the GPs and the formality of gram sabha meetings was fulfilled by obtaining the signatures and thumb impressions of few villagers. Moreover, Pradhans view that gram sabha meetings were avoidable as invariably due to different political affiliations in the villages, the gram sabha meetings became fractious and ended without any resolution being approved.

### Ward Sabha:

The Ward Sabhas (wherever in practice) have similar functions as the Gram Sabha.

### Gram Rozgar Sahayak / Employment Guarantee Assistant:

Gram Rozgar Sahayak (GRS) is mandated to assist the GP in executing MGNREGA works at the village level. The operational guidelines mandate that at least one GRS is deployed in every GP except in GPs where demand for work under MGNREGA is almost non-existent. But more than one GRS can be deployed in GPs that have high labour potential. During field survey, it was found that 6 GRS were appointed out of seven GPs and only 4 GRS among eight GPs under Krishnagar II block and Nabadwip block respectively. 50 per cent of GPs were vacant of GRS in Nabadwip block. The GRS needs to be adequately trained in work-site management and measurement of work. The GRS has performed the following rights and responsibilities under the MGNREGS:

- i. The GRS is responsible for overseeing the process of registration.
- ii. Distributing job-cards to the applicant households.
- iii. Providing date receipts against job applications and allocating work to the applicants.
- iv. He is expected to record attendance of labour every day, either himself or through the mate at the work-site.
- v. He maintained all mates attendance in the prescribed muster roll at MGNREGA work-site only.
- vi. The GRS is also responsible for regularly updating job-cards of the workers and maintaining all MGNREGS-related registers at the gram panchayat level, assisting the Panchayat Secretary or any other official responsible for maintenance of MGNREGA accounts for public scrutiny. He also has to facilitate gram sabha meetings and social audit (Khaira 2017: 81-82).

### Worksite Supervisors:

According to guidelines, at least one supervisor or mate should be appointed for every fifty workers. A supervisor should be educated and have worked under MGNREGS for a reasonable period of time. Their remuneration should be equal to a semi-skilled labour. The supervisor has the following rights and responsibilities under the Act: i) Supervisor is mandated to supervise

the work-site and capture daily attendance in the muster rolls. ii) Supervisor is entitled to provide daily mark-outs to groups of labours and record initial weekly measurements. iii) He is responsible for facilitating applications for job-cards and submitting them to the GP; facilitating demand for work from individual workers or groups of labourers, submitting them to GP and obtaining a duty-dated receipt as acknowledgement. iv) He is responsible for creating awareness about rights and entitlements under MGNREGA and helping illiterate labourers learn to sign and calculate wages earned. v) Supervisor is also responsible for emergency treatment of minor injuries and other health hazards in time of work by the availability of a first aid box (Desai. et al. 2015: 12).

During the field survey, it was found that when the number of workers was small, the GRSs handled the responsibilities of the mates. In cases where the number of workers was large, the mates were appointed from the village or nearby villages. Further, no woman worker was found to be appointed as supervisor or mate in both blocks. It was also observed that mates were equally ignorant about various provisions of the scheme. unable to create awareness about the rights and entitlements of the workers. It was found that mates had not been trained to carry out their responsibilities. It is also observed that no provision for emergency treatment was available for minor injuries at the worksites.

#### Technical Assistant:

The Technical Assistant (TA) is entitled to assist the GPs in identifying and conducting measurements of works. He is appointed to a cluster of villages depending on the potential labour demand. He is prescribed to be trained in estimating and measuring work pertaining to watershed development, natural resource management, agriculture, horticulture, and so on. He has to report to the GP and Programme Officer (PO). Technical Assistant (TA) has the following rights and responsibilities under the Act: i) The Technical Assistant is responsible for identifying works as per the Gram Sabha resolution and preparing estimates for works. ii) He is entitled to capture measurements on a weekly basis for all the work taken up within three days of the closing of muster rolls and maintain measurement books. iii) He has maintained the quality of his work and mentored mates and GRSs regarding it. iv) He is also responsible for building the technical capacities of mates and GRA (Patgiri 2018: 63).

During the field survey, it learned that there was one TA of Krishnagar II block and one TA for Nabadwip block that emerged in Nadia district very recently. However, there were no

TAs for these two study blocks. They reported that in the absence of TAs, JEs were doubling up as TAs. The major part of the responsibilities of TAs like weekly measurement of works, mentoring the mates and GRSs on measurement and quality of works were ignored. Therefore, the unavailability of TAs hampered the quality and timely measurement of work to a great extent.

## **ii) Implementing Authorities of MGNREGA at the Block Level:**

Intermediate Panchayat or block is the second tier in local administration responsible for implementing MGNREGA work. The remaining 50 per cent of works may be undertaken either by the block Panchayat or the District Panchayat or both. Block Panchayat monitors and coordinates the plans and work at the block level. For implementing and coordinating the work, block administration provides various officials, namely, Programme Officer, Additional Programme Officer, Computer Operators-cum-Accounts Clerk, Junior Engineer etc. Along with the availability of these officials, it is also necessary to build the capacity of the officials to discharge their functions effectively. So, in this regard, a Block Resource Centre has been made.

### Programme Officer:

The Programme Officer (PO) is the overall in-charge of all MGNREGA works in the block level. The Programme Officer performs work as a coordinator for MGNREGS at the block level. The Act mandates the State Government to appoint a person not below the rank of Block Development Officer (BDO) as Programme Officer at the block level. He is accountable to the District Programme Coordinator (DPC). The main responsibility of the Programme Officer is to ensure that anyone who applies for work gets employment within 15 days. Other important activities of the Programme Officer are following;

- i) The programme Officer (PO) is authorised to consolidate all project proposals received from gram panchayats into the block plan and submit it to the district panchayat for scrutiny and consolidation.
- ii) Setting up Cluster-Level Facilitation Teams (CFTs) to provide technical support to Gram Panchayats within each Cluster of GPs.
- iii) He has to monitor and supervise work within the block and ensure fair payment of wages to the labourers.

- iv) He is responsible for payment of unemployment allowance in case employment is not provided on time.
- v) Scrutinising the annual development plan proposed by the GPs.
- vi) Monitoring and supervising implementation within the block.
- vii) Maintain proper accounts of the resources (MGNREGA fund received, released and utilised).
- viii) To maintain completion of records like job-card register, work register, gram sabha resolution, work estimates, receipt register, muster rolls, wage payment, bills and vouchers for materials, measurement book, asset register etc related to MGNREGA works.
- ix) He is also responsible for grievance redressal within the block. He enters every complaint in a complaint register and issue dated and numbered acknowledgements and facilitates technical support to GPs.
- x) Ensuring the conduct of social audits within gram sabha and the block level (Guidelines 2008: 7-9).

During the field survey, it was found that the block development and panchayat officers had been designated as the Programme Officers at the block level. However, the BDPO's were only the signatory authority for MGNREGA. The MGNREGA-related works were delegated to the Additional Programme Officers (APOs) hired specifically for MGNREGA on contractual basis. There are three additional programme officers present in both Krishnagar II block (1) and Nabadwip block (2). They were the link between villages and the block. The APOs office was placed in MGNREGA Cell in the BDPO's office.

#### Computer Operators-Cum-Accounts Clerk:

The state has to ensure that at least three Computer Operators-cum-Accounts Clerk are deployed at the Block Computer Centre (one per cluster). The Act mandates that the computer operator-cum-accounts clerk can operate at GP level or block level. He assists the GP or PO exclusively in data entry work and maintenance of the MGNREGS account. He is responsible for following duties:

1. Data entry and generation of job-cards, work demands, technical estimates, work commencement letters, etc.
2. Generated the pay orders and prepared necessary cheques.

3. Maintenance of accounts, registers, files and other related documents of MGNREGS.
4. Generation of MIS and other review reports for Programme Officer (Khaira 2017: 78).

During the field survey, it was found that one Computer Operator-cum-Accounts Clerk was appointed per block. He maintained and upgraded all the MGNREGA-related records at the block level.

#### Junior Engineer:

The Central Government proposed to create a district cadre of staff to be deployed to ensure engineering and other technical assistance in implementing MGNREGA works. Therefore, Junior Engineers (JEs) of PRI have been assigned additional charge to ensure adequate human and technical support at sub-district levels in the implementation of MGNREGA. The JE is responsible for preparing work estimates and giving layout of works for construction under MGNREGA, obtaining necessary technical and administrative approval, monitoring the execution of works as per prescribed procedures and providing technical supervision (Patgiri 2018: 79).

#### Block Resource Centre:

According to operational guidelines, a Block Resource Centre (BRC) must be set up for knowledge inputs, capacity building and convergence of MGNREGA works. BRC is required to provide technical inputs for planning and maintaining data bases on local natural resource endowment (viz. groundwater, rainfall, soils, etc.). BRC is needed for effective convergence between MGNREGS and other governmental production-oriented schemes to enhance economic advantage of the poor class (Khaira 2017: 79).

During the field survey, it was reported that BRC had not been set up anywhere in the state of West Bengal. Currently, the State Institute for Rural Development (SIRD) is undertaking capacity-building programmes for MGNREGA officials such as Prodhans and other panchayat members, GRS, APOs, etc. The officials at the block level reported that no training had been imparted to any of MGNREGA officials for the last three years.



### **iii) Implementing Authorities of MGNREGA at the District Level:**

The district is the third tier of administration responsible for the implementation of MGNREGA. District Programme Coordinator has implemented non-mandatory works and coordinates MGNREGA activities at the district level. Besides, it has the responsibility to prepare the district annual plan, the labour budget, the five-year perspective plan and for monitoring and supervising the employment guarantee scheme in the district. These plan documents are the basis for guiding the implementation of MGNREGA at the village level. These documents are prepared at the district level in consultation with the GP and block panchayat. The overall responsibility of District Programme Coordinator (DPC) is to implement the scheme according to MGNREGS at the District level. All administrative activities of MGNREGA at district level is run by the District Programme Coordinator. Again, District Programme Coordinator delegates his authority to the Additional District Programme Coordinator (Guidelines 2008: 9).

The role and duties of District Programme Coordinator and Additional District Programme Coordinator are discussed in detail in the following ways:

#### District Programme Coordinator:

The Act mandates that District Collector, any other district-level officer of appropriate rank, or the chief executive officer at district level, be designated as the District Programme Coordinator (DPC). The overall coordination and implementation of the scheme at the district level is the responsibility of the DPC. A District Programme Coordinator is responsible for various activities;

1. Consolidating block plans along with the district plan.
2. Ensuring administrative and technical approvals to the shelf of projects have been accorded on time for engagement of labourers and submission to the District Panchayat for onward submission to the State Government.
3. ensure that projects added at block and district level are presented again for ratification and fixing priority by concerned Gram Sabha(s) before administrative approval is accorded to them.
4. He is expected to ensure timely release and utilisation of funds and provision of work to the wage-seekers.

5. Ensuring hundred percentage monitoring of works, Muster Roll Verifications.
6. He is responsible for reviewing, hundred percentage monitoring and supervising the performance of the Programme Officers and all implementing agencies of MGNREGA.
7. He inspects MGNREGA works and verifies the muster rolls at the work sites.
8. Submit monthly progress reports to the State Government (Guidelines 2008: 9).
9. Appoint Project Implementation Agencies (PIAs) throughout the district, keeping in mind that at least 50 per cent PIAs need to be Gram Panchayats.
10. Carry out responsibilities related to social audit and grievance redressal after every six months and follow up on social audit reports.
11. Coordinate an Information Education and Communication (IEC) campaign for Mahatma Gandhi NREGA within the district and develop annual plans for training and capacity building of various stakeholders within the district.
12. He collects all entries relating to works such as details of the works, status of implementation, photographs of works at three different stages, which are entered in MGNREGA soft copy at every required stage.
13. To make sure that all transactions including issue of job cards, recording of applications for work, allocation of work, generation of wage slips and Fund Transfer Orders (FTOs), entries relating to work performed, delayed payment of wages, and unemployment allowance are made through officers of MGNREGA only (Guidelines 2008: 9).

#### Additional District Programme Coordinator:

The Act mandates that a full-time Additional District Programme Coordinator (ADPC) be exclusively appointed for MGNREGS to look into its day-to-day operations at the district level. The ADPC reports to the DPC and State Employment Guarantee Mission (SEGM). He is to be supported by specialists in agriculture engineering, civil engineering, agriculture and horticulture, MIS, capacity building, and social mobilisation. The ADPC is also entitled to head the District Employment Guarantee Scheme Unit which comprises functional wings such as works, finance and accounts, quality control and vigilance, social audit, management and information system, horticulture, natural resource management, capacity building etc.

The ADPC is responsible for preparing district labour budget and managing MGNREGS funds, finance and accounts.

- i) He prepares chart of works for the district.

- ii) To ensure opening of works to meet the labour demand, maintaining quality of works and proper management of muster rolls.
- iii) He is responsible for ensuring timely allocation of payments and redressal of grievances; monitoring and inspecting works at the work-sites regularly.
- iv) He arranges training and capacity building of all MGNREGS field staff in the district level.
- v) He also conducts the social audit and ensuring follow-up actions for maintaining transparency and accountability (Guidelines 2012: 33-34).

#### **iv) Implementing Authorities of MGNREGA at the State Level:**

Next hierarchical authority, the State Government is the nodal agency for the implementation of MGNREGA at the state level. It has the responsibility to set up the State Employment Guarantee Council (SEGC) and State Employment Guarantee Mission (SEGM) for the effective implementation and monitoring of the scheme at the state level. The latter has right to advise the government from time to time on MGNREGA implementation in the state. The role of state government and other agencies and authorities involved in the implementation of MGNREGA in the state of West Bengal has been discussed in the subsequent sub-sections.

The state government is authorised to make rules on matters pertaining to state responsibilities under Section 32 of the Act and develop and notify the Rural Employment Guarantee Scheme for the implementation of the scheme. Foremost, it is responsible for setting up State Employment Guarantee Council (SEGC) and State Employment Guarantee Mission (SEGM) as the implementing and monitoring agencies in the State. The State Government is also responsible for the appointment of an adequate number of high-calibre professionals. The SEGC has advised the State Government on account of implementation, evaluation, and monitoring of the scheme. In addition, the council is also entrusted with the responsibility of monitoring and evaluating the MGNREGA at the state level. The State Council has prepared an annual report on the implementation of the MGNREGA in the state to be presented to the State Legislature (Guidelines 2012: 10). The State Government has been responsible for the following activities:

- i) Make rules on matters pertaining to state responsibilities under the Act, and develop and notify the Rural Employment Guarantee Scheme for the State.

- ii) Set up the SEGC and State level Mahatma Gandhi NREGS implementation agency/ mission with adequate number of high calibre professionals.
- iii) Set up a State level Mahatma Gandhi NREGS social audit agency/directorate with adequate number of people with ability and demonstrated commitment to social audit.
- iv) Appoint full time dedicated personnel in place for implementing MGNREGA work. Literally the Gram Panchayat Assistant (Gram Rozgar Sahayak), Programme Officer, and the technical staff are responsible for this activity.
- v) Delegation of financial and administrative powers to the District Programme Coordinator and the Programme Officer. It is very important for the effective implementation of the MGNREGS.
- vi) Establish a State Employment Guarantee Fund ensure that the State share of the Mahatma Gandhi NREGS budget timely.
- vii) Establish a network platform of professional agencies for the training and technical support and for quality-control measures.
- viii) Regular review, research, monitoring and evaluation of Mahatma Gandhi NREGS processes and outcomes.
- ix) Generate widest possible awareness about Mahatma Gandhi NREGA across the State, and
- x) Ensure accountability and transparency in the Scheme at State level etc. (Guidelines 2008: 9-10).

#### State Employment Guarantee Council:

The State Employment Guarantee Council (SEGC) is set up by every State Government under Section 12 of MGNREGA. This SEGC or State Council as the implementing and monitoring agency at the State level. The Act mandates that SEGC is to consist of a chairperson and such number of official members as may be determined by the State Government. The State Government nominates 15 non-official members from the Panchayati Raj Institution, organisations of workers and disadvantaged groups, and not less than one-third of the nominated non-official members have to be women. Further, not less than one-third of the non-official members must be from amongst the Scheduled Castes (SCs), Scheduled Tribes (STs), Other Backward Classes (OBCs) and Minorities. The SEGC has the following roles and responsibilities:

- i) Advise the State Government on all matters concerning the implementation of the scheme in the state level.
- ii) SEGC is authorised to evaluate and monitor the Scheme within the State.
- iii) It has to review the monitoring and redressal mechanisms from time to time and recommend improvements.
- iv) Recommend to submit works proposals to the Central Government under Schedule I Section 1 (ix) of the MGNREGA.
- v) Promote widest possible dissemination of information about this scheme in the State.
- vi) Prepare an annual report to be laid before the State Legislature by the State Government (Guidelines 2012: 10).

**State Employment Guarantee Mission and State Management Team:**

The Act stipulates that a State Employment Guarantee Mission (SEGM) must be established with adequate operational flexibility and autonomy to support the Panchayat Raj Institutions and other implementing agencies in the States. SEGM is to be headed by a senior Indian Administrative Service Officer (Secretary / Commissioner MGNREGS), who is the chief executive officer of the mission. SEGM is also required to have a chief operating officer recruited from the open market. SEGM's mandate is to formulate a sensitive and impartial human resource policy with a team of committed experts (See Box-10) and establish a professional State Management Team (SMT) (Guidelines 2012: 36).

**v) Implementing Authorities of MGNREGA at the Central Level:**

The central government is the highest implementation authority for MGNREGA. The Ministry of Rural Development, New Delhi is the nodal agency for MGNREGA implementation. The central government is entrusted with the responsibility of implementing MGNREGA in the country. The following sub-sections discuss the role of the Ministry of Rural Development and other agencies and divisions required to be appointed for implementing MGNREGA namely Central Employment Guarantee Council, National Management Team and its various divisions like Programme Management; Human Resource and Capacity Building; Monitoring and

Evolution; Information Technology; Social Audit, Vigilance and Grievance Redressal Division (Patgiri 2018: 69-70).

#### Ministry of Rural Development:

The Ministry of Rural Development (MoRD) is the nodal agency for the implementation of MGNREGA. It is a responsible agency for ensuring timely and adequate resource support for the States and Central Council. The Ministry issues Operational Guidelines and reviews permissible works under the programme to meet the demands of the State Governments. The Ministry is also responsible for setting up the National Employment Guarantee Fund to ensure adequate resource support for the States. According to the Act, the Ministry is entitled to set up a National Management Team for maintaining and operating the Management Information System (MIS) to capture critical aspects of implementation and assess the utilisation of resources. MoRD supports innovations that help improve processes and transparency towards the achievement of the objectives of the Act. It has to undertake regular review, monitoring, evaluation and research on the processes and outcomes of MGNREGA. It will also ensure that the implementation of MGNREGA at all levels is made transparent and accountable to the public (Guidelines 2008: 10).

The activities of MoRD are given below;

- i) Make rules under the Act.
- ii) Make operational guidelines of the Act for the effective implementation.
- iii) Review list of permissible works under Mahatma Gandhi NREGA in response to demands of State Governments.
- iv) Set up Central Employment Guarantee Council.
- v) Set up Central Employment Guarantee Fund.
- vi) Set up National Management Team (NMT) within rural development to perform the national-level functions under MGNREGA.
- vii) Budget Provision for timely release of Central share.
- viii) National Management Team for maintaining and operating the Management Information System (MIS) to capture critical aspects of implementation, and assess the utilisation of resources.
- ix) Support and facilitate use of Information Technology (IT) to increase the efficiency and transparency in implementation of the Act.

- x) Facilitate technical support and capacity building to improve outcomes of the Act.
- xi) Support innovations that help in improving processes towards the achievement of the objectives of the Act.
- xii) Monitoring, Evaluation and Research on the performance of Mahatma Gandhi NREGA (Guidelines 2012: 12-13).

#### Central Employment Guarantee Council:

A Central Employment Guarantee Council (CEGC or ‘Central Council’) has been set up under the chairmanship of the Minister of Rural Development. According to Section 10 of the MGNREGA Act 2005, the Central Employment Guarantee Council (CEGC) is the national-level implementing and monitoring agency. The Central Council is responsible for advising the Central Government on MGNREGA-related matters and for monitoring and evaluating the implementation of the Act. It is required to establish a central evaluation and monitoring system, review the monitoring and grievance redressal mechanism and recommend the required measures to the government. CEGC also prepares annual reports on the implementation of MGNREGA for submission to Parliament (Guidelines 2008: 10).

As per the guidelines, CEGC consists of representatives from different Central-level ministries such as the Ministry of Environment and Forestry, the Ministry of Tribal Affairs, and the Ministry of Social Justice and Empowerment. Apart from these, the Council is also required to include members from the Planning Commission, Rural Development Departments of the State Governments, Panchayati Raj Institutions like District Panchayats and Minority Communities. Further, the Act prescribes that not less than one-third of the total number of non-official members of the Central Council must be women. Experts from various fields like social audit, wage employment, water conservation, land development, afforestation, rural engineering and so on have to be included in the council. The Union Rural Development Minister is the ex-officio Chairman of the Council (Khaira 2017: 64).

Table No.-2.2

## A Detailed Composition of Central Employment Guarantee Council (CEGC).

Sl. No.	Designation	Member
1	Union Minister for Rural Development.	Chairperson (ex-officio)
2	Secretary to the Government of India, Department of Rural Development.	Member (ex-officio)
3	A nominee of the Ministry of Women and Child Development not below the rank of Joint Secretary to the Government of India.	Member
4	A nominee of the Ministry of Agriculture not below the rank of Joint Secretary to the Government of India.	Member
5	A nominee of the Ministry of Environment and Forest not below the rank of Joint Secretary to the Government of India.	Member
6	A nominee of the Ministry of Statistic and Programme Implementation not below the rank of Joint Secretary to the Government of India.	Member
7	A nominee of the Ministry of Panchayati Raj not below the rank of Joint Secretary to the Government of India.	Member
8	A nominee of the Ministry of Tribal Affairs not below the rank of Joint Secretary to the Government of India.	Member
9	A nominee of the Ministry of Social Justice and Environment not below the rank of Joint Secretary to the Government of India	Member
10	A Representative of Planning Commission not below the rank of Advisor in the Planning Commission.	Member
11	Six representatives of the Department of Rural Development of the State Governments who shall not below the rank of Secretary to the concerned State Government to be nominated by the Central Government.	Members
12	Twelve members to be nominated by the Central Government from Panchayati Raj Institutions, organizations of workers and disadvantaged groups of whom, four must be women and include- <ol style="list-style-type: none"> <li>1) Two representatives to be nominated from the Scheduled Caste, one representative each from Scheduled Tribes, Other Backward Classes and minorities for the period of one year;</li> <li>2) Chairpersons of two District Panchayat nominated by the Central Government by rotation for the period of one year.</li> </ol>	Members
13	Three experts representing states to be nominated by the Central Government for the period of two years-in the areas of works, such as water conservation, land development, afforestation and plantation and rural engineering, an expert in social audit; and an expert on wage employment etc.	Members



14	Joint Secretary to the Government of India in the Ministry of Rural Development in charge of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005.	Member Secretary
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(Source: The MGNREG Act 2005 (2012), Universal Law Publishing Co. Pvt Ltd., New Delhi, pp.37-38).

The Council is mandated to constitute an Executive Committee to give effect to its decisions. The Executive Committee is authorised to manage the administrative, financial, and sanction expenditures related to the Council. It is also required to appoint expert groups for technical support and advice to improve the quality of implementation of the Act. According to the Act, the committee meets at least once every three months. The composition of the committee members is shown in the below table.

Table No.-2.3

Composition of Executive Committee of CEGC.

Sl. No	Designation	Member
1	Secretary to the Government of India, Department of Rural Development	President
2	The Financial Advisor, Ministry of Rural Development	Members
3	Representative of the Ministry of Panchayati Raj and two members who are Secretaries of State Governments nominated by the Chairperson of the executive Committee	Members
4	Four non- official members of the Central Council to be nominated by the Chairperson of the Central council	Members
5	Member-Secretary of Central Council	Member-Secretary

(Source: The MGNREGA 2005 (2012), Universal Law Publishing Co. Pvt Ltd., New Delhi, p. 40).

The Central Employment Guarantee Council (CEGC) has been set up under the Chairmanship of the Union Minister of Rural Development. The roles and responsibilities of the CEGC are mentioned in below;

- i) CEGC consultation with the Central government on all matters relating implementation of this Act.
- ii) Establish a central monitoring and evaluation system.

- iii) Review the monitoring and redressal mechanisms from time to time and recommend improvements if needed.
- iv) Promote the widest possible dissemination of information about the Scheme made under MGNREGA.
- v) Monitor the implementation of this Act.
- vi) Prepare annual reports and presented in Parliament by the Central Government for the implementation of this Act.
- vii) The Ministry of Rural Development (MoRD) is the nodal ministry for the implementation of NREGA (Puthenkalam and George 2012: 117-118).

#### **Technical Secretariat:**

The Technical Secretariat is supposed to assist the CEGC and the Executive Committee in providing logistical and technical support for the implementation of the Act. The member secretary is the head of the technical secretariat.

#### **National Management Team:**

According to the Act, a National Management Team (NMT) to be set up within the department of Rural Development to perform the national-level functions under MGNREGA. NMT is to be headed by the Additional Secretary/ Joint Secretary. NMT has five divisions namely Programme Management; Human Resource Development and Capacity Building; Monitoring and Evolution; Information Technology; Social Audit, Vigilance and Grievance Redressal Division. Each Division has to be comprised of one senior and two junior programme personnel.

Figure-2.1

National Management Team.



A). Programme Management Division:

Programme Management Division is mandated to extend need base technical assistance to states. Specifically, the division has to

- i) follow up on advisories issued by Ministry and coordinated with states;
- ii) follow up with State Governments;
- iii) coordinate with state team and district team;
- iv) share good practice models; and
- v) assess the wage employment requirement of each State etc. (Khaira 2017: 67).

B). Human Resource Development and Capacity Building Division:

Human resource development and capacity building division's primary responsibilities includes functions;

- i) determining standards for human resources recruited for MGNREGA implementation;
- ii) formulating recruitment processes, human resource policies and performance evaluation criteria;
- iii) promoting a gender-sensitive, pro-poor and pro-active work culture;
- iv) assessing gaps in human resource development and ensuring a steady source of human resources for MGNREGA;
- v) identifying training institutions of discharging responsibilities of capacity building for MGNREGA;
- vi) working out syllabi and structure for training courses and certification for MGNREGA personnel;
- vii) arranging training for MGNREGA authorities;
- viii) assessing training material and ensuring its dissemination across the country, and
- ix) promoting production and dissemination of high-quality resource material for MGNREGA.

#### C). Monitoring and Evaluation Division:

The Monitoring and Evaluation Division is responsible for establishing and refining systems for monitoring the work under MGNREGA. It is also responsible for commissioning independent evaluations through a carefully selected panel of experts and consultants from all over the country (Khaira 2017: 68).

#### D). Information Technology Division:

The Information Technology (IT) Division is responsible for;

- i) Assessing information technology needs, both hardware and software for implementation of MGNREGA
- ii) Deploying the best possible expertise to advise it on effective information technology deployments
- iii) Ensuring that latest developments in IT are screened, piloted, developed further and disseminated for use in implementation of MGNREGA.
- iv) Ensuring the IT requirements of data returns and updating and assisting states for achieving IT under MGNREGA.

- v) Pro-actively setting up a condition mechanism with other major IT-centred initiatives of the government such as the UIDAI.
- vi) Facilitating the training of MGNREGA personnel in the use of IT.

#### E). Social Audit, Vigilance and Grievance and Redressal Division:

Social Audit, Vigilance and Grievance and Redressal Division are responsible for the following activities;

- i) Ensuring that states follow the provisions of Audit of Schemes Rules 2011 in conduct of social audit.
- ii) Providing support in preparation of social audit reporting formats, resource materials, guidelines and manuals for the social audit process.
- iii) Monitoring the outcomes of social audit and following up with states for action taken report on issues raised during the social audit.
- iv) Monitoring the actions taken by Vigilance Cells at the state, district and local level.
- v) Providing technical support to State Government in addressing irregularities and malfeasance including those identified during social audit.
- vi) Providing necessary support to State Government for effective grievance redressal (Guidelines 2012: 146-147).

#### **Civil Society:**

Civil Society Organisations (CSOs) work at the grass-roots levels. It can play a very significant role in awareness generation among wage-seekers and in supporting and building capacities of Gram Panchayats and State Governments in planning, implementation and social audit of MGNREGA. CSOs can play a direct role in spreading awareness, organising work, and ensuring social accountability of MGNREGA.

#### **Others Implementation Agency of MGNREGA:**

Other important stakeholders include: i) Members of social audit fora, vigilance and monitoring committees, ii) Technical staff of implementing agencies; iii) Departments like Agriculture, Water Resources or Irrigation, Forest etc. which are benefited from MGNREGA (Guidelines 2012: 13).

Table No.-2.4

## Monitoring Agency for MGNREGA Work Implementation.

Table No.-1.4	Monitoring MGNREGA implementation
Level/tier of monitoring	Agency responsible for monitoring
Tier-I	
Village Gram Panchayat	Gram Panchayat (GP) (also performs social audit) Gram Sabha (GS) (annual report is prepared by GP)
Tier-II	
(Block/intermediate Panchayat)	
Works done by and other PIAs GPs work for the entire block	Programme officer (PO) (Also registers case against those violating MGNREGA Act standards) Block Panchayat
Tier-III	
Work of PO and PIAs MGNREGA's work for the entire block	District Programme Coordinator (DPC) District Panchayat (also consolidates annual block plans)
State level	
Evaluating scheme within state Monitoring redress mechanism Suggesting improvements in redress mechanism	State Employment Guarantee Council (SEGC) (it prepares annual report and presented in the state legislature by the state government)
Centre level	
Establishment of a Central evaluation and monitoring system for the reviewing, implementation, monitoring and redressal mechanism of the NREGA work.	Central Employment Guarantee Council (CEGS) (Like SEGC it prepares annual report and presented in the parliament by the central government)

(Source: MGNREGA Guidelines, Ministry of Rural Development, 2013).

Table No.-2.5

## Governance Structure of MGNREGA.

Table No.-1.5			Governance structure of MGNREGA		
			Governing institution		
Panchayat Raj Institutions					
Functional aspect	Tier I	Tier II	Tier III	State government	Central government
institution	GS/GP Intermediate Panchayat/	block level	• District Panchayat	• DPC/ Deputy	Commissioner
Planning					
Main activity/ institution	GS/GP	Intermediate Panchayat/ block level	• District Panchayat • DPC/ Deputy Commissioner	State government	GoI, MoRD
Supporting activity/ expertise	Help from CFTs for a cluster of GPs	• PO • CFTs • APO	DPO	• SEGC • SEGF (to ensure its plan is in sync with MGNREGA	• CEGC • NEGF (to check and approve if plan submitted is in

		(INRM and convergence activity to be taken up by CFTs)		provision	sync with MGNREGA provision
Implementation					
Main activity/institution	GP (muster rolls, registration, job cards)	Intermediate Panchayat	District Panchayat DPC (labour budget	State government (provide funds for SEGF, GRS, PO, staff for CFTs)	<ul style="list-style-type: none"> <li>• MoRD</li> <li>• CEGC (empanelling PIA for state governments, support for expertise and for innovation)</li> </ul>
Supporting activity/expertise	<ul style="list-style-type: none"> <li>• GRS (site management, execution of work)</li> <li>• Mate (for every 50 workers) (measurements, accounts, generating awareness among job seekers)</li> </ul>	PO (social audit unit, CFT)	DPC (Project sanction, ratification and fixation of priority as provided by GS; appointing PIAs, coordination of IEC, entry in MGNREGA soft)	SEGC (to advise state governments on implementation, dissemination of information, achievements/shortcomings of MGNREGA)	<ul style="list-style-type: none"> <li>• CEGC (to advise MoRD, facilitate dissemination)</li> <li>• Making rules and guidelines for MGNREGA)</li> <li>• Ensuring convergence with other ministries and departments</li> <li>• NMT</li> <li>• PAG</li> <li>• Develop guidelines</li> <li>• Analyze issues in planning and implementation</li> <li>• Support to state governments in implementation</li> <li>• Setting up advisory boards for high poverty states</li> </ul>
Monitoring					
Main activity/institution	Village level: GP GP level: GS	Blocks/intermediate Panchayat (monitor work of GPs, PIAs)	District Panchayat	SEGC <ul style="list-style-type: none"> <li>• Monitoring system</li> </ul>	CEGC <ul style="list-style-type: none"> <li>• Establishing a control monitoring system</li> </ul>
Supporting activity	GP: Preparation of annual report	PO (watch and register cases of violation of MGNREGA norms	<ul style="list-style-type: none"> <li>• DPC (monitor work of POs, PIAs)</li> <li>• POs</li> <li>• Consolidation of block plans</li> </ul>	<ul style="list-style-type: none"> <li>• Grievance redress</li> <li>• Preparing report on MGNREGA to be presented by the state government to the state legislature</li> </ul>	<ul style="list-style-type: none"> <li>• Review monitoring</li> <li>• Preparing annual report for MoRD to be presented to the parliament</li> </ul>

(Source: MGNREGA Guidelines, Ministry of Rural Development, 2016)

**CHAPTER-III**

**MGNREGA AND SOCIO-ECONOMIC DEVELOPMENT IN**

**NABADWIP BLOCK**



## **CHAPTER - III**

### **MGNREGA AND SOCIO-ECONOMIC DEVELOPMENT IN NABADWIP BLOCK**

#### **Introduction:**

The previous chapters visualised various dimensions of MGNREGA in which the conceptual framework, provisions, and related information of MGNREGA were mentioned. It discussed the objectives, goals, and paradigm shift of MGNREGA. It includes the procedure of a job card, application for employment, implementation, monitoring systems, limitations, and significance of MGNREGA. There is also mention the employee's eligibility, wage payment, and unemployment allowance etc. The present chapter mentions MGNREGA and socio-economic development in Nabadwip block based on official and field survey data.

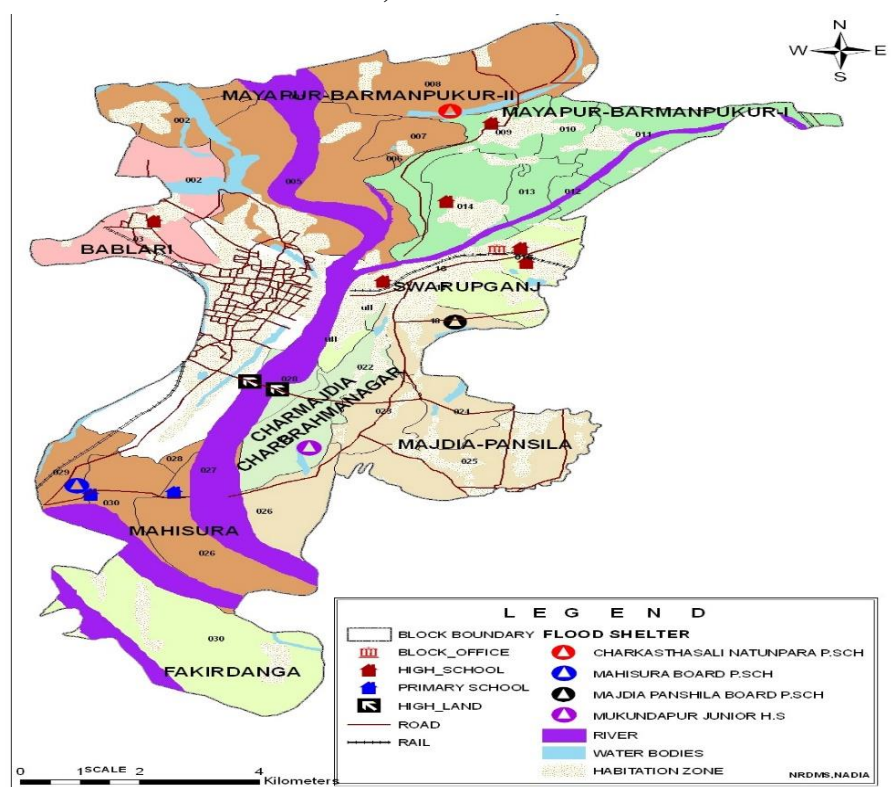
Development in all societies must have at least the following three objectives: i) To increase the availability and widen the distribution of sustaining goods such as food, shelter, health and protection. ii) To raise the levels of living including higher incomes, more employment opportunities, better education and greater attention to cultural and humanistic values. iii) To expand the range of economic and social choices available to individuals and nations by freeing them from servitude and dependence not only on other people but also on the forces of ignorance and human misery (Shanthi 2017: 1). This chapter includes various issues like the awareness of respondents about the written application, unemployment allowance, beneficiary's skill, employment opportunities, impact of age, caste, religion, and gender of the respondents, wage payment, participations of SC, ST, women, and disabled persons, and also child labour. This chapter also discusses the study Nabadwip block's performance like number of job cards issues, total completed and ongoing work and expenditure for the last five years, employment provided household, persons generated of SC, ST, and women, utilisation of funds (in lakhs), and some important evidences of development etc.

Nabadwip is a community development block in Nadia District. It forms an administrative division in the Krishnagar Sadar subdivision of Nadia district in the Indian state of West Bengal. It is located 8.6 km away from the Krishnagar Sadar subdivision of Nadia district. It has a total area of 97.39 km<sup>2</sup>. Historically, Nabadwip has been a very important

place. Nabadwip was the capital of Lakshman Sen from 1179 to 1203. Mahaprabhu Chaitanya was also born here in 1486. Ballal Dhipli in Bamanpukur is an ancient site that has been excavated by the Archaeological Survey of India and indicates the existence of a Buddhist vihara dating back to 10<sup>th</sup> -12<sup>th</sup> century or earlier. The above two separate sites are identified as Monuments of National Importance.

Nabadwip CD block is bounded by the Krishnagar II CD block in the north, Krishnagar I CD block in the east, Santipur in the south, and Purbasthali I CD block in Bardhaman district in the west. Nabadwip CD block has a total area of 97.39 km<sup>2</sup>. It has 1 panchayat samiti, 8 Gram Panchayats, 104 Gram Sansads (village council), 25 mouzas, and 21 inhabited villages. Nabadwip police station serves this block. Headquarter of this block is situated in Nabadwip. Nabadwip CD block is composed of eight-gram panchayats. These eight-gram panchayats of Nabadwip block are: Bablari Dewanganj, Charmajdia CharBrahmanagar, Fakirdanga-Gholapara, Mahisura, Majdia-Pansila, Mayapur-Bamanpukur I, Mayapur-Bamanpukur II, and Swarupganj.

### BLOCK- NABADWIP, DIST-NADIA



(Source: Collected from C.A, Nabadwip Block, on 18.09.2023)

According to the 2011 Census of India, the total population of Nabadwip CD block was 135,314, of which 76,214 people were rural and the rest 59,073 people were urban. There were 69,696 (52%) males and 65,618 (48%) women out of the total population. The population of scheduled castes was 19,612 (14.49%), and scheduled tribes were 1,642 (1.14%). As per the 2011 census of India, Nabadwip CD Block had 83,069 (61.39%) Hindu populations, 51,685 (38.20%) Muslims of total populations, 44 (0.03%) Christian populations, and other 516 (0.38%) populations.

As per the 2011 census, literacy in Nadia district was 85.35 per cent, of which males and females were 88.95 per cent and 81.63 per cent respectively. Literacy in West Bengal was 77.08 per cent and literacy in India in 2011 was 74.04 per cent. The mother tongue of 97.9 per cent population of Nadia district is Bengali. Bengali is a local language, but Bengali as well as English are both official languages in Nabadwip CD block.

Nabadwip CD block had to be semi-industrially developed and agriculturally dependent. The majority of the population depends on other activities than industrial or agricultural work. According to the 2011 census of India, cultivators were 9.21 per cent, agricultural laborers 16.77 per cent, household industry workers 27.01 per cent and other workers 47.01 per cent in Nabadwip CD Block. Nabadwip CD block had 29 fertiliser depots, 3 seed stores, and 91 fair price shops in 2013-14. Nabadwip CD block has 21 inhabited villages. 100 per cent of villages have power supply and drinking water supplies under this block. 6 villages (28.57%) have post offices. 13 villages (out of 21) have pucca (high) roads and 9 villages (out of 21) have transport communication including bus service, rail facilities, navigable waterways, etc. Only 1 village has agricultural credit societies, and 2 villages have banks. Nabadwip CD Block has six ferry services and three originating and terminating bus services. The Bandel-Katwa branch line passes through the Nabadwip block. There are two railway stations like Nabadwip Dham railway station and Bishnupriya Halt railway station, in Nabadwip. In the time of 2013-14, Nabadwip block had 89 primary schools with 6,787 students, 6 middle (upper primary to Madhyamika) schools with 1,196 students, and 8 higher secondary schools with 9,997 students. Only 1 village did not have any schools among the 21 inhabited villages in Nabadwip CD Block. Nabadwip block has three health centres (including 1 block primary health centre and 2 primary health centres) with a total of 40 beds and 8 doctors.

The NREGA Act, passed in September 2005, became operational in a few districts of West Bengal in February 2006. In the first phase, it was implemented in 10 districts of West Bengal, like Bankura, Birbhum, Malda, Purulia, Uttar Dinajpur, Dakshin Dinajpur, Jalpaiguri, Murshidabad, South 24 Parganas, and Paschim Midnapore, etc. It was followed by other 7 districts like Purba Midnapore, Hooghly, Burdwan, Nadia, North 24 Parganas, Coochbehar, and Darjeeling from 1st April, 2007. So NREGA has been implemented in the Nadia District since April, 2007. The Panchayat and Rural Development Department is responsible for implementing the scheme in West Bengal (Biswas 2010: 95). The research study is mainly based on Krishnagar II CD Block and Nabadwip CD Block of Nadia district. The NREGA scheme was implemented in these two blocks of Nadia district from 1<sup>st</sup> April, 2007 with the objective of providing 100 days of guaranteed unskilled wage employment to every rural household in every financial year (Biwas 2010: 95).

#### **MGNREGA in Nabadwip Block:**

The MGNREGA is a demand-driven scheme. In study block, it focused on various activities like public works relating to natural resources management (water conservation, watershed management, drought proofing (including a forestation/tree plantation), clearing traditional water bodies, and land development), Individual assets for vulnerable sections ( only for a household in paragraph 5 of schedule-1, from 3<sup>rd</sup> January 2014) relating works productivity of lands, wastelands, livelihoods, construction of house and promotion of fisheries, livestock, and rural infrastructure (rural sanitation, road connectivity, play fields, restoration, construction of building, food grain storage structures, production of building material required for construction and maintenance etc.). The MGNREGA has completed almost 15 years of implementation in Nabadwip block of Nadia district. This scheme has been universalised and is fully operational in all 8 Gram Panchayats of the Nabadwip block. The scheme has been able to put money in the hands of the poorest in the study block.

During the last financial year (2021-22), 8948 rural households (mostly women) have participated in this programme. The program attracted not only the rural poor but also APL families. Wage payments to the tune of Rs. 981.87 lakhs in the opening balance have been released to them, creating a multiplier effect and stimulating the rural economy. MGNREGA has been able to dignify work and provide purchasing power among the rural households in rural villages. In the Nabadwip block, this multiplier effect is reflected in the increased

investment in livestock (banana cultivation, opening shops, cow and poultry farms, etc.) and quality education in rural areas. The Nabadwip block has been focusing on the creation of durable assets under MGNREGA. In the financial year 2020–2022, Nabadwip block has been able to complete 984 house construction, 408 livestock promotion, 109 afforestation, 82 improving livelihoods, 30 land development, 29 rural footpaths, 25 disaster restoration, 15 micro irrigation channels, 10 water conservation and water harvesting works, 9 rural sanitation, and 8 promotion of fisheries. Now, 100 per cent of the MGNREGA wage payment is being paid through the bank or post office accounts. The muster rolls were also read out in the gram-sabha in social audits conducted by reputed NGOs in all the villages. Nabadwip block is one of the few blocks in the Nadia District to complete the social audit and labour budget planning in all the gram panchayats in a time-bound manner. No contractors or middlemen are permitted, and 100 per cent of the work is implemented by the Gram Panchayat. MGNREGA has been strengthening the Panchayati Raj Institutions by providing equal work allocations for both men and women at the grassroots level (APO, Nabadwip Block 2021).

Primarily, MGNREGA has provided a source of additional income to families without making any wage discrimination between men and women. Hence, it is the local women who are the active participants in this scheme. MGNREGA was one of the principal sources of alternative income in rural Nabadwip block. This program has enhanced food security and employment opportunities. MGNREGA employment must be provided within a radius of 5 kilometres from the employee's village. This entailed less travel and did not affect their household activities to a large extent. Therefore, like men, local women have highly participated in study block's MGNREGA work. Like men, women also open bank accounts to get MGNREGA wage payments. As a result, a positive impact on their empowerment and self-confidence in society. Currently, there is a greater degree of community bonding and cohesion among women. Many women have openly claimed that MGNREGA provided them with a platform to discuss their common issues, awareness, and community activities. Through land development activities (to reduce soil erosion and enhance land stability) and the construction of roads, water conservation and harvesting, and micro-irrigation, the level of community participation has increased. This has led to the establishment of mutual trust as well as better coordination with the local administration in the study area.

### Performance of Nabadwip Block in MGNREGA Work:

Table No.- 3.0

Completed and Ongoing Work under MGNREGA in Nabadwip Block.

Financial Year	No. of completed work	No. of on-going work	Total expenditure (in lakhs)
2015-2016	973	1780	867.69
2016-2017	771	1942	688.2
2017-2018	1851	1953	497.52
2018-2019	2043	1305	452.17
2019-2020	1096	2106	525.05
2020-2021	1585	3167	638.03
2021-2022	1709	2553	964.76

(Source: Annual report, collected from Nabadwip Block Office in October 2021).

The above table indicates completed works, ongoing work, and (complete-ongoing work) expenditure under MGNREGA from the financial year of 2015-16 to 2021-22 in Nabadwip block. In the 2015-16 financial year, total (public work, individual asset work, and rural infrastructure work) completed works were 973 and ongoing works were 1780, representing 867.69 lakhs of expenditure. Next financial year (2016-17), total (public work, individual asset work, and rural infrastructure work) completed works were 771 and 1942 ongoing works by 688.2 lakhs of expenditure. In 2017-18, there were 1851 completed works and 1953 ongoing works, with a total expenditure of 497.52 lakhs. In the fiscal year 2018-19, total completed works were 2043 and ongoing works were 1305 with a total expenditure of 452.17 lakhs. In 2019-20, total completed works were 1096 and 2106 ongoing works by 525.05 lakhs of expenditure. Total completed works in 2020-21 were 1585, and 3167 ongoing works, with total 638.03 lakhs expenditure. The total completed works in the study block were 1709, and 2553 ongoing works with total expenditure of 964.76 lakhs in the fiscal year of 2021-22.

Table No.- 3.1

MGNREGA's Public work, Individual Assets and Rural Infrastructure activities in Nabadwip Block.

Category of Works									
Year	Public works relating to natural resources			Individual assets (only for households in paragraph 5)			Rural infrastructure		
	Completed work	Ongoing work	Expenditure (In Lakhs)	Completed work	Ongoing work	Expenditure (In Lakhs)	Completed work	Ongoing work	Expenditure (In Lakhs)
2015-16	373	378	331.74	307	1008	82.44	293	394	453.51
2016-17	326	116	310.40	314	1473	218.10	131	353	114.50
2017-18	66	96	59.21	1167	1360	232.01	618	497	206.3
2018-19	71	38	19.72	1580	1069	238.36	392	198	194.09
2019-20	22	135	31.45	1004	1770	2739	70	201	188.69
2020-21	23	167	74.28	1440	2844	295.51	122	156	268.24
2021-22	139	40	131.11	1507	2286	978.88	63	227	182.65

(Source: Annual report, collected from Nabadwip Block Office in October 2021).

The table displayed above various developmental MGNREGA activities in the Nabadwip block. This table indicates total completed works, ongoing work, and expenditure in the financial year from 2015-16 to 2021-22. Three categories of works, like public works relating to natural resources, individual assets (only for households in paragraph 5), and rural infrastructure have been mentioned in this table. In the 2015-16 financial year, total completed public works were 373 and 378 ongoing works by 331.74 lakhs of expenditure, individual asset completed works were 307 and 1008 ongoing works by 82.44 lakhs of expenditure, and rural infrastructure completed works were 293, 1780 ongoing works by 867.69 lakhs of expenditure.

Next financial year (2016-17), total completed public works are 326 and 116 ongoing works, 314 completed works and 1473 ongoing works of individual assets, and total complete rural infrastructure works are 771 and 1942 ongoing works. In 2017-18, total completed public works were 66 and 96 ongoing works by 59.21 lakhs expenditure, individual assets completed work were 1167 and 1360 ongoing activities by 232.01 lakhs of expenditure, and completed rural infrastructure works were 618 and 497 ongoing works by 206.3 lakhs of expenditure. In the financial year of 2018-19, total completed public works were 71 and 225 ongoing works by 19.72 lakhs expenditure, individual assets 1580 completed works and 1069 ongoing works by 238.36 lakhs expenditure, and total completed infrastructure works were 392 and 198 ongoing works by 194.09 lakhs expenditure. In the financial year of 2019-20, total completed public works were 22 and ongoing works were 135 by 31.45 lakhs of expenditure; completed individual asset works were 1004 and 1770 ongoing works by 304.91 lakhs of expenditure; and total completed infrastructure works were 70 and 201 ongoing works by 188.69 lakhs of expenditure. In 2020-21, total completed public works are 23 and 167 ongoing works by 74.28 lakhs of expenditure; individual asset work completed is 1440 and 2844 ongoing activities by 295.51 lakhs of expenditure; and completed rural infrastructure works are 122 and 156 ongoing works by 268.24 lakhs of expenditure. And the last financial year of 2021-22, total completed public works were 139 and 40 ongoing works by 131.11 lakhs of expenditure, completed individual assets work were 1507 and 2286 ongoing activities by 978.88 lakhs of expenditure, and completed rural infrastructure works were 63 and 227 ongoing works by 182.65 lakhs of expenditure. Due to these activities, rural people have achieved their goals.

Table No.- 3.2

Kinds of Completed Activities and Expenditure in Nabadwip Block.

Financial Year	Kinds of completed activities and expenditure in Nabadwip Block											
	Drought proofing (Plantation)		House construction		Land Development		Micro-Irrigation Works(cannel)		Rural Connectivity (Road Construction)		Water Conservation & water Harvesting	
	Total completed work	Expenditure (In Lakhs)	Total completed work	Expenditure (In Lakhs)	Total completed work	Expenditure (In Lakhs)	Total completed work	Expenditure (In Lakhs)	Total completed work	Expenditure (In Lakhs)	Total completed work	Expenditure (In Lakhs)
2015-16	287	139.73	307	82.22	82	167.73	10	14.32	55	244	01	0.16



2016-17	251	135.54	313	1119.7	63	134.44	08	12.34	95	415.5	04	1.17
2017-18	50	9.36	1072	227.9	14	4.12	02	3.54	127	151.8	13	19.1
2018-19	40	3.42	1560	232.6	10	3.42	07	6.77	103	121.6	13	5.82
2019-20	15	5.41	998	212.13	01	5.41	01	10.75	26	90.02	05	3.31
2020-21	12	25.78	1292	71.13	01	8.54	05	2.07	68	121.32	05	18.63
2021-22	109	93.67	984	947.12	05	27.04	15	5.45	29	120.19	06	0.23

(Source: Annual report, collected from Nabadwip Block Office in October 2021).

The above table shows different kinds of developmental MGNREGA activities in Nabadwip block. But a few kinds of important activities and its expenditures have been mentioned in this table. These are drought-proofing (afforestation), construction of houses, flood control and protection (pond excavation), land development, micro-irrigation works (channel), rural connectivity (road construction), renovation of traditional water bodies, rural sanitation, water conservation and harvesting, etc. In 2015-16, it was observed that house construction activities (307) were more emphasised than other activities, i.e., drought proofing (plantation) (287), rural connectivity (244), land development (82), micro-irrigation works (10), water conservation and harvesting (01), etc. The next financial year 2016-17, also, house construction activities (313) have been more completed than the other activities, i.e., drought proofing (plantation) (251), rural connectivity (95), land development (63), micro-irrigation works (channel) (08), water conservation and water harvesting (04), etc. In 2017-18, the total number of completed works was 1072 house construction activities, 127 rural connectivity, 50 drought-proofing (plantations), 14 land development, and 13 water conservation and harvesting activities. In 2020-21, this indicates that house construction work (1292) is greater than other works. It was followed by rural connectivity (68), drought-proofing (12), micro-irrigation works (05), and water conservation and harvesting (05). During 2018-19, statistics show that the highest number of completed house construction works was 1560 compared to other financial years under MGNREGA in the study block. Last financial year in 2021–22, it was observed that house construction activities (984) were more emphasised than the other activities, i.e., drought proofing (plantation) (109), rural connectivity (29), land development (05), micro-irrigation works (15), water conservation and water harvesting (06), etc.

## **Types of MGNREGA Work**

There are three categories of work emerged out of the four listed in the Nabadwip block. These are public works relating to natural resource management, individual assets for vulnerable sections, and rural infrastructure. These three categories of works are composed of various sub-works that are executed or implemented in the study block, as given below. These are more or less confirmed by the list approved by the programme guidelines.

### **Types of Work:**

1. Public works relating to natural resources management.
  - a. Water Conservation
  - b. Watershed management
  - c. Irrigation
  - d. Traditional water bodies
  - e. Afforestation
  - f. Land development
2. Individual assets for vulnerable sections (only for households in paragrapg-5)
  - a. Improving productivity of lands
  - b. Improving livelihoods
  - c. Construction of house
  - d. Promotion of livestock
  - e. Promotion of fisheries
3. Rural infrastructure
  - a. Rural sanitation
  - b. Road connectivity
  - c. Play field development
  - d. Disaster preparedness



1. Digging a Pond (Water Conservation)



2. Micro-Irrigation (Canal)



3. Banana Tree Cultivation



4. Road connectivity

**No. of employment provided HH and Persondays generated of SC, ST and Women under MGNREGA in Nabadwip Block:**

Table No.- 3.3

No. of Employment provided HHs of SC, ST and Women under MGNREGA in Nabadwip Block from 2015-16 to 2021-22.

Financial Year	SC	ST	Women
2015-2016	881	51	5853
2016-2017	411	08	3653
2017-2018	249	27	2200
2018-2019	164	12	1667
2019-2020	266	29	2045
2020-2021	470	49	3075
2021-2022	350	44	3012

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it was observed that the number of HHs of SC, ST, and women under MGNREGA employment from the financial year 2015-16 to 2021-22 in Nabadwip block. In 2015-2016, the number of employments provided to HHs of SC, ST, and women counterparts were 881, 51, and 5853 respectively. But for the next financial year 2016-17, the figures of employment provided HH no. among SC, ST, and Women were decreased compared to the previous financial year. The employment provided HH no. of SC, ST, and women were 411, 08, and 3653, respectively, in this year. In the 2017-18 financial year, employment provided HH of SC and women generally decreased, but ST employment HH increased. In the 2018-19 financial year, again, figures of employment provided HH of SC, ST, and women decreased. The employment provided HH no. of SC, ST, and women were 164, 12, and 1687 respectively, in this year. It was the lowest employment provided HH no. of SC, ST, and women among all financial years. However, in the 2019-20 fiscal year, the number of HHs of SC, ST, and women employed increased from the previous year. The employment provided HH no. of SC, ST, and women counterparts were 266, 29, and 2045 respectively. Employment HH of all categories (SC, ST, and women) increased in the following fiscal year, 2020-21, reaching 470, 49, and 3075, respectively. But in the 2021-22 financial year, employment of SC, S, and women HH decreased. The employment provided HH no. of SCs, STs, and women counterparts became 350, 44, and 3012 respectively. It is so much less than the previous year because the study block can't arrange the work due to the financial issue of the Central Government vs. State Government debate.

Table No.- 3.4

No. of Persondays Generation for SCs, STs and Women (in Thousands) in Nabadwip Block.

Financial Year	Persondays generated no. of SCs	Persondays generated no. of STs	Persondays generated no. of Women
2015-2016	60185	2222	250350
2016-2017	10465	226	85517
2017-2018	18256	2433	116117
2018-2019	15289	1079	105436
2019-2020	15164	1608	99930
2020-2021	18088	2072	85640
2021-2022	15626	834	146158

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

There is a clear observation from the above table that the number of persondays generated for SC, ST, and women (in thousands) under study block MGNREGA work participation from the financial year 2015-16 to 2021-22. In 2015-2016, the no. of persondays generated among SC, ST, and women counterparts was 60185 thousand, 2222 thousand, and 250350 thousand, respectively, in Nabadwip block. But the next financial year (2016-17) the figures of persondays generation no. among SC, ST, and women decreased mostly, and it was the lowest performance in all financial years. Persondays generation no. of SC, ST, and Women were 10465, 226, and 85517 respectively, in this year. In the 2017-18 financial year, persondays generation of SC, ST and women was generally increased than the previous year. The persondays generation of SC, ST, and women became 18256, 2433, and 116117 respectively in this financial year. In 2018-19, the no. of persondays generation among SC, ST and Women counterpart were decreased as 15289, 1079, and 105436 respectively. Next financial year in 2019-20, again, persondays generation of all categories (SC, ST, and women) has decreased and it became 15164, 1608, and 99930 for SC, STs, and Women respectively. In 2020-21, except women out of rest category persondays generation slightly increased, and it became 18088, 2072, and 85640. In the last 2021-22 financial year, except women, again, SC and ST persondays generated decreased compared to the previous year and became 15626 and 2072 respectively. So, from this statistic, it cleared that persondays generated were so high for all categories in 2015-16 financial year than other financial years. From the calculated statistic, it is also clear that the enhancement rate in the case of women persondays generation was highest in comparison to SC and ST people in the study block under MGNREGA work participation. The enhancement rate of ST people persondays generation was very low in comparison to SC and Women people in the study area. Employment generation in all categories along with their productive capacity increased economic growth and helped the people of Nabadwip block lead a stable economic life.

## **The Participation of SC, ST, Women and Disabled beneficiary under MGNREGA in Nabadwip Block.**

Table No.- 3.5

### **MGNREGA and Women Participation in Nabadwip Block.**

Financial Year	No. of women persondays	Total no. of persondays	% of women participation
2015-2016	250350	582054	43.01
2016-2017	85517	194484	43.97
2017-2018	116117	243981	47.59
2018-2019	105436	247530	42.60
2019-2020	99930	268594	37.20
2020-2021	85640	335914	25.29
2021-2022	146158	480224	30.44

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

Above table shows that women participation in MGNREGA work based on no. of persondays against the total persondays in the Nabadwip block. In 2015-16 financial year, percentage of women participation was 43.01 under MGNREGA work in Nabadwip block. Next year in 2016-17, the percentage of women participation was very slightly increased and it became 43.97 percentage. In 2017-18 financial year, percentage of women participation rate was more gradually increased than the previous two financial year and it became 47.59 per cent. But next year in 2018-19, the women participation percentage was decreased than all the previous financial year and it became 42.60 per cent. Again in 2019-20, women participation percentage was decreased than all the previous financial year and it became 37.20 per cent. Later in 2020-21, the women participation rate in MGNREGA work was again decreased than the previous year and it became 25.29 per cent. So, after 2017-18 financial year to 2020-21 women participation rate in MGNREGA work was continued gradually decreased. But next financial year in 2021-22, again, women participation rate in MGNREGA work was increased than the previous year and it became 30.44 per cent. So, women participation rate in MGNREGA work in the study block was up-down year to year. But the extensive participation of women in MGNREGA meant that women are coming out from their house not only work but also visit to banks and panchayat offices. They were cannot able it previously. It led increased self-confidence and decision-making skill among the women in their household.

Women has been empowerment through MGNREGA. Presently, the MGNREGA is being implemented in all panchayat of Nabadwip block. Most of the household has opened

bank/post office account for getting MGNREGA employment wage payment. Ministry has advised all the states to ensure payment of labour wages fully through their accounts. From the field survey, conducted in different panchayat of Nabadwip block, indicates an impressive women participation under MGNREGA. The highest employment status amongst women in terms of person days can be seen in Mayapur Bamanpukur-II (26793) (35.14%), it is followed by Fakirdanga Gholpara (24738) (32.49%), Mayapur Bamanpukur-I (24901) (32.84%), Majdia Pansila (32557) (30.88%). Women participation have been more than 1/3 per cent in most of the Panchayat of Nabadwip block. MGNREGA is an act that aims to strengthen the women employment by enforcing about 33 per cent of total work force should be women and also that there will be equal wages for men and women. It is playing a substantial role in creating employment opportunity for women, leading to greater independence and self-respect among women. Women worker feels highly satisfied with the MGNREGA employment as now they get equal wages like male worker. Thus, MGNREGA has brought economic independence among women.

Table No.- 3.6

MGNREGA and SCs Participation in Nabadwip Block.

Financial Year	No. of SC persondays	Total no. of persondays	% of SC participation
2015-2016	60185	582054	10.34
2016-2017	10465	194484	5.38
2017-2018	18256	243981	7.48
2018-2019	15289	247530	6.18
2019-2020	15164	268594	5.64
2020-2021	18088	335914	5.38
2021-2022	15626	480224	4.09

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From above table it cleared that percentage of SC participation in MGNREGA work based on no. of persondays against the total persondays in Nabadwip block from 2015-16 to 2021-22 financial year. In 2015-16 financial year, percentage of SC persondays were 10.34 under MGNREGA work in Nabadwip block. Next year in 2016-17, the percentage of SCs persondays were decreased and it became 5.38 per cent. In 2017-18 financial year, percentage of SC participation rate were increased than the previous financial year and it became 7.48. But next year in 2018-19, the percentage of SC persondays were decreased and it became 6.18 per cent.

Again in 2019-20, SC participation percentage was slightly decreased than previous financial year and it became 5.64 per cent. Later in 2020-21, the percentage of SC participation rate in MGNREGA work was again slightly decreased than the previous year and it became 5.38 per cent. Next year (2021-22) again it became decreased and became 4.09 per cent. So, statistic indicated that SC participation rates in most of the financial year under MGNREGA work in the study block were down. But the extensive participation of SC in MGNREGA work meant that SC are becoming socio-economically developed.

Table No.- 3.7

MGNREGA and STs Participation in Nabadwip Block.

Financial Year	No.of ST persondays	Total no. of persondays	% of ST participation
2015-2016	6416	582054	0.38
2016-2017	3290	194484	0.12
2017-2018	7662	243981	1.00
2018-2019	3925	247530	0.44
2019-2020	4443	268594	0.60
2020-2021	4923	335914	0.62
2021-2022	3735	480224	0.49

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

Above table shows the percentage of ST participation in MGNREGA work based on no. of persondays against the total persondays in the study block. In 2015-16 financial year, percentage of ST participation were 0.38 under MGNREGA work in Nabadwip block. But in 2016-17, the percentage of ST participation were decreased and it became 0.12 per cent. In 2017-18 financial year, STs participation rate were increased than the previous two financial year and it became 1.00 per cent. But next year in 2018-19, ST participation was again decreased than previous financial year and it became 0.44 per cent. Again in 2019-20, ST participation rate was increased than previous financial year and it became 0.60 per cent. Later in 2020-21, the participation rate in MGNREGA work was again slightly increased than the previous year and it became 0.62 per cent. But last financial year in 2021-22, the participation rate became decreased at 0.49 per cent. So, ST participation rates in MGNREGA work in the study block were up-down year to year. But the extensive participation of ST in MGNREGA to led increased self-confidence and decision-making skill among themselves in the society.



Table No.- 3.8

## Disabled Participations under MGNREGA in Nabadwip Block.

Number of disabled beneficiaries under MGNREGA in Nabadwip block	
Financial Year	No. of disabled beneficiary
2015-2016	62
2016-2017	45
2017-2018	27
2018-2019	18
2019-2020	18
2020-2021	36
2021-2022	31

(Source: Annual report, collected from Nabadwip Block Office in October, 2021).

The above table indicates that the number of disabled beneficiary individuals under MGNREGA varies in Nabadwip block from year to year. In the 2015-16 financial year, 62 disabled persons benefited under MGNREGA in the study block. However, the number of beneficiary disabled persons gradually decreased and came down to 45, 27, and 18 from the financial years of 2016-17 to 2018-19 respectively. Again, from 2020–21 to 2021–22, both financial years, the participation rate of disabled persons increased under MGNREGA activities, and it became 36 and 31. Therefore, they were economically utilised by MGNREGA in the study block.

**No. of HH and Individual Provided Employment against Demanded Employment under MGNREGA in Nabadwip Block:**

Table No.- 3.9

## No. of Household Demanded Employment and Provided Employment in MGNREGA.

Financial Year	Numbers of HH demanded employment	Numbers of HH employment provided	Percentage of employment provided HH
2015-2016	11772	10483	89.05
2016-2017	8202	6841	83.45
2017-2018	4525	3876	85.66
2018-2019	2807	2659	94.73
2019-2020	4979	4374	87.85

2020-2021	8735	7892	90.35
2021-2022	8975	8792	97.96

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is noticed that total no. of employment provided HHs against employment demanded HHs under MGNREGA work in Nabadwip block from 2015-16 to 2021-22. In the 2015-16 financial year, this block has given 10483 HHs employment against the 11772 HHs who demanded employment. The percentage of employment provided HH was 89.05 in this year. Next year, the percentage of employment provided HH decreased, and it reached 83.45 per cent in 2016-17. The number of jobs provided to HHs was 6841 against 8202 demanded HHs this year. In 2017-18, again, the percentage of employment provided HH was slightly increased, and it reached 85.66 than the previous year. Again, the percentage of employment provided HH was higher than all of the previous year and it became 94.73 per cent in 2018-19. But 2019-20 financial year, the percentage of employment provided HH slightly decreased from the previous year, reaching 87.85 per cent. This year, Nabadwip block has given employment to only 4374 rural HHs against 4979 demanded HHs. In 2020-21, the percentage of employment provided HH again increased compared to the previous year and it became 90.35 per cent. This year, Nabadwip block has given employment to 7892 rural HHs against the 8735 rural HHs who demanded employment. In the next financial year 2021-22, again, the percentage of employment provided by HH was more increased to all of the previous financial year and it became 97.96 per cent. Because in 2021-22, this block has given employment to 8792 rural HHs against 8975 demanded HHs under MGNREGA.

Table No.- 3.10

No. of Persons Demanded Employment and Provided Employment in MGNREGA.

Financial Year	Total no. of persons demanded employment	Total no. of persons provided employment	Percentage of persons provided employment
2015-2016	19386	15355	79.21
2016-2017	12524	9473	75.64
2017-2018	6202	5077	81.86
2018-2019	4400	3961	90.02
2019-2020	6656	5468	82.15
2020-2021	11728	9989	85.17
2021-2022	12166	10721	88.12

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The above table indicates the number of employment-provided households against people who demanded employment under MGNREGA in Nabadwip block from 2015-16 to 2021-22. In the 2015-16 financial year, this block provided employment opportunities to 26784 people out of 34201 who demanded employment. The percentage of employment provided was 79.21 per cent in this year. Next year, in 2016–17, the percentage of employment provided to rural people decreased, and it became 75.64 per cent. In 2017-18, the number of people who found work was 5077, compared to 6202 who sought work this year. In 2017-18, again, the percentage of employment-provided persons was very slightly higher than the previous year and became 79.49 per cent. Again, the percentage of employment provided per person increased from the previous all-financial year, and it became 84.18 per cent in 2018-19. However, in the 2019-20 fiscal year, the percentage of people employed decreased from the previous year to 79.45 per cent. This year, Krishnagar II block has been able to provide employment to only 7827 rural persons against 9851 demanded persons. In 2020-21, the percentage of employment-provided persons was again compared to the previous year, reaching 83.33 per cent. In this year, Krishnagar II block has given 15536 rural persons employment against the 18643 employment demanded persons. In the last financial year in 2021-22, again, the percentage of employment provided persons were more increased compared to the previous all the financial year and it became 87.56 per cent. In 2021-22, this block has given employment to 17320 rural persons against 19781 employment demanded persons under MGNREGA in the study block.

#### **Average No. of Employment Provided HH and Individual under MGNREGA in Nabadwip Block:**

Table No.- 3.11

Average No. of Employment Provided HH from the Financial Year of 2015-16 to 2021-22.

Financial Year	Total cumulative no. of HH provided employment	Total cumulative no. of employment persondays	Average no. of days employment per HH
2015-2016	10483	582054	55.52
2016-2017	6841	194484	28.43
2017-2018	3876	243981	62.95
2018-2019	2659	247530	93.09
2019-2020	4374	268594	61.41
2020-2021	7892	335914	42.56

2021-2022	8233	347843	42.25
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(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The above table indicates average no. of employment days provided per HH from 2015-16 to 2021-22 financial year. In the 2015-16 financial year, the average number of employment days per HH was 55.52 in the study block. However, in 2016-2017, the average number of employment days per HH decreased compared to the previous financial year, and it was only 28.43 days. Next year, 2017-18, again, the number of average employment days per HH increased compared to the previous two financial years, reaching 62.95 days. In the 2018-19 financial year, again, the number of average employment days per HH gradually increased. It was the highest average employment days per HH than the all financial years, and it was 93.09 days. But in the 2019-20 financial year, again, the number of average employment days per HH gradually decreased and became only 61.41 days. Next financial year in 2020-21, again, the average employment days per HH gradually decreased and became only 42.56 days. But last financial year, in 2021-22, average employment days per HH decreased more than the previous financial year. This year, the study block has been able to provide average employment of only 42.25 days per HH. The rapid progress of this block depends on more employment days per rural household.

Table No.- 3.12

Average No. of Employment Days Provided per Individual from 2015-16 to 2021-2022.

Financial Year	Total no. of persons provided employment	Total cumulative no. of employment persondays	Average employment No. of days per person
2015-2016	15355	582054	37.91
2016-2017	9473	194484	20.53
2017-2018	5077	243981	48.06
2018-2019	3961	247530	62.49
2019-2020	5468	268594	49.12
2020-2021	9989	335914	33.63
2021-2022	10721	480224	44.79

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is noticed that an average number of employment days were provided per individual from 2015-16 to 2021-22 financial year in the Nabadwip block. In the 2015-16 financial year, the average number of employment days per individual was 37.91 in Nabadwip

Block MGNREGA work. In this year, 15355 people got employment, an average of 37.91 days. In 2016-17 financial year, the average number of employment days per individual decreased compared to the previous financial year, and it became only an average of 2053 days. But the next year in 2017-18, the number of average employment days per individual increased and almost doubled compared to the previous two financial years, and it was 48.06 days. Again, in the 2018-19 financial year, the number of average employment days per individual gradually increased. It was the most average employment days per individual of the entire financial year, and it was 62.49 days. This year, the Krishnagar II block has been able to provide an average of 62.49 days of employment per individual. However, in the 2019-20 financial year, the number of average employment days per individual decreased compared to the previous financial year. It was 49.12 employment days per individual. In this financial year, 5468 people had a total of 268594 employment days, an average of 49.12 days per person. But next financial year, in 2020-21, again, the average employment days per individual decreased, and it became only 33.63. But last financial year in 2021-22, average employment days per individual increased compared to the previous financial year. This year, the study block has been able to provide employment for only 44.79 days per individual. So, from this table, it is very clear that most of the persons have received sufficient employment from Nabadwip block MGNREGA work. Therefore, rapid progress has been made in this block.

**No. of HH Completed 100-Days of Work and Land Reform /IAY under MGNREGA in Nabawip Block.**

Table No.- 3.13

No. of Household Completed 100 Days MGNREGA Work in Nabadwip Block.

No. of household completed 100-days MGNREGA work	
Financial Year	Number of households completed 100-days work
2015-2016	1177
2016-2017	80
2017-2018	369
2018-2019	2003
2019-2020	581
2020-2021	751
2021-2022	211

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is observed that a number of households completed 100 days of work under MGNREGA in the study area. In 2015-2016, 1177 households got 100 days of employment. In the next two financial years, 2016–2017 and 2017–2018, the number of households that completed 100 days of employment was very poor compared to the previous year, and it came to 80 and 369 days. But again, in 2018-2019, this block provided 100 days of employment to 2003 households under MGNREGS activities. In 2019-20, 100 days of work were completed for 581 rural households in Nabadwip block. In the 2020-21 financial year, this block was able to provide 100 days of MGNREGA work to 751 households. Last but not least, in the financial year 2021–22, only 211 households have completed 100 days of work. Its impact on rural economic growth increased. Economic growth increased productive capacity and led to higher expenditures on health, education, and skill development.

Table No.- 3.14

No. of beneficiary Household from Land Reform (IAY) in Nabadwip Block.

Total number of beneficiary household from land reform /IAY	
Financial Year	No. of beneficiary HH of land reform /IAY
2015-2016	1700
2016-2017	1154
2017-2018	834
2018-2019	410
2019-2020	00
2020-2021	00

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it can be noted that the number of beneficiary households of land reform/IAY under MGNREGA varied in Nabadwip block from 2015-15 to 2021-22. In the 2015-16 financial year, 1700 households benefited from MGNREGA land reform activities in the study block. However, the number of land reform/IAY beneficiary households under MGNREGA gradually decreased next year in the Nabadwip block. In 2016-17, the number of land reform/IAY beneficiary households under MGNREGA was 1154. In 2017-18, this land reform beneficiary household number again decreased from the last two previous financial years and became 834. But in the 2018-19 financial year, the number of land reform beneficiary households again decreased and became 410. It was the lowest number of land reform beneficiary households in all previous financial years. In 2020-21 to 2021-22 both financial years, the number of land reform household beneficiary rates decreased under MGNREGA

activities and became 00. Though, in the past, most of the households were given the land reform opportunity, it has been stopped in the study block. Therefore, in the last two financial years, no households got any land reform opportunities under MGNREGA in the Nabadwip block.

### **MGNREGA Fund Utilisation and Disbursed (in Lakhs) for Labour Expenditure and Material Expenditure in Nabadwip Block.**

Table No.- 3.15

Utilisation of MGNREGA Fund (In Lakhs) Against Availability Fund in Nabadwip Block.

Utilisation of MGNREGA fund (In Lakhs) against availability fund			
Financial Year	Fund Available (GT)	Fund Utilised (GT)	Fund utilisation (%)
2016-2017	914.16	888.22	97.16
2017-2018	532.54	532.38	99.97
2018-2019	461.42	459.93	99.68
2019-2020	528.79	524.62	99.21
2020-2021	639.82	638.15	99.74
2021-2022	702.07	700.83	99.82

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is noticed that the fund utilisation against the availability of funds under MGNREGA in Nabadwip block from the financial years of 2016-17 to 2021-22. In 2016-17, the fund utilisation percentage was 97.16 against the availability of total funds. In this year, 888.22 lakhs of rupees were utilised against the availability of a total of 914.16 lakhs of rupees. In the next financial year (2017-18) the fund utilisation percentage increased to 99.97 per cent. It was higher than the previous year's fund utilisation percentage. But the next financial year, in 2018-19, the percentage of fund utilisation slightly decreased and came down to 99.68 per cent. In the financial year 2019-20, 524.62 lakhs of rupees were utilised against the availability of a total of 528.79 lakhs of rupees. The percentage of fund utilisation was 99.21. In 2020-21, it again increased and reached 99.74 per cent. In the last financial year of 2021-22, the Nabadwip block utilised 99.82 per cent of funds against the availability of funds under MGNREGA. This block has utilised 700.83 lakhs against the availability of a total of 702.07 lakhs of funds. It is also more than the previous financial year. Therefore, economic

growth is developing in this study area. Economic growth increased the productive capacity of rural people. So, it is clear that Nabadwip block is showing overwhelming performance in this regard.

Table No.- 3.16

MGNREGA's Fund Disbursed for Labour Expenditure and Material Expenditure in  
Nabadwip Block.

Financial Year	Labour expenditure (In lakhs)	Material expenditure (In lakhs)
2016-2017	548.26	143.18
2017-2018	438.19	23.83
2018-2019	426.39	31.66
2019-2020	457.06	66.09
2020-2021	600.35	24.89
2021-2022	658.22	37.57

(Source: Annual report, collected from Nabadwip Block Office in October 2021).

The above table indicates funds disbursed under MGNREGA for labour and material purposes from 2015-16 to 2021-22. It is also observed that most of the MGNREGA fund has been released in the Nabadwip block, which may be due to the early submission of utilisation of funds to the central government and good coordination among the implementing officials (GP to block, block to district, district to state, etc.). Labour costs were 548.26 lakh and material costs were 143.18 lakh in 2015-16. But in the next two financial years in 2017-18 and 2018-19, both expenditures continued to decrease and became 438.19 and 426.39 lakhs (labour expenditure) and 23.83 and 31.66 lakhs for material expenditure. In 2019-20, again, both expenditures have increased, reaching 457.06 lakhs (labour) and 66.09 lakhs (material) compared to the previous two financial years. In the last two financial years, labour expenditure increased more than previous years, amounting to 600.35 and 658.22 in 2020-21 to 2021-22 respectively. But high material expenditure was 143.18 lakh in 2015-16, and it gradually went up and down from year to year. From this table, it is clear that most of the money is used for labour wages. It is also clear that labour expenditures were so higher than material expenditures.



Table No.- 3.17

## Participation of Household (In Thousands) under MGNREGA Work in Nabadwip Block

Participation of household (In Thousands) under MGNREGA work			
Financial Year	Total no. of registered rural households (In Thousands)	Total rural households worked in MGNREGA (In Thousands)	Participation (%)
2015-2016	24134	10483	43.44
2016-2017	24392	6841	28.05
2017-2018	21811	3876	17.77
2018-2019	21851	2659	12.17
2019-2020	22535	4374	19.41
2020-2021	25112	7892	31.43
2021-2022	25368	8233	32.45

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The table mentions the participation rate of households (in thousands) under MGNREGA employment from 2015-16 to 2021-22 in Nabadwip block. In the 2015-16 financial year, a total of 10483 households participated in MGNREGA work out of a total of 24134 registered households in Nabadwip block. In this financial year, the household participation rate was 43.44 per cent. In the next financial year, 2016–17, only 6841 households participated in this work out of a total of 24392 registered households. Next year, in 2017–18, the participation rate decreased more than previous two financial years, and it became 17.77 per cent. In 2018-19, again, only 2659 households out of total of 21851 registered households participated under MGNREGA work in the study area. So, this year, the percentage of household participation decreased to 12.17 under MGNREGA work. In 2019-20, this participation percentage rate again gradually increased and became 19.41 per cent. In the next financial year, 2020–21, the participation percentage rate in MGNREGA work again increased compared to the previous financial year and became 31.43 per cent. In this year, 7892 households out of total 25112 registered households participated in MGNREGA work in the study area. Last financial year, in 2021-22, again, the percentage of household participation increased under MGNREGA work compared to the previous four financial years, and it became 32.45 per cent. This year, 8233 households out of total 25368 registered households have participated in MGNREGA. So, it is clear that the percentage of household participation rate under MGNREGA work decreased rather than increased from 2016-17 to 2019-20. Most of the households gradually regarded MGNREGA as an unfavourable project. Because of their feelings of insufficient work and wage payments not being received on time, they choose alternative work over MGNREGA.

Therefore, the household participation rate gradually decreased rather than increased under MGNREGA work during this time in Nabadwip block.

### **Various Dimensions of MGNREGA During COVID-19:**

In rural areas, major livelihood activities are irregular, mainly due to severe force, especially the marginal laborers among migrants from their village. Many workers migrate to other parts of the country for work purposes. Lack of alternative work and livelihood are the primary causes of migration from rural areas. Most migrant workers are daily wage earners. They can't live due to the absence of work for extended periods of COVID-19, which makes it difficult to afford high costs in urban areas. The Government of India (GoI) was compelled to take to a series of curbs and lockdowns to protect against uncontrollable rise of the novel coronavirus (Gupta 2022: 1). Due to the rapid spread of the novel corona virus, several healthcare measures were implemented by countries worldwide to control it including social distancing. Therefore, businesses offices, institutions of primary school to higher learning, recreation centers, and many others had to shut down (Sethi 2023: 3). In a result, millions of informal workers came back to their own villages due to the lockdown during the COVID-19 pandemic situation in 2020. Therefore, millions of workers suffered job losses from the first wave of novel coronavirus disease to the third wave of the novel coronavirus pandemic situation. The Mahatma Gandhi Rural Employment Guarantee Act (MGNREGA) emerged as a social safety network for distressed rural workers. This is also true in study areas. The Act generated the highest numbers of employment between May 2020 to August 2021 during the COVID-19 pandemic in study areas. This year, Nabadwip block had completed a total of 1585 works and 3167 ongoing works. In the same financial year, the study block provided more employment opportunities for SC, ST, and women households than the previous financial year. The no. of SC, ST, and women-employed households in Nabadwip block were 470, 49, and 3075 respectively. In 2020-21, the percentage of employment provided HH of study block increased compared to the previous year. This year, the percentage of employment provided HH of Nabadwip block was 90.35. Nabadwip block provided employment opportunities to 7892 households out of 8735 households. In the next financial year 2021-22, again, the percentage of employment provided HH of Nabadwip block increased. In the pandemic situation, Nabadwip block's employment provided HH became so high as 97.96 per cent. The study block provided employment opportunities to 8792 households out of 8975 households in 2021-22.

MGNREGA promotes social inclusion and employment opportunities, reducing inequalities and eradicating poverty for migrants or displaced persons in study areas. So, MGNREGA plays a durable role in protecting rural workers and reducing the prevalence of poverty in the study block. So, it is clear that MGNREGA played an important role during the pandemic, protecting the most vulnerable households from a significant loss of income. There is no doubt about the increased per capita income from MGNREGA in the study area.

Table No.- 3.18

MGNREGA Work during COVID-19 in Nabadwip Block.

Period	Financial Year	Completed NREGA work	On-going NREGA work
Pre-COVID-19 situation	2018-2019	2043	1305
	2019-2020	1096	2106
During COVID-19	2020-2021	1585	3167
	2021-2022	1709	2553

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The above table indicates completed work, which was gradually increased in the pandemic situation compared to the pre-COVID-19 period in Nabadwip block. In the financial year 2018-19, the total completed works were 2043, and ongoing works were 1305. In 2019-20, the total completed works were only 1096, and ongoing works were 2106. In 2020–21 (pandemic period), the total completed works increased to 1585 and there were 3167 ongoing works. In the last financial year of 2021-22 in the study block, the total completed works were 1709, and 2553 ongoing works. The above statistic indicates completed more MGNREGA work during the COVID-19 pandemic situation in Nabadwip block.

Table No.- 3.19

Employment Provided HH of SC during COVID-19 in Nabadwip Block.

Period	Financial Year	Employment provided HH of SC
Pre-COVID-19 situation	2018-2019	164
	2019-2020	266
During COVID-19	2020-2021	470
	2021-2022	350

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is observed that the number of employed HHs of SC under MGNREGA increased from the pre-COVID-19 period to the COVID-19 period. In the 2018–19 financial year, the figures of employment provided SC HHs were only 164. The number of SC HHs employed in the coming fiscal year, 2019-20, has increased to 266 from the previous year. But in the 2020–21 pandemic situation, again, employment provided HHs no. of SC increased, and it became 470 HHs. During the last 2021-22 financial year in the COVID period, employment of SC HH became 350. So, from the above statistic, it's very clear that most of the SCs HH got MGNREGA work during the COVID-19 pandemic period than the pre-COVID situation. There is no doubt that SCs HH were more utilised from MGNREGA work in the crisis of the COVID-19 pandemic situation.

Table No.- 3.20

Employment Provided HH of ST during COVID-19 in Nabadwip Block.

Period	Financial Year	Employment provided HH of ST
Pre-COVID-19 situation	2018-2019	12
	2019-2020	29
During COVID-19	2020-2021	49
	2021-2022	44

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is observed that the number of ST HHs under MGNREGA employment increased from the pre-pandemic year to the pandemic situation in Nabadwip block. In the 2018-19 financial year, employment provided HHs no. of ST was 12. In 2019-20 financial year, the number of employment-provided HHs of ST (29) increased compared to the previous year. But during the pandemic situation in 2020-21, employment provided HHs no. of ST increased, and it became 49 HHs. But in the 2021-22 financial year, no. of ST-employed HHs slightly decreased to 44. So, from the above table, it is clear that most of the STs HH got NREGA work during the pandemic period, compared to the pre-Covid-19 situation.

Table No.- 3.21

Employment Provided HH of Women during COVID-19 in Nabadwip Block.

Period	Financial Year	Employment provided HH of women
Pre-COVID-19 situation	2018-2019	1667
	2019-2020	2045
During COVID-19	2020-2021	3075
	2021-2022	3012

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

From the above table, it is observed that no. of employed HHs of women under MGNREGA from the pre-pandemic year to the pandemic situation in Nabadwip block. The number of women employed HH in the pre-Covid 2018-19 fiscal year was 1687. The number of women employed in the 2019-20 fiscal year increased to 2045. During the pandemic in 2020-21, the number of women employed as HHs increased again, reaching 3075. But in 2021-22 financial year, women employed HH no. became 3012. So, from the above table, its clear that most of the women HH got MGNREGA work during the pandemic period than pre-Covid-19 situation.

Table No.- 3.22

Participations of Disabled Individual in MGNREGA during COVID-19 in Nabadwip Block.

Period	Financial Year	No. of disabled beneficiary Individuals
Pre-COVID-19 situation	2018-2019	18
	2019-2020	18
During COVID-19	2020-2021	36
	2021-2022	31

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The above table shows the number of disabled beneficiaries under MGNREGA varies in Nabadwip Block from the pre-pandemic situation to pandemic situation. In the pre-pandemic situation from 2018-19 to 2019-20, both financial years, the number of disabled beneficiaries were 18 and 18. But during the pandemic situation from 2020-21 to 2021-22, both financial years, the number of disabled persons participation rate became increased under MGNREGA activities, and it became 36 and 31 accordingly. So, from the above table, it is clear that most of the disabled persons got MGNREGA work during pandemic period than the pre-Covid-19

situation. Therefore, they were more utilised from MGNREGA work during the crisis situation of Covid-19 pandemic in Nabadwip block.

Table No.- 3.23

Number of HH Provided Employment Against Demanded Employment during COVID-19 in Nabadwip Block.

Period	Financial Year	Number of HHs demanded employment	Number of HHs provided employment
Pre-COVID-19 situation	2018-2019	2807	2659
	2019-2020	4979	4374
During COVID-19	2020-2021	8735	7892
	2021-2022	8975	8792

(Source: Annual report, collected from Nabadwip Block Office in November 2021).

The above table shows the no. of HHs provided employment against demanded employment under MGNREGA work from the pre-pandemic situation to pandemic situation in Nabadwip block. In the pre-pandemic fiscal year 2018-19, there were 2659 employment-provided HHs versus 2807 employment-demanded HHs. In the next year, Nabadwip block was able to give employment opportunities to only 4374 rural HHs against 4979 demanded HHs. During the pandemic situation in 2020-21, the number of employment-provided HHs increased more than the pre-pandemic situation, reaching 7892 HHs. In the pandemic situation 2021-22, again, no. of employment provided HHs increased more compared to all of the previous financial years. In 2021-22, this block has given employment to 8792 rural HHs against 8975 demanded rural HHs under MGNREGA.

Table No.- 3.24

Labour Expenditure (in lakhs) during COVID-19 in Nabadwip Block.

Period	Financial Year	Labour expenditure (in lakhs)
Pre-COVID-19 situation	2018-2019	426.39
	2019-2020	457.06
During COVID-19	2020-2021	600.35
	2021-2022	658.22

(Source: Annual report, collected from Nabadwip Block Office in October 2021).

From the above table, it has been shown how MGNREGA funds were disbursed for labour expenditure purposes during pre-Covid-19 situation and COVID-19 period. It is also observed

that a huge amount of MGNREGA funds are disbursed for labour purposes during the COVID-19 situation in Nabadwip block. In the pre-COVID-19 situation from 2018-19 to 2019-20, labour expenditures were 426.39 lakhs and 457.06 lakhs, respectively. In the last two financial years (from 2020-21 to 2021-22) in pandemic situation, labour expenditure has increased by 600.35 lakhs and 658.22 lakhs, respectively. From this table, its clear that most of the money is utilised for labour wages in the COVID-19 pandemic situation. It is evidence that most of the labourers were utilised under MGNREGA work during the pandemic situation in Nabadwip block.

### Various Views of MGNREGA Performance in Nabadwip Block:

Table No.- 3.25

Employees Awareness of MGNREGA Work and 100-day Work in Nabadwip Block.

Respondents awareness about MGNREGA work and 100-day work in Nabadwip Block-Panchayats								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
No. of respondent awareness of NREGA work	04	06	02	03	05	04	03	02
No. of respondent awareness of 100days work	21	19	23	22	20	21	22	23
Total respondent	25	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in October 2021).

The above table shows most of the respondents (Nabadwip block) are unaware of MGNREGA's work. From field survey it is shows that the respondents of Nabadwip block are lag behind in awareness about the MGNRGEA Act compared to 100-day work, or mati kata kaj. Most of the respondents (171 out of 200) in the Nabadwip block know MGNREGA work as 100 days of work, or Mati kata kaj. However, only 29 respondents out of 200 of this block's people are aware of MGNREGA's work. So, 85.5 per cent of respondent participants in the study block know MGNREGA acts as 100 days of work, or Mati kata kaj, and only 14.5 per cent of employees are aware of MGNREGA. But only 24 per cent of respondents from Char Majdia Char Brahmanagar panchayat of Nabadwip II block are aware of the MGNREGA Act.

Its followed by Majdia-Pansila (20%), Bablari Dewanganj (16%), Mayapur-Bamanpukur-I (16%), Mayapur-Bamanpukur II (12%), Mahisura (12%), Fakirdanga-Gholapara (08%), and Swarupganj (08%) panchayats of this study block.

Table No.- 3.26

Respondent's Awareness of MGNREGA Written Application in Nabadwip Block.

Respondent's awareness of MGNREGA written application in study Block Nabadwip -Panchayats								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
No. of respondents who are aware of MGNREGA work written application	04	03	02	03	02	02	03	02
No. of respondents who are not aware of written application needs to be given	21	22	23	22	23	23	22	23
No. of respondents who are don't know to write NGREGA application	20	19	18	17	17	19	18	18

(Source: Compiled by researcher on the basis of field survey conducted in October 2021).

A written application is an important part of getting MGNREGA employment. From the survey, it was clear that only 10.5 per cent (21 out of 200) employees of Nabadwip block knew about MGNREGA-written applications but hadn't ever submitted any. For most of the employees, 89.5 (177 out of 200) per cent of respondents said they were not aware of the written applications needed to get MGNREGA employment under the study block. Awareness campaigns about the written application are not arranged in any panchayat of Nabadwip block. However, 73 (146 out of 200) per cent of respondents in the Nabadwip block said they didn't know how to write the MGNREGA application. Most of the respondents in the study block who applied for work said they did so orally. No, any employee didn't demand work with a



written application in the study block. They are applied orally or spoken only. In official statistics, oral applications do not show up. This is reflected in the MGNREGA annual report for 2021-22 where the total number of households demanding work is 9610 and the number of jobs provided is almost the same at 8948. However, as the survey shows, the majority of demand is oral and not recorded in the study block.

Table No.- 3.27

Respondent' awareness of MGNREGA provisions in Nabadwip Block.

Respondent's view about GS-Meeting, MGNREGA utility, and Unemployment Allowance in Nabadwip Block								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga- Gholapara	Mahisura	Majdia- Pansila	Mayapur- Bamanpukur -I	Mayapur- Bamanpukur II	Swarupganj
No. of respondents who said gram sabha meetings were held in MGNREGA purposes	01	03	01	02	00	02	02	03
No. of respondents who said MGNREGA will be useful if implemented properly	25	25	25	25	25	25	25	25
No. of respondents who said they will migrate even if NREGA is properly implemented	02	01	02	02	01	00	01	00
No. of respondents who are aware Unemployment allowance	03	02	02	03	02	03	03	02

(Source: Compiled by researcher on the basis of field survey conducted in October 2021).

The above table indicates only 7 per cent (14 out of 200) selective respondents from all gram panchayats in Nabadwip block agreed that Gram Sabha meetings were held for MGNREGA purposes over the last year. However, the Gram Sabha meeting is an essential stage to create

awareness about various issues among village members. The survey shows that 100 per cent of people in the study block said that MGNREGA would be useful if it provided regular work and wage payments without any defects. At the same time, only 4.5 (9 out of 200) per cent of selective respondents in the study block said that they would migrate even if MGNREGA was implemented without any defects. Without regular and adequate work and timely wage payment, study block people are forced to migrate and seek alternate employment than MGNREGA. From this table, it is also clear that only 10 (20 out of 200) per cent of people in the study block were aware about unemployment allowance. Most of the respondents in Nabadwip block were unaware about unemployment allowance. But the unemployment allowance is an important part of this Act. If the Government is not able to provide employment within fifteen days after accepting an employee's written application, then the Government is bound to give an unemployment allowance.

Table No.- 3.28

Educational Qualification of Participating Employees under MGNREGA in Nabadwip Block.

Educational qualification of participating employees under MGNREG scheme in Nabadwip Block								
Educational Status	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
Illiterate	11	10	09	10	08	12	09	10
1-4 standard	11	11	10	09	14	09	10	08
5-9 standard	03	04	06	05	03	04	05	06
10-11 standard	00	00	00	01	00	00	00	01

(Source: Compiled by researcher on the basis of field survey conducted in October 2021).

The above table shows which category of respondents (literate or illiterate) have mostly participated under MGNREGA in Nabadwip block. From the table, it is clear that only 39.5 (79 out of 200) per cent of participating respondents were illiterate under MGNREGA in Nabadwip block. But most of the respondents, 41 per cent (82 out of 200) were 1-4 standard under MGNREGA in Nabadwip block. 18 (36 out of 200) per cent of respondents had 5-9 standard, and at very least, only 1 per cent (02 out of 200) respondents had 10-11 standard. However, no participant respondent graduated under MGNREGA in Nabadwip block. From the field survey, it was also clear that literate respondents were more attached than illiterate respondents to MGNREGA in the study block.

Table No.- 3.29

## Respondent's Skill under MGNREGA in Nabadwip Block.

Percentage of respondent's skill under MGNREGA in Nabadwip Block.								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
No. of respondents who had some skills	02	03	01	03	05	05	03	02
No. of respondents who were Un-skills	23	22	24	22	20	20	22	23
Total respondents	25	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in October 2021).

From the above table, it can be said that most of the respondents (176 out of 200) are unskilled under MGNREGA in the study block. They can't demand other technical work as unskilled labour. Only 24 respondents (12%) have some skills. As only 20 per cent (05 out of 25) respondent people in the two panchayats—Majdia-Pansila and Mayapur-Bamanpukur -I of study block have little skill. However, the rest of the panchayats of the study block (Charmajdia CharBrahmanagar, Mahisura, and Mayapur-Bamanpukur II) also followed a somewhat satisfactory (12%) trend in this regard. Only two panchayats (Bablari Dewanganj and Swarupganj) of study block have very little (08%) skill. They (skilled respondents) are participating in this project as supervisors. Again, many skilled people cannot participate in this project and want a better job than MGNREGA.

Table No.- 3.30

## Employee's MGNREGA Work Record in Nabadwip Block.

Respondents whose have job card with MGNREGA work updated record in Nabadwip Block								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj

No. of respondents who had job card	24	25	24	24	24	23	24	24
No. of respondents who had NREGA work updated record in job card	24	24	24	23	24	23	24	24

(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

One of the formalities that are essential for getting MGNREGA work is the making of a job card. Each family has one job card with family details and a bank account on it. A job card is a record of the number of employment days for every employee. From the field survey, it was clear that 96 per cent of employees (192 out of 200 respondents) in the Nabadwip block have a job card, but 95 per cent (190 out of 200) employees have MGNREGA work updated reports in their job cards. Only the Char Majdia Char Brahmanagar panchayat of this block has a 100 per cent job card and 96 per cent work-updated report. It was followed by all panchayats of Nabadwip block with satisfactory (96%) job cards except Mayapur-Bamanpukur -I panchayat (92%). Only two panchayats, Mahisura and Mayapur-Bamanpukur -I of the study block have 92 per cent MGNREGA work updated report. The rest of panchayat's employees in the study block have 96 per cent bank-updated reports on their job cards.

Table No.- 3.31

No. of Employment Days of the Participating Employees under MGNREGA in Nabadwip Block.

No. of employment days of the participating employees under MGNREGA in Nabadwip block								
Days	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
0-20 days	12	11	10	08	10	08	10	13
21-40 days	07	06	09	07	08	07	07	08
41-60 days	03	04	04	05	04	05	04	03
61-80 days	02	03	01	03	02	03	03	00
81-100 days	00	00	00	00	00	00	00	00

No Work	01	01	01	02	01	02	01	01
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(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

MGNREGA was introduced in the Nabadwip block of Nadia district during FY 2006-07. It is supposed to be 100 days of employment, guaranteed every financial year to every household under MGNREGA. However, it is evident from the table that most of the respondents (82 out of 200) got only 20 days of job opportunities under MGNREGA in the study block. 29.5 per cent (59 out of 200) respondents in Nabadwip block got only 21- 40 days of employment. It is evident from the above table that 16 per cent (32 out of 200) respondents got job opportunities for only 41-60 days. Only 8.5 per cent (17 out of 200) employees have received 61-80 days of MGNREGA employment in study block. But 5 per cent (10 out of 200) employees didn't get any job opportunities. From the field survey data, it is also clear that no respondents of Nabadwip block got 81-100 days of job opportunities from MGNREGA. However, official data indicates higher figure of employment days provided under MGNREGA in Nabadwip block. According to the official recorded data of Nabadwip Block, 712 households have received 100 days of employment in 2021-22 financial year. However, according to field survey, the average number of employment days under MGNREGA as per respondents was very low, rather than the official record in Nabadwip block. No respondent from Nabadwip block has said that they received 100 days of employment.

Table No.- 3.32

Respondents Concept about MGNREGA Work, Wage Payment in Nabadwip Block.

Respondents concept about MGNREGA work, wage-payment in Nabadwip Block								
Panchayat Name	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga-Gholapara	Mahisura	Majdia-Pansila	Mayapur-Bamanpukur -I	Mayapur-Bamanpukur II	Swarupganj
No. of respondents who said they got MGNREGA work	24	23	24	23	24	24	23	24
No. of respondents who got full payment	23	23	23	23	24	24	23	23
No. of respondents who said	25	25	25	25	24	25	25	24

regular, timely work was not given								
No. of respondents who said payment was not received in timely	25	25	25	25	24	25	25	24

(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

Above this table indicates respondent views about MGNREGA work and wage payment, whether timely or not, in Nabadwip block. The survey shows respondent's perception about the number of work days which they got less than 100 days. It leads to people losing faith in MGNREG's work. Therefore, they are bound to go to other private jobs where regular work is more likely. From the above table, it can be said that overall 94.4 per cent of Nabadwip block selective people got MGNREGA work, and 93.5 per cent of employees received full wage payment. Only 5.5 per cent of selective people in study block did not get any work. As the table shows, all respondents (randomly selected) of the Nabadwip block have the same opinion that MGNREGA work (99%) or wage payment (99%) is not provided in a timely manner. No respondent has taken advance wages from the MGNREGA project in study block. However, regular and adequate work and timely payment are mandatory and crucial for the success of MGNREGA. Without regular and adequate work and timely wage payments, people will be forced to migrate and seek alternate employment.

Table No.- 3.33

MGNREGA Wage Payment According to Respondents in Nabadwip Block.

MGNREGA wage payment according to respondents in Nabadwip Block								
Months	Bablari Dewanganj	Char majdia Char Brahmanagar	Fakirdanga- Gholapara	Mahisura	Majdia- Pansila	Mayapur- Bamanpukur -I	Mayapur- Bamanpukur II	Swarupganj
0-2 Month	08	08	09	08	08	07	04	06
3-4 Month	07	06	06	05	06	07	06	05
5-6 Month	05	06	06	07	05	05	09	09
7-8 Month	05	05	04	04	05	06	04	04
9-10 Month	00	00	00	01	01	00	02	01

11- 12Month	00	00	00	00	00	00	00	00
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(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

It is evident from the field survey that most of the respondents (29%) got MGNREGA wage payments within 2 months in Nabadwip block. It is followed by 26 per cent of employees who have received wage payments within 5-6 months and 24 per cent of employees who received wage payments within 3-4 months. 18.5 per cent of respondents got payments of MGNREGA wages within 7-8 months. In addition, only 2.5 per cent of respondents of the study block got wage payment within 9-10 months. From this table, it is clear that no respondents got wage payments after 10 months in Nabadwip block.

### **Participant's Age, Caste, Gender, Religion and Marital Status under MGNREGA in Nabadwip Block:**

Table No.- 3.34

Respondent's Age under MGNREGA in Nabadwip Block.

Respondents age under MGNREGA in Nabadwip block		
Age of the respondents	Number of respondents	Percentage of respondents
Below 18 Year	04	2.00
18-34 Year	54	27
35-52 Year	99	49.5
53-70 Year	43	21.5
Total	200	100

(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

The above table indicates which age group of respondents had mostly participated under MGNREGA in Nabadwip block. From the field survey, it has been cleared that 49.5 (99 respondents) per cent of respondents are between 35-52 years old. It is the highest percentage among others. In addition, 27.00 (54 respondents) per cent of respondents are 18–34 years old, and 21.5 (43 respondents) per cent of people are 53-70 years old. Only 2.00 (07 respondents) per cent of respondents are under 18 years old in the Nabadwip block MGNREGA work. So, most of the participants are middle-aged (35-52 years) people in study block. But the participation rate below 18 years old (only 2.00%) is comparatively low in this study area.

Based on the above analysis, it is inferred that the majority of the respondents belong to the age group of 35-52 years in the study.

Table No.- 3.35

Respondent's Caste under MGNREGA in Nabadwip Block.

No. of respondent's caste under MGNREGA in Nabadwip Block.		
Caste of the respondent	Number of respondents	Percentage of respondent
SC	21	10.5
ST	09	4.5
OBC	122	61
General	48	24
Total	200	100

(Source: Compiled by researcher on the field survey conducted in December 2021).

MGNREGA is a unique job guarantee scheme that gives legal entitlement to each (category) rural household to get 100 days of employment in a financial year. The above table shows the percentage of respondents who participated in MGNREGA in the Nabadwip block. From the field survey, it shows that the majority (61%) of the respondents belong to OBC-category populations. It is followed by 24 per cent general category out of a total of 200 respondents. The rest of the participants in MGNREGA work in Nabadwip block are SC and ST communities. The percentages of SC and ST are 10.5 and 4.4, respectively. It reflects that Nabadwip block is numerically dominated by OBC communities. By the above analysis, it is inferred that the majority of the respondents in the study area belong to Others Backward Caste (Kumar 2016: 100).

Table No.- 3.36

Respondent's Gender under MGNREGA in Nabadwip Block.

Respondent's Gender under MGNREGA in Nabadwip Block		
Gender	Number of respondents	Percentage of respondents
Male	69	34.5
Female	131	65.5
Total	200	100

(Source: Compiled by researcher on the basis of field survey conducted in December 2021).



MGNREGA is a universal job guarantee scheme for every rural people like men and women. It gives a legal guarantee for each rural household to get 100 days of employment in a financial year. There is no discrimination between men and women under MGNREGA. The above table shows the percentage of respondents under MGNREGA in Nabadwip block. The field survey shows that 34.5 per cent of the respondents belong to the male population. 65.5 per cent of respondents are females under MGNREGA in the study block. So, female respondents are almost twice as likely as male participants under MGNREGA in Nabadwip block. However, 30 per cent of employment is reserved for women under MGNREGA. However, women's participation in the study block is greater than the reservation of MGNREGA entitlement.

Table No.- 3.37

Respondent's Religion under MGNREGA in Nabadwip Block.

Respondent's Religion under MGNREGA in Nabadwip Block		
Religion	Number of respondents	Percentage of respondents
Hindu	121	60.5
Muslim	79	39.5
Total	200	100

(Source: Compiled by researcher on the basis of field survey conducted in December 2021).

According to the 2011 census of India, only 61.39 per cent of the population were Hindus, 38.20 per cent of the population Muslim and 0.41 per cent other. From the field survey it has been cleared that which religious (Hindu and Muslim) respondents mostly participated under MGNREGA in the study block. According to the above table, only 60.5 per cent responded are Hindus. In the study block, only 39.5 per cent of the participants are Muslim under MGNREGA. Although Hindu communities numerically dominated the block, but participation of the Muslim community is also satisfactory under MGNREGA in Nabadwip block.

Table No.- 3.38

Marital Status of Participating Women under MGNREGA in Nabadwip Block.

Category of participating women under MGNREGA		
Categories of Women	Number of respondents	Percentage of respondents
Unmarried	06	2.97
Married	87	43.5
Widow women	38	19

Total	131	100
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(Source: Compiled by researcher on the basis of field survey conducted in January 2022).

From the above table, it was clear which category of women had mostly participated under MGNREGA in Nabadwip block. From the field survey, it can be said that most of the women who participated in MGNREGA were married category in the Nabadwip block. It followed by widowed women, and then the least per cent of unmarried women. As 43.5 per cent of the participating women under MGNREGA had married. It was followed by 40.86 per cent category of widowed women, and the very least per cent of unmarried women had participated under MGNREGA in study block. Only 2.15 per cent of unmarried women participated. It reflects that the studied block is numerically dominated by 43.5 per cent married women out of 131 respondent women.

Table No.- 3.39

Worksite Facilities for the Employees in Nabadwip Block.

Facilities of the respondent	Number of respondents	Percentage of respondent
Drinking Water	53	26.5
Rest Period	103	51.5
First Aid	00	00
Creche	00	00
Not facility	44	22
Total	200	100

(Source: Compiled by researcher on the basis of field survey conducted in January 2022).

As per MGNREGA guidelines, there is a provision of facilities for its employees, in regard to safe drinking water, periods of rest, first aid, and creche facilities at the MGNREGA work site. Overall, 51.5 per cent worker of Nabadwip block got only the period of rest. 26.5 per cent of respondents received only drinking water facilities in the study block. However, only few percentages of respondents have received drinking water facilities. No other facilities were available in the study Nabadwip block except drinking water and period of rest under MGNREGA. Above the table, it also cleared that only 22 per cent of Nabadwip block workers didn't get any facilities under MGNREGA. No respondent of the study block has received first aid and creche facilities.

Table No.- 3.40

## Income Sources of the Respondents in Nabadwip Block.

Income sources of the respondents in Nabadwip Block		
Income Sources	Number of respondents	Percentage of respondents
Agri. Labour	107	53.5
Small Own Farming	69	34.5
Small shop owners	11	5.5
others	13	6.5
Total	200	100

(Source: Compiled by researcher on the basis of field survey conducted in January 2022).

The above table indicates most of the respondents were marginal laborers or very small farmers. Their main sources of income were agricultural activities. 53.5 per cent of participating respondents were agricultural labourers. Followed by 34.5 per cent of respondents were very small farmers who have some land. They can't do anything without agricultural activities as unskilled labour. Only 5.5 per cent of respondents were small shop owners in the study block. The other 6.5 per cent of respondents were engaged in barbering, fisherman, and tate-silpi labour. In addition, most of the families in Nabadwip block have one or two earning members. MGNREGA work could be a big help for such families who were small or marginal farmers, depending mostly on the farming income.

### Select Case Studies in Nabadwip Block:

Nabadwip block have completed so many developmental activities which are mentioned above. Therefore, so many peoples of study block are utilised by these developmental activities. It is mentioned the very little of developmental picture in below. These are;

Abhimunnya Mandal, CMCB Panchayat, Nabadwip Block.

He is Abhimunnya Mondal, aged 56-year, Schedule Caste belonging to Hindu community lives with his wife and only son Biswajit Mondal in Gournagar village under Nabadwip block of Nadia district. He has family job card consisting of three members. He has 1-acre of land for cultivation. Agriculture has been the major source of livelihood for the family. Abhimunnya was an active MGNREGA labour who works as daily wage earner but his income is not sufficient enough to maintain his family smoothly. Therefore, he faces difficulty in maintaining his family expenses. Last two years ago he had earned Rs 10,000/- from MGNREGA by working in road construction, land development, rural sanitation, and digging pond etc. He submitted a proposal for a land development under MGNREGA in Nabadwip block and got the work order (letter no-C/R-No-21-2020-11). He got a fund of Rs 69,000/- (Sixty-nine thousand rupees) from Nabadwip block MGNREGA cell for cultivation of Banana trees. His family's economic condition improved a lot after banana tree cultivation and the money he earned from this cultivation met the requirements for his family demand and only son Biswajit's education. Now Biswajit has completed M.A and pass written exam of last primary teacher in 2023. So, MGNREGA has been considered as more value able programme for their livelihood. At present, beside banana cultivation, he is not willing to go in MGNREGA work. His income (from banana cultivation) has exceeded more than family expenses. He is very proud for this MGNREGA project, because it helps him a lot.



(Source: Compiled by researcher on the field survey conducted on February 2022, in Gournagar, Uttar- Kalatola, CMCB-GP).

### **Dipankar Sen, CMCB Panchayat, Nabadwip Block.**

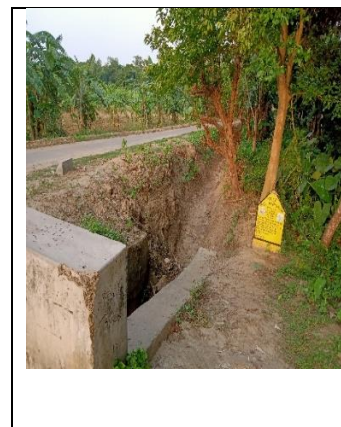
He is Dipankar Sen, son of Gour Sen, belongs a middle-class family consisting of six members. He lives with his wife and three daughters and a son. His children are Mithu Sen (35 year), Lata Sen (30 year), Tum Sen (20 year) and Dipankar Sen (26 year). It is Gour Sen's (65years) belonging a banana tree cultivation land in CMCB panchayat under Nabadwip block. Gour Sen has 2 acres land but can't maintain household's expenses from cultivation income. Though, he works his agricultural work during peak season, but during the off-peak periods he does not have anything to do and works in MGNREGA. For the last seven to eight years he has done MGNREGA work. In 2020-21, he earned Rs. 5000/- from MGNREGA work. According to Gour Sen, MGNREGA income helped him to purchase better quality seeds, fertilizers and little expenditure of household. His elder two daughter has married and another daughter Tumpa Sen is studying in class B.A. But his only son Dipankar Sen is engaged in cultivation after completed study XII. In 2020-21 financial year, Nabadwip block had sanction a fund (Rs. 91000/-) for his banana cultivation. The project code number is 320101002/IF/GIS/63121. Total expenditure of banana tree cultivation project is Rs. 91000/- rupees. MGNREGA plays very important role since he was a labour. He has given (income from banana cultivation) well educated to his sons. Now his household enjoy comfortable life. Now, he is not willing to need MGNREGA work. Now, as his household is going very smoothly then he doesn't go to work in MGNREGA.

(Source: Compiled by researcher on the field survey conducted on February 2022, in Gournagar, Uttar- Kalatola, CMCB-GP).



### Micro-Irrigation digging under MGNREGA in Nabadwip Block.

Nabadwip block of Nadia district is an agriculture-dependent industrial area. Therefore, development of agriculture is so necessary for the rural livelihood in Nabadwip block. Nabadwip block have seven-gram panchayats. Among them, C.M.C.B gram panchayat of Nabadwip block has arranged micro-irrigation channel (project code-3201011002/IC/GIS/1934543) in Gournagar village. The total expenditure of micro-irrigation channel is Rs 365000.00/-.



Micro-irrigation channel is an important determining factor for the agricultural development in this Block. This activity of channel digging is in a process which started from 01/05/2022. This channel is so important for agricultural development in Nabadwip block. Most of the farmers of Gournagar village of C.M.C.B gram panchayat will maximum utilised this channel for their agricultural activities. This channel water can be used for cultivation of paddy in summer season as a result of which farmers will get huge production of paddy. Farmer's huge production will automatically make them economic stable and they will not be deprived emerging from the problem of food scarcity.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Uttar-Kalatola, CMCB-GP).

### Atul Mitra, CMCB Panchayat, Nabadwip Block.

Atul Mitra is 58-year-old, lives in Dakshin-kalatola of CMCB gram panchayat with his wife and only two sons Amit Mitra (26 years) and Arijit Mitra (21 years). He belongs to very poor family consisting of four members under Nabadwip block of Nadia district. Besides husband-wife, his two sons are present in their family. His elder son Amit Mitra has passed Higher Secondary exam and now engaged in business. Another son Arijit Mitra is continuing his study in class B.A. In the past, he engaged in



MGNREGA work actively and earned some money which helped him to expand children's education. In 2018-19, Nabadwip block has sanctioned a project (fund) for Atul Mitra's banana cultivation by women self-help group. His banana tree cultivation project code number is 3201011002/DP/2201034450762. His banana tree cultivation helps him in maintaining his

family expenses. The total expenditure of this banana tree cultivation project is 122650 rupees. Now, he is conducting only banana tree cultivation labour. He earns enough money from banana tree cultivation to maintain his family. So, MGNREGA plays very important role for Atul Mitra since he was its labour. Now his household enjoys a comfortable life. Now, he doesn't need to participate MGNREGA work. This project is a keystone of success in his family.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Asim Mitra, Dakshin-kalatola, CMCB Panchayat, Nabadwip Block.**

Asim Mitra belongs to a middle-class family which consisted of four members. Beside husband-wife, he has two sons Angsu Mitra (35 years) and Ankrit Mitra (32 years). His elder son Amit Mitra passed Madhyamik examination and younger son Ankrit Mitra is a government service holder. In past, late Asim Mitra was engaged in MGNREGA work actively. This project is a keystone of success to his family. In 2021-22, Nabadwip block sanctioned a fund of Rs. 50,000/- for Atul Mitra's banana cultivation by women self-help group. His banana tree



cultivation project code number is 3201011002/IF/GIS/1206838. His banana tree cultivation helps him a lot in maintaining his family expenses and leading a quality life. MGNREGA plays very important role for Atul Mitra since he was a labour. His family has been benefitted from banana cultivation. Now, nobody of his family need to participate in MGNREGA work. As banana cultivation is enough to maintain his family expenses, he is very proud of this MGNREGA project, because it helped him very much.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).



### **Road Connectivity under MGNREGA in Nabadwip Block.**

Nabadwip block has performed various developmental activities. Rural connectivity is one of them. In the financial year of 2021-22, 29 members of Nabadwip block were engaged in rural connectivity activity. Road connectivity (project code- 3201011002/RC/320201060548718) of Gour Sen's house to Bikash Halder's house is one of them. It was built by rolling brick and stone. Rural connectivity in Nabadwip is a determining factor in Rural infrastructural development which



helps directly and indirectly in Rural Industrial development. Import of raw materials, export of textile and other commodities and movement of the people of this area becomes much easier as a result of this rural connectivity network. Total expenditure of this road connectivity project was Rs 239929/-. Many people of this village have been benefitted as a result of this rural connectivity network.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Swapan Pal, Dakshin-Kolatola, CMCB- GP in Nabadwip Block.**

Swapan Pal (42 years) belongs to a middle-class family which consisted of three members. Swapan pal has a banana tree cultivation land in dakshin-kolatola of CMCB gram panchayat under Nabadwip block. In 2020-21, Nabadwip block sanctioned a fund of Rs. 38,315.00/- for his banana tree cultivation by women self-help group. His banana tree cultivation of the project code number is 3201011002/IF/32002041077832. His only son Samrat



Pal (27 years) engaged in cloth (ganji) factory. In past, Swapan Pal was a labour of MGNREGA work. This project is a keystone of success in his life. Through MGNREGA work he earned some money which helped him to buy better quality of seeds and fertilizer and he was able to run his children's education. His banana tree cultivation helped him a lot in maintaining his family's expenses. As banana cultivation is enough to maintain his family's expenses. Now, he doesn't need to participate in MGNREGA work. He is very proud of this MGNREGA project,



because it helped him very much. MGNREGA plays very key role for his household since he was a labour.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Bhajan Mondal, CMCB -GP in Nabadwip Block.**

He is Bhajan Mondal, 38 years old. He lives in Uttar Kala tola CMCB gram panchayat under Nabadwip block of Nadia District. He is belonging to a schedule caste family which consisted of four members. He has 1-acre land for cultivation. He has two sons who are studying in class vii (elder) and class-iii in English medium school. He has participated in MGNREGA work in every financial year. He has earned Rs. 4000-5000 thousand rupees. This money helps him to buy better seeds and necessary poison. Therefore, he has benefited from cultivation. His cultivation income is used for household expenses and



children education purposes. In 2020-21, Nabadwip block had sanctioned a fund (Rs. 91,500/- ) for Bhujan Mondal's banana cultivation.

His banana tree cultivation project code number is 3201011002/IF/GIS/340609. Total expenditure of this banana cultivation project is 91,500/- rupees. His banana tree cultivation helps him to maintain his family expenses. MGNREGA plays very key-role for his household since he was a labour.

(Source: Compiled by researcher on the field survey conducted on February 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Nitai Manna, Gournagar, Uttar-Kalatola, CMCB-GP, Nabadwip Block.**

It is Nitai Manna's banana tree cultivation land in Gournagar, Uttar-Kalatola, CMCB gram panchayat under Nabadwip block. He belongs to a backward class family, consisting of four members. Besides husband-wife his one son Tarok Sen and daughter Peyali Sen are present in their family. His daughter Peyali Sen reads in class IX and son. Nitai Manna was a MGNREGA labour. He earns almost 3-4 thousand from MGNREGA in every financial year. MGNREGA income help him to buy better seed and



children study. Again, he submits a proposal (some fund) to BDO office for banana cultivation. Though firstly Nabadwip block had denied his claim (banana cultivation). Next year he, again, submit a proposal for banana cultivation to Nabadwip block and had sanctioned a fund (Rs. 69,000/-) for Nitai Manna's banana cultivation. His banana tree cultivation project code number is 3201011002/IF/GIS/571808. Total expenditure of this banana cultivation project is Rs. 69,000/- rupees.

According to Nitai Manna banana tree cultivation helped him a lot to a comfortable life and increased household consumption.

(Source: Compiled by researcher on the field survey conducted on February 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Dipankar Mandal, CMCB-Panchayat in Nabadwip Block.**

Dipankar Mandal (56 years), lives in Gournagar village, CMCB-GP of Nabadwip block. His household consist of three members. He has only daughter name as Debasmita Mandal studying in class nine. He has 2 acres of agricultural land and can manage household expenses from cultivation income. He is an active labour in MGNREGA work. However, during the off-peak periods, he does not have anything to do and works in MGNREGA. As 2018-19 financial year, he earned Rs. 4000/- from MGNREGA work. According to Dipankar Mandal, MGNREGA income helped him purchase better quality seeds and fertilizers and increased household consumption. Then he has got enough money from vegetable cultivation. This money is enough for his family. He is enjoying happy life today. MGNREGA scheme has very

important part of his life to maintain social existence. At present, he is not willing to participate in this scheme. His household is going on smoothly.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

### **Jogabandhu Sarkar, CMCB-GP in Nabadwip Block.**

He is Jogabandhu Sarkar, 48 years old. He has two daughters (Riya Sarkar and Priya Sarkar) and a son (Ritesh Sarkar). Jogabandhu Sarkar lives in Uttar kala tola, CMCB-GP, under Nabadwip block. He has only 1-acre land for cultivation. This land is the main income source of his household. But this land is not enough for his family expenses. In past, he was participated in MGNREGA work. He demanded MGNREGA work in off season time and got work. His earned money from



land and MGNREGA used for their household and children education. In addition, he submits a proposal of financial help for banana cultivation. In 2019-20 financial year, Nabadwip block had sanctioned a fund (Rs. 38115/-) for his banana cultivation. The project code number is 320101002/IF/32100204177890. Total expenditure of banana tree cultivation project is 38,115/- rupees. MGNREGA plays very important role since he was a labour. Now his household enjoys comfortable life. Now, he is not willing for MGNREGA work.

(Source: Compiled by researcher on the field survey conducted on May 2022, in Gournagar, Dakshin-Kalatola, CMCB-GP).

From the above discussion it can be said that MGNREGA is one of the largest demand-driven, people-centered rural developmental programme in India. This chapter of the research study has discussed the overall human development strategy for income generation in the context of MGNREGA in Nabadwip Block. In the first section, the following subjects have been analysed: a brief note of MGNREGA, completed work and ongoing work, and its expenditure under MGNREGA in the Nabadwip block. After examining the brief note, it discussed the elements of income and employment for SCs, STs, and women that would result in enhanced well-being. The study highlights the average number of employment days provided per HH, number of families that completed 100 days of MGNREGA work, number

of land reform (IAY) beneficiary's household, disabled beneficiaries, year-wise utilisation of fund, year-wise fund disbursed for actual labour expenditure and material expenditure. The survey was conducted using a case study approach for each panchayat of Nabadwip block. The difference between awareness of the MGNREGA Act and 100 days work, employee's skill, MGNREGA work record of the respondent, and wage payment of MGNREGA have been discussed. The last part discussed the educational qualification of employees, MGNREGA respondent's caste, sex, religion, age, and worksite facilities of the respondents in Nabadwip block. MGNREGA provides at least 100 days of guaranteed wage employment in every financial year for all who demands work. Women enjoy one-third of total employment in MGNREGA in a financial year. Marginalised communities, like SC, ST, OBC, and others, are allowed to develop their own private lands under MGNREGA. Above all, these provisions and activities of MGNREGA make it more inclusive for workers in the study area. In the villages, infrastructure is created, which is of prime importance for the development of rural as well as urban areas. Next chapter is MGNREGA and socio-economic development in Krishnagar II block.

**CHAPTER- IV**

**MGNREGA AND SOCIO-ECONOMIC DEVELOPMENT IN**

**KRISHNAGAR-II BLOCK**

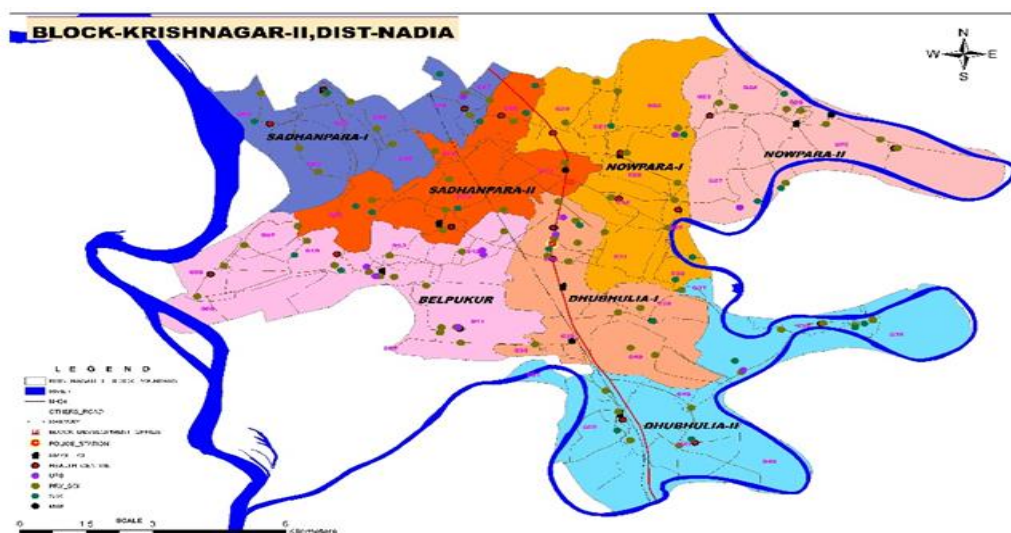
## **CHAPTER-IV**

### **MGNREGA AND SOCIO-ECONOMIC DEVELOPMENT IN KRISHNAGAR-II BLOCK**

#### **Introduction:**

The previous chapters dealt with MGNREGA and development in Nabadwip block based on official and field survey data. This chapter includes various issues like awareness of respondents about MGNREGA written application, unemployment allowance, beneficiary's skill, employment opportunities, age, caste-religion and gender of respondents, wage payment, women's participation, performance trends like complete and ongoing work, and expenditure for the last five years, employment provided household, persondays generated of SC, ST, and women, fund utilisation (in lakhs), and some important evidence of development in Nabadwip block. The present chapter describes an MGNREGA and socio-economic development in Krishnagar II block based on official and survey data. This chapter has mentioned Nabadwip block's MGNREGA performance: complete work and ongoing work, employment provided households, persondays generation of SC, ST, and women, utilisation of funds (in Lakhs), expenditures for the last five years, and some important evidence of development etc. It also mentioned of number of completed job cards, respondent's awareness about written applications for MGNREGA, unemployment allowance, beneficiary's skill, age, caste, religion, gender of respondents, wage payment, participation of SC, ST and women, etc. in Nabadwip block.

Like Nabadwip block, Krishnagar II block is a community development block. It is under the Krishnagar Sadar subdivision of Nadia district in the Indian state of West Bengal. It is located 12 km away from the Krishnagar Sadar subdivision of Nadia district. Krishnagar II block is bounded by the Krishnagar II block in the north, Chapra block in the east, Krishnagar I and Nabadwip blocks in the south, and Purbasthali II block in Bardhaman district, across the Hooghly in the west. Its total area is 124.37 km<sup>2</sup>. Krishnagar II block has 1 panchayat samity, 7 Gram Panchayats, 103 Gram Sansads (village councils), 45 mouzas, and 44 inhabited villages. Dhubulia police station serves this block. The headquarter of this Krishnagar II block is situated in Dhubulia. Seven Gram panchayats of Krishnagar II block are Belpukur, Dhubulia I, Dhubulia II, Noapara-I, Noapara-II, Sadhanpara-I, and Sadhanpara-II .



(Source: Collected from B.I.O, I.T Cell, Krishnagar II Block, Dhubulia, 29.9.2023).

According to the 2011 Census of India, Krishnagar II CD block had a total population of 139,472, of which 134,032 were rural and the rest 5,440 were urban. There were 71,614 (52%) male populations and 67,858 (48%) female populations in study block. The population of Scheduled Castes is 25,563 (18.33%) and Scheduled Tribes is 2,292 (1.64%). As per the 2011 census of India, Krishnagar II CD Block had 79,530 (57.02%) Hindu populations, 59,754 (42.84%) Muslim populations, 73 (0.05%) Christian populations, and other 115 (0.09%) populations.

According to the 2011 census of India, the total number of literates in Krishnagar II CD block was 85,053 (68.52% of the population over 6 years), out of which 46,523 (72.88%) were male. The gender disparity (difference between male and female literacy rates) in Krishnagar II CD block was 8.96 per cent. As per the 2011 census, literacy in Nadia district was 85.35 per cent, of which males and females were 88.95 per cent and 81.63 per cent respectively. Literacy in West Bengal was 77.08 per cent and Literacy in India in 2011 was 74.04 per cent. The Bengali language is spoken by 97.9 per cent of the people in the Nadia district. Bengali is a local language, but Bengali as well as English are both official languages in Krishnagar II CD Block.

Krishnagar II block is industrially backward and agriculturally dependent. Agriculture is the major occupation of majority of the population in Krishnagar II block. So, economic, industrial, educational, social development of this area is dependent on agricultural production (Savandkar 2016: 77). Due to the lack of employment opportunities in the region, people would



have to go through distress migration to urban areas as contract labour. The majority of the population depends on agriculture. According to the 2011 census, cultivators accounted for 16.33 per cent, agricultural laborers for 35.66 per cent, household industry workers for 8.63 per cent and other workers for 39.37 per cent in Krishnagar II CD block.

Krishnagar II CD block has 3 ferry services and 5 terminating bus services. The Ranaghat-Lalgola railway branch line passes through this CD Block, and the NH 14 (old number NH 34) bus road also passes through this CD Block. In 2013-14, Krishnagar II CD block had 76 primary schools with 6,641 students, 10 middle schools (upper primary and Madhyamika) with 1,440 students, 2 high schools with 1,476 students, and 10 higher secondary schools with 14,276 students. Only 2 villages did not have any schools among the 44 inhabited villages in Krishnagar CD block. Krishnagar II CD block had 1 hospital and three primary health centers (including 1 block primary health center and 2 primary health centers) with a total of 540 beds and 5 doctors.

### **MGNREGA in Krishnagar-II Block:**

Like the Nabadwip CD block, the MGNREGA was implemented on April 1, 2007, in the Krishnagar II CD block of Nadia District. The main objective of this scheme was to provide 100 days of guaranteed unskilled-wage employment and economic development to every rural household. The MGNREGA is a demand-driven, right-based, people-centred scheme. Like Nabadwip block, it focused on developmental works relating to water conservation, drought-proofing (including a tree plantation), clearing traditional water bodies, and land development. This scheme also included individual assets for vulnerable sections, construction of house, promotion of fisheries, and livestock. Last but not least, this scheme focused on rural infrastructure (rural sanitation, road connectivity, play fields, restoration, construction of buildings, food grain storage structures, production of building material required for construction and maintenance, etc.) in the study Krishnagar II block. In 2021, the MGNREGA completed 15 years of implementation in the Krishnagar II CD block of Nadia district. This scheme has been universalized and operational in all the 7 Gram Panchayats of the Krishnagar II CD block. The scheme has been able to put money in the hands of the poorest in the study block. During the last financial year (2021-2022), a total of 13137 (of the total 14169) rural households (mostly women) have participated in MGNREGA work. The MGNREGA has



attracted not only the rural poor but also APL families. Rs.728.62 lakhs of unskilled-wage payments have been released to them, creating a multiplier effect and stimulating the study block rural economy. MGNREGA has been able to dignify work and provide purchasing power among the rural households in the villages. This multiplier effect is reflected in the increased investment in livestock (shops, cows, poultry farms, etc.) and quality education in the rural areas of Krishnagar II CD block. The Krishnagar II CD block has been focusing on the creation of durable assets under MGNREGA. In the financial year 2021-2022, Krishnagar II CD block has been able to complete 634 house construction, 68 road connectivity or rural footpaths, 81 afforestation or plantation works, 35 disaster preparedness or restoration, 22 improving land productivity, 15 micro irrigation channels, 09 land development, 06 water conservation and water harvesting works, 01 rural sanitation, 04 building construction, 05 fisheries, 03 improving livelihoods, 01 play field, etc. Now, like Nabadwip CD block, Krishnagar II block 100 per cent of the MGNREGA wage payment is being paid through the bank or post office accounts. Krishnagar II CD Block is one of the few blocks in the Nadia district to complete the social audit and labour budget planning in all the Gram Panchayats in a timely manner. No contractors or middlemen are permitted to get job cards and MGNREGA work. Hundred per cent of MGNREGA works are implemented by the Gram Panchayat. MGNREGA has been strengthening the Panchayati Raj Institutions through equal work allocations (APO, Krishnagar II Block 2022).

Primarily, MGNREGA has provided an opportunity of additional income to every rural family without making any wage discrimination between men and women. MGNREGA employment work must be provided within 5-kilometer radius from the employee's village. This entailed less travel and did not affect their household activities to a large extent. Therefore, like men, local women have enjoyed easy participation under this scheme. MGNREGA has also been able to provide bank accounts to every adult rural woman, and as a result, a positive impact has emerged on their empowerment and self-confidence in society. At present, Krishnagar II block exhibits a greater degree of cohesion and community bonding among women. Many women in Nabadwip block have claimed that MGNREGA provided them with a viable platform not only for creating social awareness and providing employment opportunities but also for the fulfilment of their basic primary needs. Now, MGNREGA has been considered as the alternative principal source of income in Krishnagar II block. This program has enhanced food security and employment opportunities. Currently, community participation has increased through the MGNREGA's various developmental activities like

house construction, land developmental activities (soil erosion and enhancing land stability), road construction, water conservation & water harvesting, and micro-irrigational channels, etc. This has led to the establishment of mutual trust as well as better coordination with the local administration (CA, Nabadwip Block 2021).

### **Performance of Krishnagar-II Block in MGNREGA Work**

Table No.- 4.0

Completed Work and Ongoing Work under MGNREGA in Krishnagar-II Block.

Financial Year	Total no. of completed work	Total no. of ongoing work	Total expenditure (In lakhs)
2015-2016	722	1362	994.05
2016-2017	590	1367	985.08
2017-2018	1109	2678	696.83
2018-2019	1748	1583	416.85
2019-2020	1248	1708	471.01
2020-2021	1418	2437	707.08
2021-2022	905	2085	720.10

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

This table indicates completed work, ongoing work, and expenditure from the financial year of 2015-16 to 2021-22. In the 2015-16 financial year, Krishnagar II block's total (public work, individual asset work, rural infrastructure work, etc.) completed work was 722 and ongoing work was 1362 with 994.05 lakhs expenditures. Next financial year (2016-17), the total completed works were 590, and ongoing works were 1367 by 985.08 lakhs expenditure. In 2017-18, total completed works were 1109, and 2678 ongoing works by in 696.83 lakhs of expenditure. In the financial year of 2018-19, the total completed works were 1748 and 1583 ongoing works by 416.85 lakhs of expenditure. In 2019-20, the total completed works were 1248 and 1708 ongoing works by 471.01 lakhs of expenditure. In 2020-21, the total completed works were 1418, and 2437 ongoing works with costing 707.08 lakhs. The last financial year

2021-22, the total completed works were 905, and 2085 ongoing works with 720.10 lakhs of expenditure. From the statistics, it is clear that 1748 completed works in 2018-19 and 2678 ongoing works of 2017-18 were the highest compared to other financial years in the study block. It is also clear that 590 completed work in 2016-17 was the lowest in Krishnagar II block.

Table No.- 4.1

Public Work, Individual Assets and Rural Infrastructure Activities in Krishnagar-II Block.

Financial Year	Public works relating to natural resources	Individual assets	Rural infrastructure
2015-2016	275	251	196
2016-2017	275	170	145
2017-2018	396	485	228
2018-2019	103	1612	33
2019-2020	48	1163	37
2020-2021	57	1234	126
2021-2022	62	233	358

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

The above table indicates the various developmental activities of MGNREGA in the Krishnagar II block. Three categories of works, like public works relating to natural resources, individual assets, and rural infrastructure, have been mentioned in this table. In the 2015-16 financial year, Krishnagar II block had completed total of 275 public works, 251 individual asset works, and 196 rural infrastructure works. In the next financial year (2016-17), the study block had completed total of 275 public works, 170 individual asset works, and 145 rural infrastructure works. In 2017-18, the study block had completed 396 public works, 485 individual assets completed, and 228 completed rural infrastructure works. In the financial year of 2018-19, this block completed 103 public works, 1612 individual asset works, and 33 infrastructure works. In the financial year 2019-20, total of 48 public works, 1163 individual asset works, and 126 infrastructure works were completed in Krishnagar II block. In 2020-21, Krishnagar II block had completed 57 public works, 1234 individual assets, and 126 rural infrastructure works. In 2021-22, Krishnagar II block has completed total of 62 public works, 233 individual asset works, and 358 rural infrastructures. This block has completed total of

only two common infrastructure works. Due to these activities, rural people have achieved their goal, and Krishnagar II block has been developing.

Table No.- 4.2

Kinds of Completed MGNREGA Activities in Krishnagar-II Block from 2015-16 to 2021-22.

Kinds of completed MGNREGA activities in Krishnagar-II Block									
Financial Year	Drought proofing (Plantation)	Micro-Irrigation works(cannel)	Land Development	Water Conservation & water harvesting	House construction	Rural Connectivity (Road construction)	Rural sanitation	Play field improvement	Disaster preparedness/ Restoration
2015-2016	203	25	87	16	193	116	52	00	01
2016-2017	191	42	96	07	104	91	44	00	00
2017-2018	313	24	118	26	395	172	17	03	09
2018-2019	69	10	440	16	1092	23	00	03	03
2019-2020	22	09	17	11	1152	25	00	00	11
2020-2021	33	09	27	06	1211	88	05	01	27
2021-2022	81	15	22	10	634	68	01	01	35

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

The above table shows some kinds of MGNREGA-completed activities in the Krishnagar II block. These are drought-proofing (plantation), micro-irrigation works (channels), land development, water conservation and harvesting, house construction, rural connectivity (road construction), rural sanitation, playfield improvement, disaster preparedness or restoration, flood control and protection (excavation of pond), renovation of traditional water bodies, etc. In 2015-16, it was observed that drought proofing or plantation activities (203) were more emphasised than the other activities in the study Krishnagar II block. It was followed by house construction (193), rural connectivity (116), land development (87), rural sanitation (52), micro-irrigation works (cannel) (25), water conservation and water harvesting (16), and disaster preparedness work (01) etc. In 2016-17, again, drought proofing or plantation work (191) was completed more than the other activities. It was followed by house construction activities (104), land development (96), rural connectivity (91), rural sanitation (44), micro-

irrigation works (42), water conservation and harvesting (07), etc. Next in the 2017-18, statistic shows that highest number of completed works was house construction (395), followed by other completed activities like drought proofing (313), rural connectivity (172), land development (118), water conservation and harvesting (26), micro-irrigation works (24), rural sanitation (17), disaster preparedness (09), and play field development (03) etc. In financial year of 2018-19, above table indicates the house construction works (1092) is more than other works. It followed by land development (440), drought proofing (69), rural connectivity (23), Water conservation & water harvesting (16), micro-irrigation work (10), disaster preparedness (03), and play field development (03) etc. During 2019-20, statistic shows that highest number of completed house construction work was 1152 in Krishnagar II block. It follows other activities like rural connectivity (25), drought proofing (22), land development (17), water conservation and harvesting (11), disaster preparedness (11), micro-irrigation work (09), etc. In 2021-22 financial year, it was observed that house construction activities (634) were more emphasised than others. It was followed by drought proofing (81), rural connectivity (68), disaster preparedness work (35), land development (22), micro-irrigation work (cannel) (15), water conservation and water harvesting (10), one playfield development, one rural sanitation, etc.

### **Types of Work under MGNREGA in Krishnagar-II Block:**

1. Public works relating to natural resources management:
  - a. Water Conservation
  - b. Watershed management
  - c. Irrigation
  - d. Traditional water bodies
  - e. Afforestation
  - f. Land development
2. Individual assets for vulnerable sections (only for households in paragrapg-5):
  - a. Improving productivity of lands
  - b. Improving livelihoods
  - c. Construction of house
  - d. Promotion of livestock
  - e. Promotion of fisheries

### 3. Rural infrastructure:

- a. Rural sanitation
- b. Rural connectivity
- c. Play field development
- d. Disaster preparedness



1. Play Ground Development

2. Tree Plantation (Afforestation)



3. Excavation of Pond

4. Micro-Irrigation (Canal)

**No. of Employment Provided HH and Persondays Generation of SC, ST and Women under MGNREGA in Krishnagar-II Block:**

Table No.- 4.3

No. of Employment Provided Household of SC, ST and Women under MGNREGA in Krishnagar-II Block from 2015-16 to 2021-22.

No. of employment provided HH of SC, ST and women			
Financial Year	SC	ST	Women
2015-2016	4145	167	12547
2016-2017	2768	116	8881
2017-2018	1427	139	4294
2018-2019	1140	53	2351
2019-2020	1188	106	2940
2020-2021	2500	128	5416
2021-2022	2344	197	6184

(Source: Annual report, collected from Krishnagar-II Block Office in December 2022).

Above table indicates the number of MGNREGA jobs provided HH of SC, ST, and women from the financial year 2015-16 to 2021-22 in Krishnagar II block. In 2015-2016, the no. of jobs provided HHs of SC, ST and women counterparts were 4145, 167, and 12547, respectively. However, in 2016–17, the figures of employment provided HHs no. among SC, ST, and women have decreased compared to the previous financial year. The no. of jobs provided HHs of SC, ST, women were 2768, 116, and 8881 respectively in this year. In the 2017-18 financial year also, employment provided HHs of SC and women were generally decreased, except for STs employment. In the 2018-19 financial year, again, figures of employment provided of SC, ST, and women decreased. The no. of jobs provided HHs of SC, ST, women were 1140, 53, and 2351, respectively, in this year. It was lowest employment provided HHs no. of SC, ST and women among all financial year. However, in the 2019-20 fiscal year, the number of HHs of SC, ST, and women employed increased from the previous year. The employment provided HHs no. of SC, ST and women counterpart were 1188, 106 and 2940 respectively. Employed HHs of all categories (SC, ST, and women) increased in the following fiscal year, 2020-21, reaching 2500, 128, and 5416, respectively. Except for ST HH,

employed HH in the remaining categories (ST, women) did not increase in the fiscal year 2021-22. The employment provided HH no. of SC, ST, and women counterparts were 2344, 197, and 6184, respectively.

Table No.- 4.4

No. of Persondays Generation of SC, ST and Women (in Thousands) under MGNREGA in Krishnagar-II Block.

No. of persondays generation of SC, ST and women (In Thousands)			
Financial Year	SC	ST	Women
2015-2016	206224	6416	344604
2016-2017	83665	3290	174421
2017-2018	76425	7662	154881
2018-2019	82855	3925	119735
2019-2020	54831	4443	98664
2020-2021	99823	4923	150402
2021-2022	64600	3735	134379

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

From the above table, it has been observed how many no. of persondays of SC, ST and women (in thousands) were in Krishnagar-II block's MGNREGA work from 2015-16 to 2021-22 financial year. In 2015-2016, no. of persondays generated among SC, ST and women counterparts were 206224 thousand, 6416 thousand, and 344604 thousand, respectively. But in the next financial year (2016-17) the figures of persondays generation no. among SC, ST and women decreased and almost half compared to the previous financial year. Persondays generation no. of SC, ST, and women were 83665, 3290, and 174421 respectively, in this year. In the 2017-18 financial year, also, persondays generation no. of SC and women were lower except for ST than the previous year. The persondays generation of ST was increased, and it became 7662. It exceeded the entire fiscal year of the ST persondays generation. In 2019-20, the no. of persondays generated among SC, ST, and Women counterparts were 54831, 4443, and 98664, respectively. Except for ST, the number of persondays generated was slightly lower than the previous year. Next financial year in 2020-21, again, persondays generation of all categories (SC, ST and women) has increased and it became 99823, 4923, and 150402 for SC,



ST, and women, respectively. In 2021-22 financial year, persondays generated of SC, ST and women were 64600, 3735, and 134379, respectively. So, from the above statistic, it was clear that the number of persondays generated was higher for all categories in 2015-16 financial year than other financial years. From the above calculated statistic, it is also clear that the enhancement rate in the case of the women persondays generation was highest in comparison to SC and ST people in Krishnagar II block under MGNREGA work. The enhancement rate of ST persondays generation was very low in comparison to SC and women in Krishnagar II block. Persondays generation in all categories increased economic growth in Krishnagar II block. Employee's economic growth increased productive capacity and helped to lead a good life.

**Participation of SC, ST, Women and Disabled beneficiary under MGNREGA in Krishnagar-II Block:**

Table No.- 4.5

Women Participation under MGNREGA in Krishnagar-II Block.

Women persondays generated out of total persondays			
Financial Year	No.of women persondays	Total no. of persondays	% of women participation
2015-2016	344604	673274	51.18
2016-2017	174421	317706	54.90
2017-2018	154881	318034	48.70
2018-2019	119735	257075	46.58
2019-2020	98664	264969	37.24
2020-2021	150402	392988	38.27
2021-2022	134379	396637	33.88

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

The above table shows the percentage of women's participation in MGNREGA work based on no. of persondays against the total persondays in Krishnagar II block. In the 2015-16 financial year, the percentage of women participating was 51.18 under MGNREGA work in Krishnagar II block. Next year in 2016-17, again, the percentage of women participation increased, and became 54.90 per cent. In the 2017-18 financial year, the percentage of women participation rate decreased compared to the previous two financial years and became 48.70 per cent. But

the next year, 2018–19, the percentage of women's participation again gradually decreased compared to the previous financial year, reaching 46.58 per cent. Again, in 2019-20, the women's participation decreased compared to the previous financial year, and reached 37.24 per cent. Later in 2020-21, the women participation rate in MGNREGA work was again slightly increased than the previous year and it reached 38.27 per cent. So, the above statistics indicated that the percentage of women's participation rate gradually decreased after 2016-17 financial year and until the 2021-22 financial year. In the 2020–21 financial year, the women's participation rate in MGNREGA work slightly increased, but the next year (2021–22), it decreased again. In the last financial year (2021–22), the percentage of women participating was 33.88. So, women's participation rate in MGNREGA work in the study block were up and down from year to year. However, the extensive participation of women in MGNREGA means that women are coming out of their houses not only to work but also to visit banks and panchayat offices. They were not able to do it previously. It led to increased self-confidence and decision-making skills among the women in their household.

Table No.- 4.6

MGNREGA and SC's Participation in Krishnagar-II Block.

SC persondays out of total persondays in Krishnagar-II Block			
Financial Year	No.of SC's persondays	Total no. of persondays	SC's % out of total persondays
2015-2016	206224	673274	30.63
2016-2017	83665	317706	26.33
2017-2018	76425	318034	24.03
2018-2019	82855	257075	32.23
2019-2020	54831	264969	20.69
2020-2021	99823	392988	25.40
2021-2022	64600	396637	16.29

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

The above table indicates the percentage of SC's participation in MGNREGA work based on no. of persondays against the total persondays in Krishnagar II block. In the 2015-16 financial

year, the percentage of SC persondays was 30.63 under MGNREGA work in Krishnagar II block. Next year, 2016–17, the SC persondays was decreased, and it became 26.33 per cent. In 2017-18 financial year, again, the percentage of SC participation decreased compared to the previous two financial years and became 24.03. But the next year, in 2018-19, the percentage of SC's persondays was again higher than all the financial years, and it reached 32.23 per cent. Again in 2019-20, SC participation decreased compared to all previous financial years and it became 20.69 per cent. Later in 2020-21, SC participation rate in MGNREGA work was again slightly increased and became 25.40 per cent. In the 2020-21 financial year, the SC's participation rate in MGNREGA work was slightly increased, but the next year (2021-22) again decreased. In the last financial year (2021–22), the SC's persondays became 16.29 per cent. So, statistics indicated that SC participation rates in MGNREGA work in the study block were up and down from year to year. However, the extensive participation of SCs under MGNREGA means that they are becoming socio-economically developed.

Table No.- 4.7

MGNREGA and ST's Participation in Krishnagar-II Block.

ST's persondays generation out of total persondays			
Financial Year	No. of ST persondays	Total no. of persondays	% of ST persondays
2015-2016	6416	673274	0.95
2016-2017	3290	317706	1.04
2017-2018	7662	318034	2.41
2018-2019	3925	257075	1.53
2019-2020	4443	264969	1.68
2020-2021	4923	392988	1.25
2021-2022	3735	396637	0.94

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

The above table shows the participation of ST under MGNREGA work based on no. of persondays against the total persondays in Krishnagar II block. In 2015-16 financial year, the participation of ST was 0.95 per cent under MGNREGA work in the Krishnagar II block. Next

year, in 2016–17, again, ST participation increased, reaching 1.04 per cent. In the 2017–18 financial year, ST's participation rate increased compared to the previous two financial years, and it became 2.41. But the next year in 2018-19, the percentage of ST participation decreased compared to the previous financial year, reaching 1.53 per cent. Again, in 2019–20, the ST participation was slightly increased from the previous financial year and it reached 1.68 per cent. But in the last two financial years, the ST's participation rate in MGNREGA work decreased compared to the previous year and became 1.25 per cent and 0.94 per cent, respectively. So, as indicated by the statistics, the ST participation rate gradually decreased after the 2017-18 financial year and until the last 2021-22 financial year, except 2019-20. However, the extensive participation of ST in MGNREGA meant that STs came out from their houses not only work but also to visit banks and panchayat offices. They were not able to do it previously. It led to increased self-confidence and decision-making skill in their household.

Table No.- 4.8

Participation of Disabled Individuals under MGNREGA in Krishnagar-II Block.

No. of disabled Individuals under MGNREGA in Krishnagar-II Block	
Financial Year	No. of disabled Individuals
2015-2016	97
2016-2017	42
2017-2018	27
2018-2019	16
2019-2020	17
2020-2021	22
2021-2022	25

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

The above table shows the no. of participation of disabled individuals under MGNREGA in the Krishnagar II block. In the 2015-16 financial year, 97 disabled persons participated in MGNREGA work in Krishnagar II block. However, the participation number of disabled persons under MGNREGA gradually decreased in the Krishnagar II block. In 2016–17, 42 disabled persons participated in MGNREGA work in this block. Next financial year (2017-18), the number of disabled participants became 27. Again, in 2018–19, the number of disabled participants decreased and became only 16. But again, the number of disabled participants in MGNREGA work gradually increased from 2019-20. The number of MGNREGA-benefited disabled persons was 17 in 2019-20 financial year. In 2020-21, 22 disabled persons benefited

from MGNREGA work in Krishnagar II block. In 2021-22 financial year, the participation number of disabled persons increased compared to the previous year under MGNREGA activities and reached 25. Therefore, they were economically utilised from MGNREGA in Krishnagar II block

**No. of Household and Individual Demanded Employment and Provided Employment under MGNREGA in Krishnagar-II Block:**

Table No.- 4.9

No. of HH Demanded Employment and Provided Employment in Krishnagar-II Block.

Financial Year	Total no. of HH demanded employment	Total no. of HH provided employment	Percentage of employment provided HH
2015-2016	18015	16326	90.62
2016-2017	12551	11219	89.39
2017-2018	6878	6038	87.78
2018-2019	3730	3469	93.00
2019-2020	6638	5711	86.03
2020-2021	13106	11648	88.88
2021-2022	14169	13137	92.72

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

The above table shows the number of households (HH) provided employment against demanded HH under MGNREGA work in Krishnagar II block from 2015-16 to 2021-22. In the 2015-16 financial year, this block has given employment to 16326 HHs against 18015 demanded HHs. Next year, per cent of employment provided HH was very slightly decreased, and it reached 89.39 per cent in 2016-17. MGNREGA jobs were provided to 11219 rural HHs, against 12551 demanded HHs in 2016-17. In 2017-18, the percentage of employed HH was reduced once more, falling to 87.78 per cent from the previous two fiscal years. Again, the percentage of employment provided HH was higher than all financial years, and it reached 93.00 in 2018-19. But in the 2019-20 financial year, per cent of employment provided HH was decreased. It was the lowest percentage of employment provided HH and it became 86.03 per cent. In this year Krishnagar II block has given employment to only 5711 rural HHs against 6638 demanded HHs. In 2020-21, the percentage of employment provided HH again increased than the previous year and it became 88.88 per cent. In this year, Krishnagar II block has given

employment to 11648 rural HHs against the 13106-employment demanded HHs. In the following fiscal year, 2021-22, the percentage of employment provided by HH increased even more than in the previous two fiscal years, reaching 92.72 per cent. In 2021-22, Krishnagar II block has given employment opportunities to 13137 rural HHs against the 14169 demanded rural HHs under MGNREGA work.

Table No.- 4.10

No. of Persons Demanded Employment and Provided Employment in Krishnagar-II Block.

Financial Year	Total no. of persons demanded employment	Total no. of persons provided employment	Percentage of persons provided employment
2015-2016	34201	26784	78.31
2016-2017	21718	17234	79.35
2017-2018	11525	9161	79.49
2018-2019	6165	5190	84.18
2019-2020	9851	7827	79.45
2020-2021	18643	15536	83.33
2021-2022	19781	17320	87.56

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

From the above table, it is noticed that the number of persons provided employment against the demanded employment under MGNREGA work in Krishnagar II block from 2015-16 to 2021-22. In the 2015-16 financial year, this block provided employment opportunities to 26784 people out of 34201 people who demanded employment. The per cent of employment provided was 78.31 in this year. Next year, in 2016-17, employment provided to rural people had a marginally increase of 79.35 per cent. The no. of employment-provided persons was 17234, against the demanded 21718 persons in this year. In 2017-18, again, the percentage of employment-provided persons slightly increased from the previous year and became 79.49 per cent. Again, the percentage of employment provided was higher than the previous financial year, and it was 84.18 per cent in 2018-19. However, in the 2019-20 fiscal year, the percentage of employed people decreased from the previous year to 79.45 per cent. In this year, Krishnagar II block has been able to give employment to only 7827 rural persons, against 9851 demanded persons. In 2020-21, the percentage of people employed increased again from the previous year, reaching 83.33 per cent. In this year, Krishnagar II block has given employment to 15536 rural persons against the 18643 employment demanded persons. In the fiscal year 2021-22, the percentage of people employed increased once more than in the previous fiscal year, reaching

87.56 per cent. In 2021-22, this block has given employment to 17320 rural persons against 19781 employment demanded persons under MGNREGA in Krishnagar II block.

**No. of Employment Provided per HH & Individual under MGNREGA in Krishnagar-II Block:**

Table No.- 3.11

Average Employment Days Provided per Household from 2015-16 to 2021-22.

Financial Year	No. of employment days provided per HH from 2015-16 to 2021-22.		
	Total no. of HH provided employment	Total no. of employment persondays	Average employment days per HH
2015-2016	16326	673274	41.24
2016-2017	11219	317706	28.32
2017-2018	6038	318034	52.67
2018-2019	3469	257075	74.11
2019-2020	5711	264969	46.40
2020-2021	11648	392988	33.74
2021-2022	13137	396637	30.19

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

Above table indicates the average number of employment days provided per HH from 2015-16 to 2021-22 financial year in the Krishnagar II block. In the 2015-16 financial year, the average number of employment days per HH was 41.24 in this block. But in 2016-2017, the average number of employment days per HH decreased compared to the previous financial year, and it was only 28.32 days. Next year, 2017-18, again, average employment days per HH increased compared to the previous two financial years and it became 52.67 days. In the 2018-19 financial year, again, the average employment days per HH gradually increased. It was the highest average employment days per HH of all financial years, and it was 74.11 days. But 2019-20 financial year, again, the number of average employment days per HH gradually

decreased and became only 46.40. Next financial year, in 2020-21, again, the average employment days per HH gradually decreased and became only 33.74. But last financial year in 2021-22, average employment days per HH decreased more compared to the previous financial year. This year, the study block has been able to provide employment for only average of 30.19 days per HH. So, from this table, it is very clear that the average number of employment days per HH continued to decrease from the 2018-19 financial year to the present year. The rapid progress of this block depends on more employment days for the households.

Table No.- 4.12

Average No. of Employment Provided per Individual from 2015-16 to 2021-22.

Financial Year	Average no. of employment days provided per Individual from 2015-2022.		
	Total no. of persons provided employment	Total cumulative no. of employment persondays	Average employment No. of days per person
2015-2016	26784	673274	25.14
2016-2017	17234	317706	18.43
2017-2018	9161	318034	34.72
2018-2019	5190	257075	49.53
2019-2020	7827	264969	49.53
2020-2021	15536	392988	25.30
2021-2022	17320	396637	22.90

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

From the above table, it is noticed that an average number of employment days were provided per individual from 2015-16 to 2021-22 financial year in Krishnagar II block. In the 2015-16 financial year, the average number of employment days per individual was 25.14 in this block. In this year, 26784 people got employment, an average of 25.14 days, under MGNREGA in Krishnagar II block. In 2016-2017, the average number of employment days per individual decreased compared to the previous financial year, reaching only 18.43 days. But the next year, in 2017-18, the number of average employment days per individual increased compared to the



previous two financial years, and it became 34.72 days. Again, in the 2018-19 financial year, the number of employment days per individual gradually increased. It was the highest average employment days per individual of all financial years, and it was 49.53 days. This year, Krishnagar II block has been able to provide employment for an average of 49.53 days per individual. But in the 2019-20 financial year, the number of employment days per individual was the same to the previous financial year. It was 49.53 days per individual. In this financial year, 7827 persons got 264969 persondays of employment, by average of 49.53 days. But in the next financial year, 2020-21, the average employment days per individual decreased more, and it became only 25.30. In this year, Krishnagar II block has provided employment to 15536 individuals, total of 392988 employment persondays. But last financial year in 2021-22, average employment days per individual decreased more than the previous all-financial year. This year, the study block has been able to provide employment for only an average of 22.90 days per individual. So, from this table, it is very clear that in the last two financial years, most of the people have participated in MGNREGA work in Krishnagar II block. The rapid progress of this block depends on more employment days.

**No. of HH Completed 100-days of Work and Land Reform/IAY under MGNREGA in Krishnagar-II Block:**

Table No.- 4.13

NO. of Household Completed 100 Days MGNREGA Work in Krishnagar-II Block.

No. of household completed 100 days MGNREGA work	
Employment Year	No. of households completed 100 days of work
2015-2016	658
2016-2017	190
2017-2018	142
2018-2019	538
2019-2020	141
2020-2021	158
2021-2022	57

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

From the above table, it is observed how many households have completed 100 days of work under MGNREGA in the Krishnagar II block. In 2015-2016, 658 households completed 100 days of employment under MGNREGA in Krishnagar II block. Next financial year, in 2016-2017, only 190 households got 100 days of employment. In 2017-18, only 142 households completed 100 days of employment. It was a little different from the previous fiscal year. But in 2018-19, again, the number of households who were 100 days of work completed was higher compared to the previous financial year, and it was 538 HHs. In the 2019–20 financial year, this block has provided 100 days of MGNREGA work to only 141 rural households. The number of 100 days of work completed households increased slightly from the previous fiscal year to 158 in 2020-21. Last financial year, in 2021-22, only 57 households were completed 100 days of employment under MGNREGA in Krishnagar II block. It has a good impact on rural economic growth. Economic growth increases employee's productive capacity, higher expenditure on health, and their children's education.

Table No.- 4.14

No. of Households Beneficiary from Land Reform (IAY) in Krishnagar-II Block.

No. of household beneficiary of land reform (IAY)	
Financial Year	No. of HH which are beneficiary of land reform /IAY
2015-2016	883
2016-2017	589
2017-2018	256
2018-2019	173
2019-2020	00
2020-2021	00

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

The above table shows the number of beneficiary households from land reform/IAY under MGNREGA varies in Krishnagar II block. In the 2015-16 financial year, 883 households benefited under MGNREGA in Krishnagar II block. However, the number of land reform/IAY-benefited households under MGNREGA were gradually decreased from the next year in Krishnagar II block. In 2016-17, the number of land reform-benefited households were 589. But the next financial year, in 2017-18, the number of land reform-benefited households came down to 256. Later in 2018-19, only 173 rural households have benefited from MGNREGA land reform activities in Krishnagar II block. But 2020-21 to 2021-22 both financial years, the

land reform activities were not done in Krishnagar II block, and it became 00. Though, in past, a small number of households were received the land reform opportunity, it is now stopped in the study block. Therefore, in the last two financial years, no households benefited from land reform opportunities under MGNREGA in Krishnagar II block.

**Utilisation and Disbursed of MGNREGA fund (in Lakhs) for Labour Expenditure and Material Expenditure in Krishnagar-II Block:**

Table No.- 4.15

MGNREGA's Fund Utilised (in Lakhs) Against Availability Fund from 2015-16 to 2021-22 in Krishnagar-II Block.

Utilisation of MGNREGA fund (in Lakhs) against availability fund			
Financial Year	Fund available (GT)	Fund Utilised (GT)	Fund utilisation percentage
2016-2017	1011.25	1001.96	99.08
2017-2018	694.96	696.95	100.27
2018-2019	431.25	422.83	98.05
2019-2020	470.49	470.53	100.01
2020-2021	712.83	707.59	99.26
2021-2022	728.63	727.83	99.89

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

The above table indicates fund utilisation against the availability of total funds under MGNREGA in Krishnagar II block from the financial year of 2016-17 to 2021-22. In 2016-17, fund utilisation per cent was 99.08 based on funds utilised against the availability of total funds. As 1001.96 lakhs of rupees were utilised against the availability of total of 1011.25 lakhs of rupees. Next financial (2017-18) year, fund utilisation per cent was more increased and became 100.27 per cent. It was 2.43 lakhs more than the availability of the total funds. Therefore, there were 2.43 lakh payments due in this year. But in the next financial year 2018-19, the per cent of fund utilisation was very slightly decreased and came down to 98.05. In 2019-20, fund utilisation again increased and became 100.01 per cent. Like 2017-18, 2019-20 financial years, fund utilisation was higher than the availability of total funds. Therefore, there were 0.14 lakh payments due in this year. In 2020-21 financial year, 707.59 lakhs of money were utilised against the availability of a total fund of 712.83 lakhs. This year, the percentage of funds utilised was 99.26. Last financial year, in 2021-22, Krishnagar II block utilised 99.89 per cent

of funds against the availability of funds under MGNREGA. It is also more than the previous financial year. That is why economic growth is developing in this study area. Economic growth increased productive capacity and rural development. So, it is clear that Krishnagar II block is showing overwhelming performance in this regard. It is also observed that a vast amount of fund was released in the Krishnagar II block, which may be due to the early submission of utilisation of fund to the Central Government and good coordination among the implementing officials (GP to Block, Block to District, District to State, State to Central Government etc.).

Table No.- 4.16

MGNREGA Fund Disbursed for Labour Expenditure and Material Expenditure in Krishnagar-II Block from 2015-16 to 2021-21.

Financial Year	Labour expenditure (In lakhs)	Material expenditure (In lakhs)
2016-2017	741.81	252.37
2017-2018	55.21	141.74
2018-2019	348.11	74.72
2019-2020	412.90	57.62
2020-2021	668.91	38.67
2021-2022	689.40	28.35

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

From the above table it has been shows how much MGNREGA funds were disbursed for labour and material purposes from 2016-17 to 2021-22 in the Krishnagar II block. It is also observed that a large amount of funds is released in the Krishnagar II block due to early submission of utilisation funds to the central government and good coordination among the implementing officials. Labour costs were 548.26 lakh and material costs were 143.18 lakh in the 2016-17 fiscal year. But in the next financial year, 2017–18, labour expenditure was lower than material expenditure. As labour expenditure was only 55.21, it was the lowest labour expenditure of all the financial years. But this year, material expenditure was so high (141.74 lakh), almost double than labour expenditure in 2017-2018. This material expenditure was higher than other financial year's material purposes. In 2018-2019 financial year, labour expenditure as well as material expenditure were 348.11 and 74.72. This year, labour expenditure increased but material expenditure decreased compared to the previous financial year. In the 2019-20 financial year, also, labour expenditure increased but material expenditure decreased compared to the previous financial year. It became 412.90 lakh labour budget and 57.62 lakh material expenditure in this year. In 2020-21, labour expenditure was high at 668.91 lakh, but material

expenditure decreased. Last year, in 2021-22, again, both (labour and material) expenditures decreased compared to the previous financial year, and it became 689.40 lakh and 28.35 lakh, respectively. This table indicates that most of the money has utilised for labour purposes rather than material purposes. It is also clear that labour expenditure was higher than materials expenditure.

Table No.- 4.17

No. of Participating Household (In Thousands) under MGNREGA Work.

No. of participating household (In Thousands) under MGNREGA work.			
Financial Year	Total No. of registered rural households (In Thousands)	Total rural households worked in MGNREGA (In Thousands)	participation rate
2015-2016	30852	16326	52.92
2016-2017	30570	11219	36.70
2017-2018	28792	6038	20.97
2018-2019	28884	3469	12.01
2019-2020	29292	5711	19.50
2020-2021	30122	11648	38.67
2021-2022	32815	13137	40.03

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

From the above statistic, it is clear that the participation rate of households (in thousands) under MGNREGA employment in Krishnagar II block from 2015-16 to 2021-22. 16326 households out of 30852 registered households in Krishnagar block who participated in MGNREGA in the 2015-16 financial year. In this financial year, the percentage of household participation was 52.92. In the next financial year, 2016-17, 11219 households out of 30570 registered HHs were participated in MGNREGA work in Krishnagar II block. So, this year, participation was decreased in MGNREGA work. In 2017-18, household participation fell again from the previous two fiscal years to 20.97. In 2018-19, again, only 3469 households out of a total of 28884 registered households participated under MGNREGA work in the study area. So, most of the households didn't participate in MGNREGA work in this financial year. The per cent of household participation under MGNREGA work decreased most significantly at 12.01 per cent in this year. But in 2019-20, this participation rate was again gradually increased, reaching 19.50 per cent. In the next financial year 2020-21, household participation in MGNREGA work was again increased than the previous financial year, and it became 38.67 per cent. This year, 11648 households out of 30122 registered HHs participated in MGNREGA work in the study

block. Last financial year, in 2021-22, again, per cent of household participation rate under MGNREGA work increased compared to the previous five financial years, and it became 40.00 per cent. In this year, 12248 households out of 30622 registered households participated in MGNREGA work in the Krishnagar II block. So, it clears that the per cent of household participation rate under MGNREGA work decreased rather than increased from 2016-17 to 2019-20. Most of the households gradually regarded MGNREGA as an unfavourable project. Because they were reminded of MGNREGA as insufficient off-season work with delayed wage payments and chose alternative work over MGNREGA at this time. Krishnagar II block has been able to overcome this problem again after 2020-21. Therefore, household participation per cent again increased under MGNREGA work in the Krishnagar II block.

### **Various dimensions of MGNREGA during COVID-19:**

In rural areas, major livelihood activities are irregular, mainly due to seasonal fluctuations in agriculture and allied activities. This leads to a large labour force, especially the marginal labourers in migrants from their village. Many workers migrate to other parts of the country for work purposes. Lack of alternative work and livelihood are the primary causes of migration from rural areas. Most migrant workers are daily-wage earners. They can't live due to the absence of work for extended periods of COVID-19, which makes it difficult to afford the high cost in urban areas. The government of India (GoI) was compelled to resort to a series of curbs and lockdowns due to an uncontrollable rise in COVID-19 to protect against the spread of the novel coronavirus. It shows that millions of informal workers came back to their own villages due to the lockdown in the COVID-19 pandemic situation in 2020. Therefore, millions of workers suffered job losses from the first wave of novel coronavirus disease to the third wave of the novel coronavirus pandemic situation. The Mahatma Gandhi Rural Employment Guarantee Act (MGNREGA) emerged as a social safety network for distressed rural workers. This is also true in study areas. The Act generated the highest numbers of employment between May 2020 to June 2021 during the COVID-19 pandemic in study areas. In the 2020-21 financial year, Krishnagar II block had performed 1418 completed works and 2437 ongoing works. In the same financial year, the study block's employment opportunities for SC, ST, and women households were increased compared to the previous financial year. The no. of SC, ST, and women-employed households of Krishnagar II block were 2500, 128, and 5416, respectively. In 2020-21, the percentage of employment provided HH of study block increased

compared to the previous year. This year, the percentage of employment provided HH in the Krishnagar II block was 88.88 per cent. Krishnagar II block provided employment to 11648 households out of 13106 in this year. Next financial year, in 2021-22, again, the percentage of employment provided HH of Krishnagar block became increased. Krishnagar II block employment provided HH became 90.60 per cent. In 2021-22 financial year, Krishnagar II block was able to provide employment opportunities to 2307 SC households, 196 ST households, and 5988 women households. MGNREGA is promoting social inclusion and employment opportunities, reducing inequalities, and eradicating poverty for migrants or displaced persons in study areas. So, MGNREGA plays a durable role in protecting rural workers and reducing the prevalence of poverty in the study block. So, it is clear that MGNREGA played an important role during the pandemic, protecting the most vulnerable households from a significant loss of income.

Table No.- 4.18

MGNREGA's Completed and On-going Work during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	Completed work	On-going work
Pre-COVID-19 situation	2018-2019	1748	1583
	2019-2020	1248	1708
During COVID-19	2020-2021	1418	2437
	2021-2022	905	2085

(Source: Annual report, collected from Krishnagar-II Block Office in November 2022).

From above table, it is clear that both completed as well as on-going work gradually increased in the pandemic situation compared to the pre-COVID-19 period in the Krishnagar II block. In the financial year 2018-19, the total completed works were 1748 and 1583 on-going works. Next financial year, in pre-pandemic 2019-20, the total completed works were only 1248, and on-going works were 1708. In 2020–21 (the COVID-19 pandemic period), again, the total completed works increased by 1418 and 2437 on-going works compared to the previous year. In the financial year 2021-22 in Krishnagar II block, the total completed works became 905 and 2085 on-going works. So, from the above statistics, it was clear that more completed and on-going work by MGNREGA has emerged in the COVID-19 pandemic situation.

Table No.- 4.19

Employment Provided HH of SC during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	Employment provided HHs of SC
Pre-COVID-19 situation	2018-2019	1140
	2019-2020	1188
During COVID-19	2020-2021	2500
	2021-2022	2344

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

From the above table, it is clearly observed that the number of SC-employed HHs under MGNREGA increased from the pre-COVID-19 period to the COVID-19 period. In the 2018-19 financial year, the figures of SC-employed HHs were only 1140. In the next financial year (2019-20), the number of SC-employed HHs became increased and reached 1188. But in the 2020–21 pandemic situation, employment of SC HHs again increased, and it became 2500 HHs. In the 2021-22 financial year, employment of SC HHs was 2344, which is more than the pre-pandemic situation. So, from the above statistics, it is clear that most SC HHs have got MGNREGA work during the COVID-19 pandemic period compared to the pre-COVID situation. There is no doubt that SC HHs are more utilised from MGNREGA work in the COVID-19 pandemic situation.

Table No.- 4.20

Employment Provided HH of ST during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	Employment provided HH of ST
Pre-COVID-19 situation	2018-2019	53
	2019-2020	106
During COVID-19	2020-2021	128
	2021-2022	197

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

The above table indicates the number of ST-employment-provided households under MGNREGA employment from the pre-pandemic year to the pandemic situation in Krishnagar II block. In the pre-pandemic situation of the 2018-19 financial year, no. of ST-employed HHs were 53. In the 2019-20 fiscal year, the number of ST-employed HHs increased (106 HHs) more than the previous fiscal year. However, during the pandemic situation in 2020-21, employment-provided ST-HHs have increased and became 128 HHs. In the 2021-22 fiscal



year, again, the number of ST-employed HHs were more increased and reached 197 HHs. So, from above the table, it is clear that most of the ST HH got MGNREGA work during the pandemic period, compared to the pre-Covid-19 situation. Therefore, they (HHs) were more utilised in MGNREGA work during the crisis situation of the pandemic in Krishnagar II block.

Table No.- 4.21

Employment Provided HH of Women during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	Employment provided HH of women
Pre-COVID-19 situation	2018-2019	2351
	2019-2020	2940
During COVID-19	2020-2021	5416
	2021-2022	6184

Source: Annual report, collected from Krishnagar-II Block Office in December 2021.

From the above statistics, it is observed that the number of women employed households under MGNREGA increased from the pre-pandemic year to the pandemic situation in Krishnagar II block. The number of women employments in the preceding fiscal year (2018-19) was only 2351 HHs. The number of women employments in the pre-pandemic fiscal year 2019-20 increased to 2940 HHs. But during the pandemic situation in 2020-21, 5416 women households got employment. It was more than the previous two fiscal years. However, last financial year (2021-22), again, the number of women employed HHs increased to 6184. From the above table, it is clear that most of the women HHs got MGNREGA work during the pandemic period compared to the pre-Covid-19 situation. Therefore, they (women HH) were more utilised from MGNREGA work during the COVID-19 crisis situation in Krishnagar II block.

Table No.- 4.22

Disabled Participations under MGNREGA during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	No. of disabled Individuals
Pre-COVID-19 situation	2018-2019	16
	2019-2020	17
During COVID-19	2020-2021	22
	2021-2022	25

(Source: Annual report, collected from Krishnagar-II Block Office in December 2021).

From the above table, it is observed that the number of disabled beneficiaries who have participated in MGNREGA varies in Krishnagar II block from a pre-pandemic situation to a pandemic situation. In the pre-pandemic situation of 2018-19 financial year, the number of disabled beneficiaries was only 16. In 2019-20, the participation of disabled beneficiaries increased than previous year. This year, 17 disabled persons have participated in study block MGNREGA work. But during the pandemic situation from 2020-21 to 2021-22, both financial years, the number of disabled person's participation was increased under MGNREGA activities, and it became 22 and 25 according to the pre-pandemic situation. So, from the above table, it is clear that more disabled people have got MGNREGA work during the pandemic period than pre-COVID-19 situation. Therefore, they were more utilised from MGNREGA work during the crisis situation of the COVID-19 pandemic in Krishnagar II block.

Table No.- 4.23

Employment Provided HH Against Demanded during COVID-19 in Krishnagar-II Block.

Periods	Financial Year	No. of employment demanded HHs	No. of employment provided HHs
Pre-COVID-19 situation	2018-2019	3730	3469
	2019-2020	6638	5711
During COVID-19	2020-2021	13106	11648
	2021-2022	14169	13137

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

The above table shows the number of HHs provided employments against demanded under MGNREGA during the pre-pandemic situation and pandemic situation in Krishnagar II block. In the pre-pandemic fiscal year 2018-19, there were 3469 employment-provided HHs versus 3730 employment-demanded HHs. In 2019-20, Krishnagar II block was able to provide employment to only 5711 rural HHs, against 6638 demanded HHs. During the pandemic situation in 2020-21, the number of employed HHs increased more than in the pre-pandemic situation. This year, Krishnagar II block has given employment to 11648 rural HHs against 13106 demanded HHs. In the pandemic situation 2021-22, again, the number of employment provided households were more increased than all of the previous financial years. However, in 2021-22, this block has given employment to 13137 rural HHs against 14169 demanded rural HHs under MGNREGA. So, from the above statistic, it was observed that employment

demanding HHs as well as benefited employment HHs were the highest numbers in the COVID-19 pandemic situation.

Table No.- 4.24

Labour Expenditure (In lakhs) during COVID-19 in Krishnagar-II Block.

Period	Financial Year	Labour expenditure (In lakhs)
Pre-COVID-19 situation	2018-2019	348.11
	2019-2020	412.90
During COVID-19	2020-2021	668.91
	2021-2022	689.40

(Source: Annual report, collected from Krishnagar-II Block Office in October 2021).

From the above table it has been shown how MGNREGA funds were disbursed for labour expenditure purposes during pre-COVID-19 period and COVID-19 period. It is also observed that a huge amount of MGNREGA funds are disbursed for labour purposes during the COVID-19 pandemic situation in Krishnagar II block. As in the pre-Covid-19 situation, from 2018-19 to 2019-20, labour expenditure was 348.11 lakhs and 412.90 lakhs, respectively. In two financial years in the pandemic situation, the expenditure of MGNREGA's labourers became more increased by 600.35 lakhs and 658.22 lakhs in 2020-21 and 2021-22, respectively. From this table, it is clear that most of the money utilised for labour wages in the COVID-19 pandemic situation. So many labourers were utilised under MGNREGA work during the pandemic situation in Krishnagar II block. As many workers were participated in MGNREGA work during the COVID-19 pandemic situation in Krishnagar II block than others.

### Some Important Findings were followed From the Field Survey

The field-survey was supplemented by the discussions with MGNREGA-wage earners, local officials (Panchayat, Block office), and direct observations during field visits.

### Various Views of MGNREGA Performance in Krishnagar II Block.

Table No.- 4.25

Awareness of MGNREGA Act and 100 Days Work in Krishnagar-II Block.

No. of respondent awareness about MGNREGA Act and 100 days of work in Krishnagar-II Block							
Panchayat Name	Belpukur	Dhubulia-I	Dhubulia-II	Noapara-I	Noapara-II	Sadhanpara-I	Sadhanpara-II

No. of respondent awareness of NREGA Act	00	00	01	00	02	01	00
No. of respondent awareness of 100 days of work	25	25	24	25	23	24	25
Total respondent	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

The above table shows most of the people of Krishnagar II block were unaware of the MGNREGA Act or MGNREGA works. According to the results of the field survey, the people of Krishnagar II block are unaware of the MGNREGA Act. Most of the people in Krishnagar II block know MGNREGA work as 100 days of work, or Mati kata kaj. Only 4 respondents (2.29%) in this block are aware of MGNREGA work. But the rest of the 171 people (97.71%) in this block are don't aware of MGNREGA work but 100 days of work, or Mati kata kaj. Only 2 respondents (out of 25) from the Noapara-II panchayat of Krishnagar II block are aware of the MGNREGA Act. It is followed by Dhubulia II and Sadhanpara-I panchayats in this block. The rest of the panchayat people in this block aren't aware of the MGNREGA Act, but 100 days of work.

Table No.- 4.26

Respondents Awareness about MGNREGA's Written Application of in Krishnagar-II Block.

Table No.-3.26	Respondents awareness of MGNREGA written application						
Panchayat Name	Belpukur	Dhubulia -I	Dhubulia -II	Noapara-I	Noapara-II	Sadhanpara -I	Sadhanpara-II
No. of respondents who are aware of MGNREGA work written application	00	00	00	00	00	00	00
No. of respondents who are not aware of written application needs	25	25	25	25	25	25	25
No. of respondents who are don't know to write	09	07	06	12	11	10	11

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

A written application is an important part of getting MGNREGA employment. From the survey, it was clear that no one in the Krishnagar II block had ever submitted written applications. Awareness campaigns about written applications are not arranged by any panchayat in the Krishnagar II block. The total respondents (100%) in Krishnagar II block said they were not aware of the written application needed to get MGNREGA employment. However, only 66 (37.71%) out of 175 respondents in this study block said they didn't know how to write an MGNREGA application. Most of the respondents in the study block who applied for work said they did so orally. No one didn't demand work with a written application. They are applied orally or spoken only. In official statistics, oral applications do not show up. This is reflected in the MGNREGA annual report for 2021-22 where the total number of households demanding work is 14169 and the employment available number is almost the same at 13137. However, as a field survey shows, the majority of respondent demand is oral and not recorded.

Table No.- 4.27

Respondent's awareness of MGNREGA provisions in Krishnagar-II Block.

Respondent's awareness of MGNREGA provisions in Krishnagar-II Block							
Panchayat Name	Belpukur	Dhubulia -I	Dhubulia -II	Noapara- I	Noapara- II	Sadhanpara -I	Sadhanpara -II
No. of respondents who said Gram Sabha meetings were held in MGNREGA purposes	00	00	00	00	00	00	00
No. of respondents who said MGNREGA will be useful if implemented properly	25	25	25	25	25	25	25
No. of respondents who said they will migrate even if NREGA is properly implemented	02	03	04	02	03	02	01
No. of respondents who are unaware Unemployment allowance	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

The above table shows the no. of respondent of all panchayats in Krishnagar II block agrees that Gram Sabha meetings were held for MGNREGA purposes over the past year. But Gram Sabha meetings are very essential for the success of the Act. The survey shows that all 175 (100%) people in Krishnagar II block said that MGNREGA would have been useful if it provided regular work and wage payments without any defects. At the same time, 17 (9.71%)

respondents from the Krishnagar block said that they would migrate even if MGNREGA was implemented without any defects. Without regular and adequate work and timely payment, Krishnagar II block's people are forced to migrate and seek alternate employment. From the tables, it is also clear that 100 per cent of Krishnagar II block's people were unaware of the unemployment allowance. But unemployment allowance is an important part of this act. If the government is not able to provide employment within fifteen days after accepting an employee's written application, then the government is bound to give an unemployment allowance.

Table No.- 4.28

Employee's Educational Qualification under MGNREG Scheme in Krishnagar-II Block.

Educational qualification of participating employee under MGNREGA in Krishnagar-II Block							
Educational Status	Belpukur	Dhubulia -I	Dhubulia -II	Noapara-I	Noapara-II	Sadhanpar a-I	Sadhanpara-II
Illiterate	09	07	06	12	11	10	11
1-4 standard	10	09	08	07	08	09	08
5-9 standard	07	06	07	06	05	05	06
10-12 standard	00	03	04	00	01	01	00
Graduate	00	00	00	00	00	00	00

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

The field survey data has been discussed in above table. This table shows most of the respondents in the study block were illiterate rather than literate under MGNREGA. From the table, it is clear that 56 out of 175 (37.71%) participants were illiterate under Krishnagar II block MGNREGA. In addition, among the 175 respondents in this block, 59 (33.71%) respondent participants are 1-4 standard, 42 respondents (24%) are 5-9 standard, and only 09 respondents (5.14%) are 10-12 standard. However, no participating respondent was a graduate of MGNREGA in the Krishnagar II study block. From the field survey, it was also clear that illiterate respondents were attached more under MGNREGA in the study block. It's followed by 1-4 standard respondents, then 5-9 standard respondents, and again 10-12 standard respondents.

Table No.- 4.29

## Employee's Skill under MGNREGA in Krishnagar-II Block.

Table No.- 3.29	Employee's skill under MGNREGA in Krishnagar-II Block.						
Panchayat Name	Belpukur	Dhubulia-I	Dhubulia-II	Noapara-I	Noapara-II	Sadhanpara-I	Sadhanpara-II
No. of respondents who had some skill	01	02	01	01	00	01	02
No. of respondents who were Un-skill	24	23	24	24	25	24	23
Total respondents	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

From the above table, it can be said that most of the respondents (167 out of 175) were unskilled. The majority of people (167 out of 175) under Krishnagar II block are unskilled. They can't demand any other technical work than labour. Only two panchayats, Dhubulia-I and Sadhanpara-II (both 02 out of 25 respondents) have little skill. However, the rest of the panchayats (Belpukur, Dhubulia-II, Noapara-I, and Sadhanpara-I) also followed a somewhat satisfactory (one respondent) trend in this regard. They are participating in this project for the supervisor. Again, many skilled people cannot participate in this project. They want a better job than MGNREGA.

Table No.-4.30

## Respondent's MGNREGA Work Record in Krishnagar-II Block.

Employees job card with MGNREGA work updated record in Krishnagar-II Block							
Panchayat Name	Belpukur	Dhubulia-I	Dhubulia-II	Noapara-I	Noapara-II	Sadhanpara-I	Sadhanpara-II
No. of respondents who had job card	23	24	24	24	22	24	24
No. of respondents who had work updated record in job card	20	23	23	23	21	23	24

(Source: Compiled by researcher on the basis of field survey conducted in April 2022).

One of the formalities that are essential to get MGNREGA work is the making of a job card. Each family has one job card with family details and a bank account on it. A job card is a record

of the number of employment days of an employee. From the table, it was clear that the majority (165 out of 175) people have a job card with 157 (89.71%) people have work-updated reports on their job cards. In Noapara-II and Belpukur, both panchayats have the lowest job cards and work-updated reports among the others because of their low level of awareness about MGNREGA. Only 22 people (88%) in the Noapara-II panchayat have a job card, but 21 people (84%) have work-updated reports. But only 20 people (80%) in Belpukur panchayat have work-updated reports. Awareness campaigns are an urgent requirement for getting a job card.

Table No.- 4.31

No. of Employment Days of the Respondents under MGNREGA in Krishnagar-II Block.

No. of employment days of the participating employees under MGNREGA in Krishnagar-II Block							
Days	Belpukur	Dhubulia -I	Dhubulia -II	Noapara- I	Noapara- II	Sadhanpara- I	Sadhanpara-II
0-20 days	14	19	19	21	21	21	20
21-40 days	03	03	04	01	01	01	02
41-60 days	01	02	02	03	00	00	00
61-80 days	00	00	00	00	00	00	00
81-100 days	00	00	00	00	00	00	00
No work	07	01	00	00	03	03	03

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

MGNREGA was introduced in Krishnagar II block of Nadia district during the FY 2006-07. It is evident from the above table that only few respondents (08) got employment for 41-60 days under MGNREGA in Krishnagar II block. No respondents didn't get more than 61 days of employment under MGNREGA in Krishnagar II block. From the field survey, it was clear that 135 out of 175 respondents (77.14%) in this block got only up to 20 days of job opportunities. Only 15 respondents (8.57%) got 21- 40 days of MGNREGA employment in all panchayats of Krishnagar II block. It is evident from the above table that only 8 respondents (3.43%) received MGNREGA job opportunities for only 41-60 days. However, 17 respondents (9.7%) from Krishnagar II block didn't get any job opportunities under MGNREGA. According to the official record, 57 households have received 100 days of employment in the 2021-22 financial year. However, according to the field survey, the employment days of respondents under MGNREGA were very low compared to the official record in the Krishnagar II block.



Table No.- 4.32

Respondents Concept about MGNREGA Work and Wage Payment in Krishnagar-II Block.

Respondents concept about work, payment of MGNREGA in Krishnagar-II Block							
Panchayat Name	Belpukur	Dhubulia -I	Dhubulia -II	Noapara- I	Noapara- II	Sadhanpara -I	Sadhanpara- II
No. of respondents who said they got MGNREGA work	18	24	25	25	22	22	22
No. of respondents who got full payment	15	17	17	15	16	18	19
No. of respondents who said regular, timely work was not given	25	24	24	24	25	23	24
No. of respondents who said payment was not received in timely	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

From the above table it is clear the respondent's view about MGNREGA work and wage payment in Krishnagar block. The survey shows respondent's perceptions about the number of employment days they got were far less than 100 days. Therefore, the people of Krishnagar block are losing faith in MGNREGA work and going for other private works. The above table shows that 158 (out of 175) respondents (90.29%) in Krishnagar II block got MGNREGA work, but 117 respondents (66.86%) received full wage payment. 17 respondents (9.71%) in the study block did not get any work or payment. Dhubulia-II and Noapara-I panchayats of Krishnagar II block have the highest employment and wage payments. As the table shows, all panchayat people in Krishnagar II block have the same opinion about MGNREGA work (96.57%) or wage payment (100%) not being provided in a timely manner. No respondent has taken advance wages from the MGNREGA project in Krishnagar II block. But the regular, adequate quantum of work and timely wage payment are very crucial to the success of MGNREGA. Without timely work and wage payment, Krishnagar II block's people are forced to migrate and seek alternate work.

Table No.- 4.33

**MGNREGA Wage Payment According to Respondents in Krishnagar-II Block.**

MGNREGA's wage payment according to respondents in Krishnagar-II Block							
Months	Belpukur	Dhubulia-I	Dhubulia-II	Noapara-I	Noapara-II	Sadhanpara-I	Sadhanpara-II
0-2 Months	08	09	07	09	08	09	10
3-4 Months	07	05	10	06	08	10	08
5-6 Months	03	07	06	07	06	03	03
7-8 Months	05	04	02	03	02	03	02
9-10 Months	02	-	-	-	01	-	02
11-12 Months	-	-	-	-	-	-	-
Total Respondents	25	25	25	25	25	25	25

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

It is evident from the field survey data that only 34.28 per cent of respondents had received MGNREGA wage payment within 2 months in the study block. 40 per cent employees of Sadhanpara-II GP of study block had got wage payments within 2 months. It was followed by Sadhanpara-I, Noapara-I, and Dhubulia-I about 36 per cent. In addition, 30.86 per cent of respondents of the study block received wage payments within 3-4 months and 20 per cent of respondents got MGNREGA wage payments within 5-6 months. Only 12 per cent of respondents of the study block had received wage payments within 7-8 months, and the rest 2.86 per cent of employees had received wage payments within 9-10 months. From the table is clear that only 1.14 per cent of workers of Belpukur GP and Sadhanpara-II of the study block received payment very late, within almost 9-10 months. It is followed by the Noapara-II-gram panchayat of this block.

**Respondents Age, Caste, Gender, and Religion and Marital Status under MGNREGA Employment in study Krishnagar-II Block.**

Table No.-4.34

**Respondent's Age under MGNREGA in Krishnagar-II Block.**

Respondents age under MGNREGA in the study Krishnagar-II Block		
Age of the respondents	Number of respondents	Percentage (%)
Below 18 Year	06	3.43
18-34 Year	43	24.57

35-52 Year	78	44.57
53-70 Year	48	27.43
Total respondents	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022)

The above table shows which age group of respondents mostly participated under MGNREGA in the study block Krishnagar II. From the table, it was clear that 44.57 (78 respondents) per cent of respondents who participated were 35-52 years old. It was the highest percentage among the participants. In addition, 27.43 (48 respondents) per cent of respondents were in the age group of 53-70 years old, and 24.57 (43 respondents) per cent were 18-34 years old. Only 3.43 (06 respondents) per cent of respondents were under 18 years old in the study block. So, it may come as a surprise that most of the participants were middle-aged (35-52 years old) in the study block. However, the participation rate below 18 years old is comparatively low in this study area.

Table No.-4.35

Respondent's Caste under MGNREGA in Krishnagar-II Block

Respondent's caste under MGNREGA in Krishnagar-II Block		
Caste of the respondents	Number of respondents	Percentage of respondents (%)
SC	36	20.57
ST	12	6.86
OBC	73	41.71
General	54	30.86
Total	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

MGNREGA is a unique job guarantee scheme that gives legal entitlement to each (category) rural household to get 100 days of employment in a financial year. The percentage of respondents who participated in MGNREGA in Krishnagar II block was clear from the table above. The field survey shows that the majority (41.71%) of the respondents belong to the other backward class (OBC) population. It is followed by the 30.86 per cent general category out of a total of 175 respondents. The rest of the participant categories under MGNREGA in the study block are SC and ST communities. The percentages of SC and ST are 20.57 and 6.86, respectively. It reflects that the studied block is numerically dominated by OBC communities.

Table No.- 4.36

## Respondent's Gender under MGNREGA in Krishnagar-II Block.

No. of respondent's gender under MGNREGA in Krishnagar-II Block		
Gender	Number of respondents	Percentage of respondents (%)
Male	82	46.86
Female	93	53.14
Total respondents	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

MGNREGA is a universal job guarantee scheme for every rural person, like men and women, which gives a legal guarantee for each rural household to get 100 days of employment in a financial year. There is no bondage or discrimination between men and women under MGNREGA. From above the table, it was clear that the percentage of participants under MGNREGA in Krishnagar II block. The field survey shows that 53.14 per cent of the respondents belong to the female population and 46.86 per cent of respondents are males under MGNREGA in the study block. So, female respondents participated more than male participants under MGNREGA in the study block.

Table No.-4.37

## Respondent's Religion under MGNREGA Work in Krishnagar-II Block.

Religion of the respondents under MGNREGA in Krishnagar-II Block		
Religion	Number of Respondents	Percentage (%)
Hindu	91	52
Muslim	84	48
Total	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

According to the 2011 census of India, 57.02 per cent of the population were Hindu, 42.84 per cent were Muslim, and 0.14 per cent were other. But from the field survey, it was clear that the participation of both communities, Hindu and Muslim, are almost the same under MGNREGA in the study block. From the above table, it can be said that 52 per cent of the Hindu population and 48 per cent Muslim population have participated under MGNREGA in the study block. In spite of the fact that Hindu communities numerically dominated the block, the participation of the Muslim community was also satisfactory under MGNREGA in the study block.

Table No.- 4.38

## Marital Status of Participating Women under MGNREGA in Krishnagar-II Block.

Category of participating women under MGNREGA work		
Categories of Women	No. of respondents	Percentage of respondents (%)
Unmarried	02	2.15
Married	53	56.99
Widow women	38	40.86
Total women	93	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

From the table, it is clear which category of women participated most under MGNREGA in the study block. From the field survey, it can be said that most of the participating women are in the married category in the study block MGNREGA. 56.99 per cent of participating women under MGNREGA were married. It follows by 40.86 per cent category of widowed women. Very few unmarried women had participated in MGNREGA in the study block. The percentage of unmarried women who participated was only 2.15. It reflects that the studied block is numerically dominated by 56.99 per cent married women out of 93 respondent participated women.

Table No.- 4.39

## Worksite Facilities under MGNREGA in Krishnagar-II Block.

Facilities	Number of respondents	Percentage of respondents (%)
Drinking Water	22	12.57
Rest Period	77	44
First Aid	00	00
Creche	00	00
Not facility	76	43.43
Total	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

As per MGNREGA guidelines, there is a provision of facilities for its employees, with regard to safe drinking water, a period of rest, first aid, and creche facilities at the MGNREGA work site. Overall, 44 per cent of workers of Krishnagar II block were provided with a period of rest, and 12.57 per cent of respondents received only a drinking water facility. However, very few (12.57%) of the study block's respondents have received drinking water facilities. No other facilities were available in the study Krishnagar II block except drinking water and periods of

rest under MGNREGA. Above the table, it is also clear that only 43.43 per cent of Krishnagar II block workers didn't get any facilities under MGNREGA. No respondent in the study block has received first aid or creche facilities.

Table No.-4.40  
Income Source of the Respondents in Krishnagar-II Block.

Income sources of the respondents in Krishnagar-II Block		
Income Sources	No. of respondents	Percentage (%)
Agri. Labour	109	62.28
Small own Farming	55	31.43
Small shop owners	04	2.29
Others	07	4.00
Total	175	100

(Source: Compiled by researcher on the basis of field survey conducted in October 2022).

From the field survey, it is clear that most of the respondents were marginal laborers or very small farmers, and their main source of income was agriculture. As 62.28 per cent of respondents were agricultural laborers. It was followed by 31.43 per cent of respondents who were very small farmers. They can't do anything without agricultural activities as unskilled labour. Only 2.29 per cent of respondents were small shop owners in the study block, and the rest 4 per cent of respondents were engaged as barbers, fishermen, and contractors. In addition, one or two persons were earning members of the family in the Krishnagar II block. MGNREGA work could be a big help for such families who were small or marginal farmers, depending mostly on the farming income.

## Select Case Studies in Krishnagar-II Block.

Dipu Kundu, Tatla, Krishnagar-II Block.

She is Dipu Kundu, 56 years old. Her husband's name is Karan Kundu. She is residing in village: 1/24 Tatla, P.S-Dhubulia, under Krishnagar II block of Nadia District. She belongs to a poor family consisting of four members. Besides husband-wife, her mother and only daughter are present in her family. She faces great difficulty in maintaining her family smoothly. She was an active MGNREGA labour and spends her family expenses and daughter's educational expense with the wage she earns from MGNREGA. She has earned Rs. 5000/- in conducting MGNREGA work actively in 2018-19 financial year. Now, she has been running a tea shop along with pan-masala by the money she earns from MGNREGA. At present she is enjoying a comfortable life from her income at least Rs. 400/- per day as a tea seller. As a result of this presently she doesn't work as a MGNREGA labour. As her income as a tea seller is sufficient in maintaining her family expenses, therefore she is exceedingly proud of this MGNREGA project, because it helps to a considerable extent for their social existence and identity.

(Source: Compiled by researcher on the field survey conducted on November 2022, in 1/24, Tatla).



Ajjul Sekh, Bartala in Krishnagar-II Block.

He is Ajjul Sekh (39 years), and resides in village Bartala, Dhubulia-I gram panchayat under Krishnagar II block. He was living an unhappy poor life with his wife and only son Rihan Sekh. He has very limited agricultural property. From 2015-16 to 2018-19, he worked as a labour in MGNREGA and got almost Rs. 13,000/-, which was invested in agricultural purposes. As a result, he has got sufficient money from vegetable cultivation. But in 2020-21, he didn't get any sufficient work from MGNREGA. In this context, he faced various problems in maintaining household expenses. Then he purchases a toto van. Now, he is earning Rs. 600-700 from toto van in daily. This money is sufficient for his family. He has admitted only his Rihan Sekh (4 years) in nursery Adamas



English Medium School. He is enjoying a happy life today. MGNREGA scheme has played a very important role in his life regarding his social identity. At present he is not willing to participate in the MGNREGA scheme as his household is going smoothly with his present income.

(Source: Compiled by researcher on the field survey conducted on November 2023, in Bartala, Dhubulia-I -GP).

#### Sanjib Biswas, Bartala, in Krishnagar-II Block

He is Sanjib Biswas (53-years), residing in village 7 No. plot of bartala, Dhubulia-I-gram panchayat under Krishnagar II block belongs to a poor family consisting of five members. Besides husband-wife, his father-mother and only daughter are present in their family. Earlier, Sanjib and his father used to work under MGNREGA and this project is a keystone of success in their life. He is spending the money earns from MGNREGA not only in purchasing better quality seed and fertiliser for agricultural purposes but also for his daughter educational expenses. At



present, Sanjib Biswas is conducting as contractual Group-D night guard employee in Krishnagar Women's College. His only daughter Keka Biswas passed Higher Secondary from Deshobandhu High School, and admitted in B.A course at Krishnagar Women's College with Political Science honours. The money earns by him from MGNREG scheme helped him a lot in maintaining his family expenses. Apart from his contractual night guard employment he has also opened a lottery shop.

(Source: Compiled by researcher on the field survey conducted on November 2023, in Bartala, Dhubulia-I -GP).



Akhil Pramanik, Kamarhati in Krishnagar-II Block

He is Sri Akhil Pramanik (45 years), son of Sri Anil Pramanik residing in Kamarhati village, under Krishnagar II block of Nadia District, belongs to an economically backward family consisting of five members including his father, wife and his two daughters, named Annesha Pramanik and Ankita Pramanik. Both Akhil and his father were active MGNREGA labour and earned some money (approximate Rs. 3000/-) in financial year 2015-16. He has utilised this money



in opening a saloon and is smoothly maintaining both his family expenses. At present his regular income from this shop is approximately Rs. 700/- as a result of which MGNREGA work is not essential for him. He is very proud of this MGNREGA project, because it helps him a lot in maintaining his family expenses smoothly from the money he earns from the saloon.

(Source: Compiled by researcher on the field survey conducted on August 2023, in Gournagar, Noapara-I -GP).

Manoj Sarkar, Talban, Noapara -II-gram panchayat, Krishnagar-II Block.

This is Manoj Sarkar (42 years). He is residing in Talban village, P.S- TV Hospital, Noapara-II-gram panchayat under Krishnagar II block. He belongs to a middle-class family consisting of four members. Since he has family job card, he enjoys a lot of different suitable job in his area and he didn't attend MGNREGA work. In the past, he did attend NREGA project. He has taken a contract of few lands (18 Katha) with the money he earned from MGNREGA. He used this contractual land for vegetable cultivation. Now, he has admitted his only son in Krishnagar Govt. College. Beside study, his son is also conducting a coaching centre as a teacher. His son can be able to maintain the educational expenses and help his father. Therefore, now, Manoj Sarkar finds no need to attend the MGNREGA work.

(Source: Compiled by researcher on the field survey conducted on August 2023, in Talbagan, Noapara-II -GP).

Chandu Biswas, Gournagar, Noapara-I GP, Krishnagar-II Block.

Chandu Biswas (57 years), lives in Gournagar, Noapara-I GP, under Krishnagar II Block. Chandu Biswas has two daughters. His wife's prolonged illness for the last 8 years has affected his family as it was difficult to manage the household without an adult woman but somehow, he managed to have his daughters get married. Since Chandu Biswas has 2 bigha cultivation land and he does agricultural work during maximum time of the year therefore he can manage household expenses from the income earned from cultivation. But he does not have anything to do during off-peak periods and works in MGNREGA as supervisor. For the last 5 to 6 years he has done a fair amount of MGNREGA work. Last year he earned Rs. 6,000/-. He called that 150 households out of 200 can get MGNREGA work in every year in Noapara GP at home area. According to Chandu Biswas, MGNREGA income helped him purchase better quality seeds and fertilisers and increased household consumption.



(Source: Compiled by researcher on the field survey conducted on August, 2023, in Gournagar, Noapara-I -GP).

Gopal Adhikari Belgao Kunjo Palli, Dhubulia Bartala-I GP, Krishnagar-II Block.

Gopal Adhikari (58 years) belongs to other backward class consisting of four members. He has passed class nine. He has two children one son and a daughter. His only son has passed in M.A. Gopal Adhikari has 2 acres of land for family cultivation. This land is the main income source for his household. Almost ten years ago, Gopal Adhikari got his job card and opened a bank account. He demanded MGNREGA work in off-season time. He and his father both were worked in MGNREGA and earned money to invest in their household and child's education purposes. Now Gopal Adhikari's only son acts as an assistant teacher at Deshabandhu High School in Dhubulia.



In addition, he was told to the panchayat office to dig a pond on his land. But his name never appeared on the list. But finally, last financial in 2021-22, Krishnagar II block has sanctioned a project for Gopal Adhikari's digging a pond. The number of Gopal Adhikari's pond digging project code is 3201010002/WC/CIS/1599024. The total expenditure of this pond digging

project is 311058.00 rupees. MGNREGA played a very important role for Gopal Adhikari since he was a labour. Now his household enjoys a comfortable life. He is not willing to participate in MGNREGA work.

(Source: Compiled by researcher on the field survey conducted on August 2023, in Bartala-I GP).

Sukumar Adhikari, Belgao Kunjo Palli, Dhubulia Bartala-I GP, Krishnagar-II Block.

It is Sukumar Adhikari's (58 years) pond. Sukumar Ahikari lives in Belgao Kunjo Palli village, p.o. TV hospital under Krishnagar II block. He belongs to a middle-class family consisting of four members. He has two sons named Pitam Adhikari (elder) and Manab Ahikari. Sukumar Adhikari has only 1 acre of land for family cultivation. This land is the main income source for his household. Almost five years ago, Sukumar Adhikari got his job card and opened a bank account. He demanded MGNREGA work in off-season time and got work. His earned money from land and MGNREGA invests in their household and children's education. In addition, he claimed a pond dig on his land to BDO office. His pond dig claim is sanctioned by the BDO office. In 2021-22 financial year, Krishnagar II Block has sanctioned a project for Sukumar Adhikari's digging of a pond. The number of Sukumar Adhikari's pond digging project code is 3201010002/WC/321002040903489. The total expenditure of this pond-digging project is 373,127 rupees. MGNREGA played a very important role for Sukumar Adhikari since he was a labour. Now, he has a pond for fishing. He utilised so much money from this pond through fish sales. Now his household enjoys a comfortable life. He doesn't need MGNREGA work.

(Source: Compiled by researcher on the field survey conducted on August 2023, in Bartala-I GP).



Raju Majhi, Sadhanpara-II GP, Krishnagar-II Block.

He is Raju Majhi (34 years) resides in Tatla Sajinpur village, Sadhanpara-II panchayat under Krishnagar II block. He belonged to a scheduled caste family which consisted of four members. He has only one son Sandip Majhi who is five years old. He sends his child to an English-medium school. He has a family job card. He has 20 Katha land for cultivation. From 2014 -2020, besides agricultural work he was an active MGNREGA labourer. In this time, he has earned almost 25-30 thousand rupees from the MGNREGA programme. For early marriage, he was compelled to stay in Mumbai for work purposes. After marriage, he did not go to the city from his house. He bought a toto van in 2021. In addition, he was now working in a fish market from early morning until 9 a.m. After completing the fishing activity, he drives a toto-van on the local road. At present he earns almost Rs. 1000-1200/- (from fish market Rs. 400-500, and toto van Rs. 600-700) per day. He doesn't need to stay outside of the house. Now he is not willing to participate in MGNREGA work for household survival. He is very proud of MGNREGA's work as it has helped him a lot in maintaining family expenditures in the past.



(Source: Compiled by researcher on the field survey conducted on September 2023, in Sadhanpara-II-GP).

Sukhen Sarkar, Sadhanpara-II GP, Krishnagar-II Block.

He is Sukhen Sarkar, (35 years), and lives in Tatla Sajinpur village, Sadhanpara-II panchayat under Krishnagar II block. He belonged to an OBC family which consisted of three members. He has one son named Mithu Sarkar and sends him to an English-medium school for study. He has a family job card of MGNREGA. He doesn't have any land for cultivation. From 2016 -2020, he was active in MGNREGA labour. During this time, he has earned almost 20,000/- thousand rupees from MGNREGA programme. He has opened a little shop which is run by his wife. At present he works as labourer in wholesaling shop. Now he doesn't want to go to MGNREGA work for household expenses. But in the past, MGNREGA work was an important income source for his household, as it helped him a lot.





(Source: Compiled by researcher on the field survey conducted on September 2023, in Sadhanpara-II-GP).

Dipak Majhi, Kamarhati, Sadhanpara-I GP, Krishnagar-II Block.

He is Dipak Majhi (45 years) and resides in Kamarhati village, Sadhanpara-I panchayat under Krishnagar II block. He belongs to the SC family which consists of four members. He has two daughters. Elder daughter is 9 years old and another 6 years old. His two daughters have been admitted to an English-medium school. He has a family job card. He has 16 Katha lands for cultivation. In the past, besides agricultural work he was an active MGNREGA labour as supervisor. During this time, he has earned almost thirty-five thousand rupees from the MGNREGA programme. After the 2021 march, he faced a lot of challenges because no MGNREGA work was done in his village. Only work left was agricultural labour, but this work was not sufficient for his household's expenses. Now he has brought a toto van. Now he earned enough money from Toto-Van for his household expenses. But he doesn't go to MGNREGA work now. Now he is not willing to go MGNREGA work. But in the past, MGNREGA work was an important source of his household income.



(Source: Compiled by researcher on the field survey conducted on September 2023, in Sadhanpara-I-GP)

Morari Majumdar, Belpur, Krishnagar-II Block.

He is Morari Majumdar (52 years), residing in Dip Chandrapur village, Belpur-GP under Krishnagar II block. She has two sons named Dipok Majumdar, Sital Mojumdar and a daughter named Rupali Majumdar. Earlier, he earned money as an active MGNREGA labourer and it was invested in children's tuition. He has only 25 kathas of land for cultivation. His elder son has not married due to being a workless person. The younger son and daughter have married and stay separate. His daughter Rupali Majumdar is a double M.A. Now, Morari Majumdar lives with his unmarried elder son who works in unorganised sectors like caretaker, and daily labour in the agricultural fields. Now, both he and his elder son are participating in MGNREGA work. But



in the last two financial years he did not get any sufficient work from MGNEGA. In this context he faced various problems in maintaining household demand. He currently has a Toto-van, which he drives. Now, he enjoys almost Rs. 500-600 rupees daily from the toto van. Though he is now not willing to participate in MGNREGA work, it helps him a lot to run household expenses.

(Source: Compiled by researcher on the field survey conducted on September 2023, in Belpukur -GP).

Anjali Sarkar, Belpukur, in Krishnagar-II Block.

She is Anjali Sarkar (57 years). She is widow women from Belpukur Gram Panchayat of Krishnagar II block. She has early married at age 14 and has two sons and one daughter. Her elder son married seven years ago and set up his own home, and the younger daughter is married. She lives with her younger unmarried son who works in unorganised sectors like caretaker, daily labour, wedding celebration and in the agricultural fields. Anjali Sarkar's husband was suffering from the illness and her husband died without treatment due to the lack of money. While her husband was alive, she managed household needs by working in MGNREGA and the works of agriculture. In the last year she did not have any sufficient work from MGNEGA and other forms of works. In this context she faced the various problems in the household. At present year she is expecting about the MGNREGA works which will be more beneficial for her life. It will be considered as additional money.

(Source: Compiled by researcher on the field survey conducted on September 2023, in Belpukur -GP).

From the above discussion, it is clear that MGNREGA is one of the largest revolutionary demand-driven, people-centered development programme implemented in Indian rural areas. Planning, implementation, and social audit by gram sabha and gram panchayats can engender millions of sustainable livelihoods following the initial round of wage employment. Rural areas were most affected by the problems of poverty and the non-availability of work in their hometowns. The rural people are always in hardship and forced to commit suicide due to a lack of their basic needs (food, shelter, medicine, and job opportunities). Against this backdrop, MGNREGA proved to be a miracle for the poor in rural areas. There is no doubt that its promise has charged the hearts and minds of the rural poor with unprecedented hopes and expectations. MGNREGA provides at least 100 days of guaranteed wage employment in every financial year for all who demand work. Marginalised communities, like SC, ST, OBC, and others, are allowed to develop their own private lands.

Above all these provisions and activities of NREGA make it more inclusive for workers. However, the government needs to amend the provisions of MGNREGA, like providing more employment opportunities (at least 10 days in a month), regular wage payments, etc. So, it is recommended that the present programme should be further spread in rural areas by means of proper planning, adequate supervision, sufficient work opportunities, timely wage payment, effective implementation, better monitoring, etc. So, the Krishnagar II block as well as the country will reap fruitful benefits if it is properly implemented. It helps to overcome the unemployment, poverty, and migration of rural livelihoods in the Krishnagar II block.

**CHAPTER-V**  
**DEVELOPMENT COMPARISON BETWEEN NABADWIP**  
**BLOCK AND KRISHNAGAR-II BLOCK**



## CHAPTER-V

### **DEVELOPMENT COMPARISON BETWEEN NABADWIP BLOCK AND KRISHNAGAR-II BLOCK**

#### **Introduction:**

The previous chapter, dealt with MGNREGA and socio-economic development in Krishnagar II block, was based on official and field survey data. Last chapter has mentioned MGNREGA performance: number of job cards, awareness of respondents about written applications for MGNREGA works, unemployment allowance, beneficiary's skills, employment opportunities, age, caste, religion, gender of respondents, wage payment, women's participation, etc. It also mentioned the performance of complete work and ongoing work, expenditure for the last five years, employment provided household, persondays generation of SC, ST, and women, utilisation of funds (in lakhs), and some important evidence of development. The present chapter is going to discuss comparative study between two blocks in the aspect of MGNREGA and socio-economic development. It deals with a comparative analysis in two blocks about MGNREGA performance like completed work and on-going work, employment provided household, percentage of women's participation, persondays generation of SC, ST, and women etc. This chapter also compares the respondent's awareness about written applications for MGNREGA works, unemployment allowance, beneficiary's skills, employment opportunities, the impact of age, caste, religion-gender of respondents, wage payment, women's participation, etc.

Rural areas are most affected by the problem of poverty and the non-availability of work in their hometowns. Most poverty alleviation programmes are riddled with inefficiency, absenteeism, incompetence, and corruption in India. Rural people are always in hardship and forced to commit suicide due to unavailable basic needs (foods, shelter, medicine, and job opportunities). In this backdrop, MGNREGA proved that employment provided a platform for the poor in rural areas. There is no doubt that it provided fixed employment for the rural poor with unprecedented hopes and expectations. MGNREGA is a platform for a new vision of sustainable development that grows organically from the soil, both literally and metaphorically. The lack of accountability is considered the key reason for the failure of most development programs in Indian states. This paper examines whether MGNREGA is accountable to rural citizens and its role in rural socio-economic development. This study draws upon empirical

evidence from two blocks of Nadia district, West Bengal. Nabadwip CD block and Krishnagar II CD block (Nadia district). This chapter compares the socio-economic development of two study areas: Nabadwip CD block and Krishnagar II CD block. Comparatively discussed various issues like performance activities, SCs, STs, and women participation under MGNREGA, employment demanded and provided employment HHs, the average number of employment days provided per HH, utilisation of funds (in lakhs) against availability fund, fund disbursed for labour expenditure and material expenditure, etc. under MGNREGA in these blocks. Later, comparatively, discuss the number of HHs who completed 100 days of MGNREGA work, land reform activity, and the participation of disabled beneficiaries. It discusses the participation's age, caste, sex, religion, awareness of unemployment allowance, and basic criteria of the Act, etc. based on block office and survey data.

### **A Comparison of Nabadwip and Krishnagar II Block's MGNREGA Performance:**

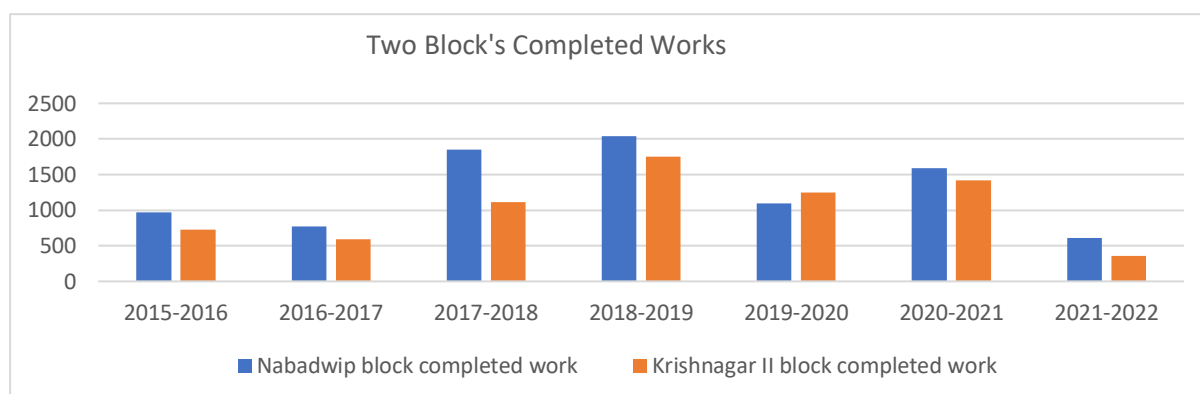
Table No.- 5.0

#### **Comparison Two Block's Completed Work.**

Comparison Two Blocks Completed Work		
Financial Year	Nabadwip Block completed work	Krishnagar-II Block completed work
2015-2016	973	722
2016-2017	771	590
2017-2018	1851	1109
2018-2019	2043	1748
2019-2020	1096	1248
2020-2021	1585	1418
2021-2022	610	354

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

Figure No.- 5.0



The above table has been discussed with the help of comparative method. It reflects both block's (Nabadwip and Krishnagar II) completed work from the financial year of 2015-16 to 2021-22. In the 2015-16 financial year, Nabadwip block's total (public work, individual asset work, and rural infrastructure work) completed work was 973, but on the other hand, Krishnagar II block's completed work was 722. So Nabadwip block has completed more work than Krishnagar II block in this year of 2015-16. In the next financial year (2016-17), Nabadwip Block completed a total of 771 works, and Krishnagar II completed 590 works. Though the Nabadwip block performed poorly compared to the previous fiscal year, it outperformed the Krishnagar II block. In 2017-18, the Nabadwip block total completed works were 1851, and Krishnagar II completed works were 1109. Both blocks completed more work than the previous year. In 2018-2019, the Nabadwip block's total completed works were 2043, but the Krishnagar II block was 1748. It had the highest performance of both blocks, but the Krishnagar II block's completed works were lower than the Nabadwip block. But in 2019-20, the Nabadwip block total completed works were 1096, but the Krishnagar II block was 1248. It was the only fiscal year in which the Krishnagar II block completed more work than the Nabadwip block. In the next financial year 2020-21, again, the completed works of the Nabadwip block gradually increased compared to the previous year and the Krishnagar II block. It became 1585, but Krishnagar II block's 1418. Last financial year, 2021-22, the performance activities of both completed works decreased again, with 610 completed works in Nabadwip block and 354 completed works in Krishnagar II block. So, from the above table, it is very clear that the overall performance of the Nabadwip block completed work was more than Krishnagar II block.

Table No.- 5.1

## Completed and Ongoing Work in Nabadwip Block and Krishnagar-II Block.

Completed work and ongoing work between Nabadwip Block and Krishnagar-II Block						
Block	Nabadwip Block			Krishnagar-II Block		
Financial Year	Completed work	Ongoing work	Expenditure	Completed work	Ongoing work	Expenditure
2015-2016	973	1780	867.69	722	1362	994.05
2016-2017	771	1942	688.2	590	1367	985.08
2017-2018	1851	1953	497.52	1109	2678	696.83
2018-2019	2043	1305	452.17	1748	1583	416.85
2019-2020	1096	2106	525.05	1248	1708	471.01
2020-2021	1585	3167	638.03	1418	2437	707.08
2021-2022	610	3136	692.64	354	2468	494.82

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

The above table indicates a comparative discussion of completed works, ongoing work, and expenditure from 2015-16 to 2021-22 between Nabadwip block and Krishnagar II block. In the 2015-16 financial year, the total (public work, individual asset work, and rural infrastructure work) completed works were 973 and ongoing 1780, by 867.69 lakhs of expenditure in Nabadwip block. In this financial year, a total of 722 works was completed and 1362 ongoing activities by 994.05 lakhs of expenditure in Krishnagar II block. So, Nabadwip block performance activities were high but lower expenditure than Krishnagar II block. In the next financial year (2016–17) in Nabadwip block, the total completed works were 771, and ongoing works in 1942 by 688.2 lakhs of expenditure. In another block in Krishnagar II, the total works completed and ongoing are 590, 1367, by 985.08 lakhs of expenditure. Both study's block performances were lower than the previous financial year, but the Nabadwip block performance was higher with lower expenditure than the Krishnagar II block. In 2017-18, the Nabadwip block completed and ongoing work's expenditure was 497.52 lakhs. On the other hand, Krishnagar II block performance was 1109 completed works and 2678 ongoing works by 696.83 lakhs expenditure. This year, also, the completed work of the Nabadwip block was higher than Krishnagar II block, but the ongoing activities and expenditure of the Krishnagar II block were higher than the Nabadwip block. In the financial year of 2018-19, the total completed and ongoing works of Nabadwip Block were 2043 and 1305, with 452.17 lakhs expenditure. On the other hand, the performance of Krishnagar II Block was 1748 completed works and 1583 ongoing works by 416.85 lakhs of expenditure. In 2019–20, both study block's completed work was lower, but higher ongoing work than the previous year. 1096 completed

works and 2106 ongoing works of Nabadwip block by 525.05 lakhs of expenditure, and 1248 completed and 1708 ongoing activities of Krishnagar II block by 471.01 lakhs of expenditure in this year. In 2020-21, again, both study block's performance was higher than the previous financial year. This year, Nabadwip block completed a total of 1585 works and 3167 ongoing works of 638.03 lakhs of expenditure, which was higher than Krishnagar II block. Krishnagar II block had performed only 1418 completed works and 2437 ongoing works by 707.08 lakhs of expenditure. In the last financial year of 2021-22, in both study block's performance decreased compared to the previous financial year. Nabadwip block had performed only 610 completed works but Krishnagar II block performed only 354 completed works. Both study blocks performance of two financial years completed work was lower than all previous financials due to financial issues.

**Employment provided HH and persondays generated of ST, SC and women under MGNREGA in Nabadwip Block and Krishnagar-II Block:**

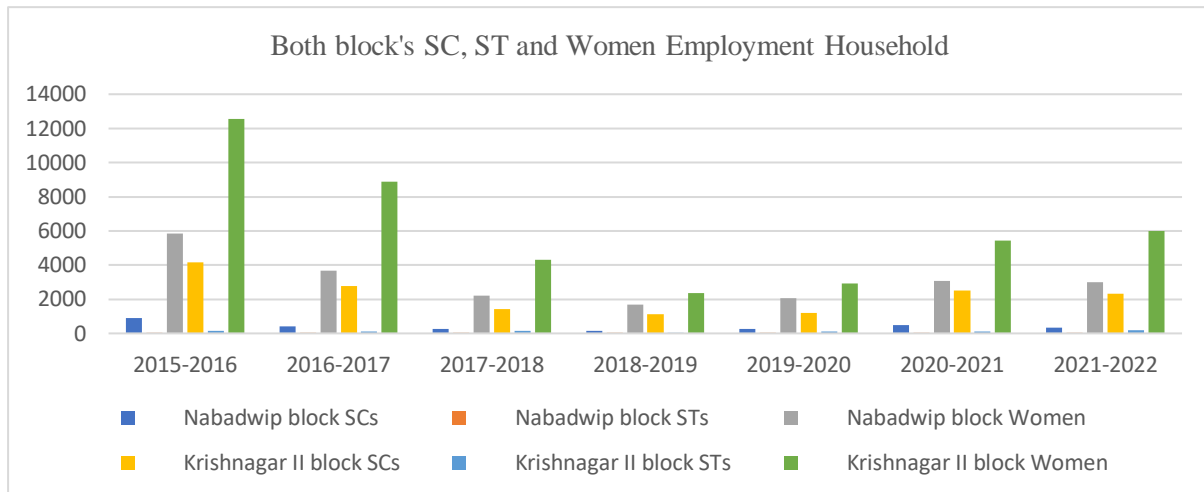
Table No.- 5.2

Employment Provided Households in two Block's ST, SC and Women.

Employment Provided Households in two Block's ST, SC and Women						
Block	Nabadwip Block			Krishnagar II Block		
Year	SCs	STs	Women	SCs	STs	Women
2015-2016	881	51	5853	4145	167	12547
2016-2017	411	08	3653	2768	116	8881
2017-2018	249	27	2200	1427	139	4294
2018-2019	164	12	1687	1140	53	2351
2019-2020	266	29	2045	1188	106	2940
2020-2021	470	49	3075	2500	128	5416
2021-2022	350	44	3012	2307	196	5988

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

Figure No.- 5.1



From the above table, it is observed that employment provided households of SCs, STs, and women in Nabadwip block and Krishnagar II block from 2015-16 to 2021-22. In 2015-16, the employment provided households of SCs, STs, and women in the Krishnagar II block was higher than the Nabadwip block. Nabadwip block's total employment provided households of SCs, STs, and women was 881, 51, and 5853, respectively. On the other block, Krishnagar II employment opportunity performance was very high, like 4145, 167, and 12547 for SC, ST, and women households. But the next financial year, 2016-17, the figures of employment-provided household no. among SC, ST, and women decreased compared to the previous financial year in both blocks. It continued until 2018-19 financial year, but the Krishnagar II block's performance was higher than the Nabadwip block. In the next financial year, 2019-20, the employment opportunity performance of both study blocks increased compared to the previous year. In the 2020-21 financial year, again, both block's employment opportunities for SC, ST, and women households increased compared to the previous financial year. The number of SC, ST, and women employment-provided households in Krishnagar II block was 2500, 128, and 5416 respectively. On the other hand, Nabadwip block employment provided performance for SCs, STs, and women of 470, 49, and 3075, respectively. But in the 2021-22 financial year, Krishnagar II block was able to provide 2307 SC households, 196 ST households, and 5988 women households. It was more than Nabadwip Block. Nabadwip block has employment opportunities only for 350 SC households, 44 ST households, and 3012 women households. From this table, it is also clear that the employment rate of ST households in both blocks was very low in comparison to that of SC and women households in both block areas.

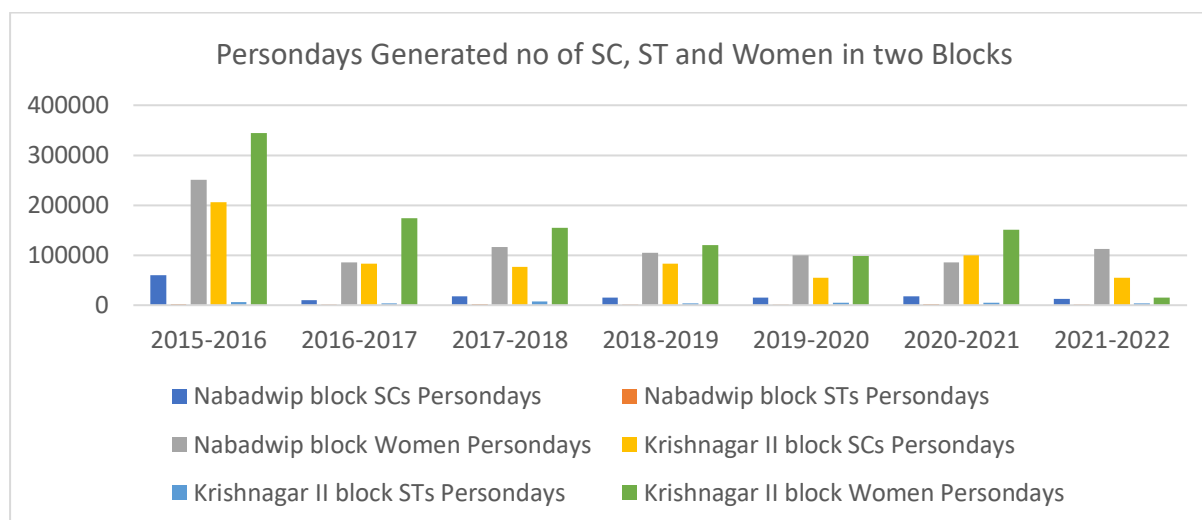
Table No.-5.3

Persondays Generated no. of SC, ST and Women (in Thousands) under MGNREGA in study two Blocks.

Persondays generated no. of SC, ST and women (in Thousands) under MGNREGA in study two Blocks.						
Block	Nabadwip Block			Krishnagar-II Block		
Financial Year	SC Persondays	ST Persondays	Women Persondays	SC Persondays	ST Persondays	Women Persondays
2015-2016	60185	2222	250350	206224	6416	344604
2016-2017	10465	226	85517	83665	3290	174421
2017-2018	18256	2433	116117	76425	7662	154881
2018-2019	15289	1079	105436	82855	3925	119735
2019-2020	15164	1608	99930	54831	4443	98664
2020-2021	18088	2072	85640	99823	4923	150402
2021-2022	16626	834	112232	54431	3488	15552

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

Figure No.- 5.2



From the above table, it is observed that persondays no. of SC, ST, and women (In Thousands) under MGNREGA in Nabadwip block and Krishnagar II block from the financial year 2015-16 to 2021-22. In 2015-2016, the persondays number of Krishnagar II block among SC, ST, and women counterparts were 206224 thousand, 6416 thousand, and 344604 thousand, respectively, and it was higher than Nabadwip block. The number of persondays of Nabadwip block among SC, ST, and women was 60185 thousand, 2222 thousand, and 250350 thousand, respectively. But in the next financial year (2016-17), the figures of persondays number among SC, ST, and Women of both blocks were lower than in the previous financial year. The

persondays number of Krishnagar II block was higher than another block, Nabadwip. In the 2017-18 Nabadwip block, the persondays no. of SC, ST, and women increased, and these are 18256, 2433, and 116117. But persondays no. of SC, ST, and women of Krishnagar II block decreased except for ST, and its were 76425, 7662, and 154881 respectively, in this year. In 2018-19, again, the number of persondays no. among SC, ST, and Women of both blocks became decreased except SC's persondays of Krishnagar II block. Though, persondays no. of Krishnagar II block were higher than Nabadwip block in this year. Next year in 2019-20, again, the number of persondays among SC, ST, and Women of both study blocks decreased except STs persondays than the previous year. But 2020-21 financial year, persondays among SC, ST, and Women of both study blocks increased except for Nabadwip block women persondays number. The no. of persondays of Krishnagar II block among SC, ST and women counterparts were 99823 thousand, 4923 thousand and 150402 thousand respectively, but Nabadwip block persondays no. among SC, ST, and women were 18088 thousand, 2072 thousand, and 85640 etc. respectively in 2020-21.

#### **Employment Provided HHs in Nabadwip Block and Krishnagar-II Block:**

Table No.- 5.4

Employment Provided HH Against Employment Demanded HH (In Thousands) in both Blocks.

Block Financial Year	Nabadwip Block			Krishnagar-II Block		
	No. of HH demanded employment	No. of employment provided HH	Percentage of employment provided HH	No. of HH demanded employment	No. of employment provided HH	Percentage of employment provided HH
2015- 2016	11772	10483	89.05	18015	16326	90.62
2016- 2017	8202	6841	83.45	12551	11219	89.39
2017- 2018	4525	3876	85.66	6878	6038	87.78
2018- 2019	2807	2659	94.73	3730	3469	93.00
2019- 2020	4979	4374	87.85	6638	5711	86.03
2020- 2021	8735	7892	90.35	13106	11648	88.88
2021- 2022	8975	8792	97.96	13519	12248	90.60

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).



The field survey data has been discussed in the above table with the help of comparative method. The above table reflects the percentage of employment provided HH under MGNREGA work between Nabadwip block and Krishnagar II block from 2015-16 to 2021-22. In 2015-16 financial year, the percentage of employment provided HHs of both blocks were 89.05 and 90.62. So, the employment-provided HH of the Krishnagar II block was higher than the Nabadwip block. In the next financial year 2016-17, the percentage of employment provided HH of both blocks decreased compared to the previous year. In 2017-18, the percentage of employment provided HH of Nabadwip block was slightly increased than the previous year and it became 85.66 per cent. Krishnagar II block employment provided HH percentage decreased but more than Nabadwip block in 2017-18. In 2018-19, again, the percentage of employment provided HH of both blocks increased more than all of the previous year. But Nabadwip block employment provided HH percentage was 94.73 more than Krishnagar II block (93%). But in the 2019–20 financial year again, the percentage of employment provided HH of both blocks has decreased compared to the previous year. The percentage of employment provided HH of Nabadwip block was higher than another block, Krishnagar II. In 2020-21, the percentage of employment provided HH of both blocks again increased compared to the previous year. In this year, the percentage of employment provided HH of Nabadwip block was 90.35 per cent more than Krishnagar II block. Next financial year, 2021-22, again, the percentage of employment provided of both blocks increased more than the previous financial year. But Nabadwip block employment provided HH became so high (97.96%) that it was more than another block employment provided HH percentage of 90.60.

Table No.- 5.5

Average No. of Employment Days under MGNREGA in two Blocks.

Block	Nabadwip Block	Krishnagar-II Block
Financial Year	Average no. of employment days per HH	Average no. of employment days per HH
2015-2016	55.52	41.24
2016-2017	28.43	28.32
2017-2018	62.95	52.67
2018-2019	93.09	74.11
2019-2020	61.41	46.40
2020-2021	42.56	33.74
2021-2022	42.25	22.30

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

The above table indicates the average number of employment days of MGNREGA provided per HH in Nabadwip block and Krishnagar II block from 2015-16 to 2021-22 financial year. In the 2015-16 financial year, the average number of employment days per HH was 55.52 in the Nabadwip block, but Krishnagar II block's average employment was 41.24 days. So, the average employment number per HH of Nabadwip block was higher than another Krishnagar II block. But in the 2016–2017 financial year in both blocks, the average number of employment days per HH decreased from the previous financial year, and it became only 28.43 and 28.32 days for Nabadwip block and Krishnagar II block, respectively. The average employment days of Nabadwip block was slightly higher than Krishnagar II block. Next year in 2017-18, the average employment days per HH increased than the previous two financial years in both studies Nabadwip block and Krishnagar II block and it became 62.95 days and 52.67 days, respectively. In the 2018-19 financial year, again, the number of average employment days per HH were gradually increased in both the Nabadwip block and Krishnagar II block. It was the most average employment days per HH in both blocks but Nabadwip block employment provided performance was higher than Krishnagar II block. But 2019-20 financial year, the number of average employment days per HH were gradually decreased in both study blocks. As both block's average employment numbers per HH were only 61.41 days and 46.40 days respectively in this year. Next financial year 2020-21, again, average employment days per HH were gradually decreased in both blocks. However, the average employment days of the Nabadwip block were higher than another Krishnagar II block. But last financial year (2021–22), average employment days per HH became more than the previous financial year in both blocks. This year, the Nabadwip block and Krishnagar II block have been able to provide employment for only 42.25 days and 22.30 days to every HH. So, from this table, it is clear that the average employment days per HH continued to gradually decrease from the 2018-2019 financial year in both blocks. It is also clear that when the average employment days per HH of one block was increased, another block also increased. Again, when one block's average employment days per HH were decreased, then another block also decreased in the same financial year. It's very urgent to say that the Nabadwip block's average employment days per HH was always more than another Krishnagar II block in all financial years mentioned in the table. The rapid progress of this block depends on more employment days for every rural HH. So, the Nabadwip block has made more progress than others. Nabadwip block average employment days per HH was always more.

**SC, ST, Women, and disabled person participations under MGNREGA in Nabadwip Block and Krishnagar-II Block:**

Table No.- 5.6

Women Participations under MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
Financial Year	No. of Women persondays	% of Women participation	No.of women persondays	% of Women participation
2015-2016	250350	43.01	344604	51.18
2016-2017	85517	43.97	174421	54.90
2017-2018	116117	47.59	154881	48.70
2018-2019	105436	42.60	119735	46.58
2019-2020	99930	37.20	98664	37.24
2020-2021	85640	25.29	150402	38.27
2021-2022	146158	25.75	134379	34.43

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

The above table shows the comparative study of the percentage of women's participation in MGNREGA employment between Nabadwip block and Krishnagar II block. In the 2015-16 financial year, the percentage of women's participation was 43.01 under MGNREGA work in the Nabadwip block. On the other hand, Krishnagar II block women's participation was 51.18 per cent. It was more than Nabadwip Block. Next year in 2016-17, the Nabadwip block women's participation percentage was slightly increased, and it became 43.97 per cent, while the Krishnagar II block women's participation was 54.90 per cent. It was also more than Nabadwip Block. In the 2017-18 financial year, again, the Nabadwip block women's participation percentage increased. It was 47.97 per cent, the highest women participation percentage in the Nabadwip block. But on the other hand, the women participation percentage of Krishnagar II block were decreased than the previous year. It became 48.70 per cent, but more than Nabadwip block. But after the 2017-18 financial year, both blocks women's participation percentages gradually continued to decrease to the previous financial year and till 2021-22. But the Krishnagar II block's women participation percentage was always higher than the Nabadwip block in all financial years 2015-16-2021-22. From the above table, it is also clear that the Krishnagar II block's women were more actively participating in MGNREGA employment than Nabadwip block.

Table No.- 5.7

## SC's Participations under MGNREGA in two Blocks.

Block Financial Year	Nabadwip Block		Krishnagar-II Block	
	No. of SCs persondays	% of SC participation	No. of SC persondays	% of SC participation
2015-2016	60185	10.34	206224	30.63
2016-2017	10465	5.38	83665	26.33
2017-2018	18256	7.48	76425	24.03
2018-2019	15289	6.18	82855	32.23
2019-2020	15164	5.64	54831	20.69
2020-2021	18088	5.38	99823	25.40
2021-2022	16626	4.09	54431	17.82

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

The above table indicates a comparative study of SC's participation in MGNREGA employment between Nabadwip block and Krishnagar II block. In the 2015-16 financial year, Nabadwip block's SC participation percentage was only 10.34, but Krishnagar II block's SC participation was 30.63 under MGNREGA work. This year, the Nabadwip block's SC participation percentage was lower than the Krishnagar II block. Next year, in 2016-17, the SC participation percentage of both blocks have decreased than the previous financial year. It became 5.38 per cent and 26.33 per cent for the Nabadwip block and Krishnagar II block, respectively. In the 2017-18 financial year, again, the Nabadwip block SC participation rate was slightly higher than the previous financial year, and it became 7.48 per cent. On the other hand, Krishnagar II block SC participation under MGNREGA employment was lower than the previous year but it was higher than Nabadwip block SC participation. But the next year, in 2018-19, the percentage of Nabadwip block SC's participation was slightly decreased but Krishnagar II block SC's participation increased than the previous financial year. Though Krishnagar II block SC participation was higher than another block. Both study block SCs participation decreased under MGNREGA employment in the next 2019-20 financial year. Later in 2020-21, Nabadwip block SC's participation under MGNREGA employment was again slightly decreased than the previous year, and it became 5.38 per cent. But Krishnagar II block SC's participation in MGNREGA employment was increased than the previous year, and it was more than Nabadwip block SC's participation in this financial year. Last year, in 2021-22, again, SC participation decreased in both study blocks. So, statistics indicated that SC participation rates under MGNREGA work in the study two block were up-down from year to year, but Krishnagar II block SC participation was always higher than Nabadwip block in all financial years. The extensive participation of SCs in MGNREGA employment means that SC are becoming socio-economically developed in both study blocks. There is no doubt about it.

Table No.- 5.8

ST's Participation under MGNREGA in two study Blocks.

Block Financial Year	Nabadwip Block		Krishnagar-II Block	
	No. of ST's persondays	% of STs participation	No.of STs persondays	% of STs participation
2015-2016	2222	0.38	6416	0.95
2016-2017	226	0.12	3290	1.04
2017-2018	2433	1.00	7662	2.41
2018-2019	1079	0.44	3925	1.53
2019-2020	1608	0.60	4443	1.68
2020-2021	2072	0.62	4923	1.25
2021-2022	834	0.49	3735	1.50

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

From the above table, it is clear that there was a comparative study of ST's participation under MGNREGA employment between Nabadwip block and Krishnagar II block. In the 2015-16 financial year, Nabadwip block's ST participation percentage was only 0.38, but the percentage of ST participation in the Krishnagar II block was 0.95. This year, Nabadwip block's ST participation percentage was lower than the Krishnagar II block. Next year, in 2016-17, the ST's participation percentage in the Nabadwip block decreased, but in the Krishnagar II block, it increased more than the previous year. It became 0.12 per cent and 1.04 per cent for the Nabadwip block and Krishnagar II block, respectively. In the 2017-18 financial year, again, the STs participation rate of both blocks increased more than the previous financial year, but the STs percentage of the Krishnagar II block increased more than the Nabadwip block. But the next year, in 2018-19, the percentage of Nabadwip block ST participation slightly decreased, but Krishnagar II block STs participation increased compared to the previous financial year. Though Krishnagar II block STs participation was more than another block. Again, ST participation in both study blocks was increased under MGNREGA employment in the 2019–20 financial year. Next year, in 2020–21, ST's participation in both blocks under MGNREGA employment slightly increased compared to the previous year, and it became 0.62 per cent and 1.25 per cent for the Nabadwip block and Krishnagar II block, respectively. Last year, in 2021-22, again, ST's participation in the Nabadwip block under MGNREGA employment decreased, but the Krishnagar II block increased. So, statistics indicated that ST participation rates under MGNREGA work in the study two block were up-down year to year, but Krishnagar II block ST participation was always higher than Nabadwip block in all financial year. The extensive participation of STs in MGNREGA employment means that ST are becoming socio-economically developed in both study blocks. There is no doubt about it.

Table No.- 5.9

Disabled beneficiary from MGNREGA Employment in study two Blocks.

Block	Nabadwip Block	Krishnagar-II Block
Financial Year	No. of disabled beneficiary	No. of disabled beneficiary
2015-2016	62	97
2016-2017	45	42
2017-2018	27	27
2018-2019	18	16
2019-2020	18	17
2020-2021	36	22
2021-2022	31	23

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

The above table indicates the number of disabled persons who were benefited from MGNREGA work with help of comparative method in Nabadwip block and Krishnagar II block. In the 2015-16 financial year, 62 disabled persons of Nabadwip block and 97 disabled persons of Krishnagar II block were benefited under MGNREGA activities. Most disabled benefited persons under MGNREGA were in Krishnagar II block. However, the number of disabled beneficiary individuals under MGNREGA gradually decreased from the next financial year in both blocks. In 2016–17, in Nabadwip block, the number of disabled beneficiaries was only 45 individuals under MGNREGA, but 42 disabled beneficiary individuals were from Krishnagar II block. Next financial year, in 2017-18, again, the number of disabled beneficiaries decreased under MGNREGA in both blocks, but the number of disabled persons was the same (27) in both blocks. In the 2018–19 financial year, the number of disabled beneficiary individuals decreased again in both study blocks. But Nabadwip block disabled beneficiary individuals were larger than another block, Krishnagar II. It had the lowest number of disabled beneficiaries in both study blocks. Next year, in 2019-20, though the number of disabled beneficiary individual of Krishnagar II block slightly increased under MGNREGA activity, another Nabadwip block was the same as the previous year. In the 2020–21 year, again, the number of disabled beneficiary individuals in study blocks increased compared to the previous year. The number of disabled beneficiaries in the study was 36 and 22 individuals, respectively. During the fiscal year 2021–22, the number of disabled beneficiaries in the both study blocks increased to 31 and 23, respectively. The number of disabled beneficiaries in Nabadwip block was higher than in another block, Krishnagar II. Therefore, many disabled individuals were economically benefited by MGNREGA activities in both study blocks.

Table No.- 4.10

Both Block's Households Completed 100 days MGNREGA Work.

Block	Nabadwip Block	Krishnagar-II Block
Financial Year	Number of households completed 100 days of work	Number of households completed 100 days of work
2015-2016	1177	658
2016-2017	80	190
2017-2018	369	142
2018-2019	2003	538
2019-2020	581	141
2020-2021	751	158
2021-2022	211	13

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

From above this table, it is comparatively observed that a number of households completed 100 days of employment under MGNREGA in Nabadwip block and Krishnagar II block from 2015-16 to the 2021-22 financial year. In the 2015–2016 financial year, 1177 households got 100 days of employment in Nabadwip block, but on the other hand, 658 households completed 100 days of employment under MGNREGA in Krishnagar II block. Next financial year, in 2016–17, the number of completed households in both blocks decreased, but the Krishnagar II block was more than another Nabadwip block. In this year, only 190 households completed 100 days of employment in Krishnagar II block, and in Nabadwip block, only 80 households completed 100 days of employment. In 2017-18, the number of 100-day work-completed households increased compared to the previous financial year, and there were only 369 in Nabadwip block. But in the same year, only 142 households in Krishnagar II block completed 100 days of employment, which was less than the previous year. Next year, in 2018–19, most of the households in both blocks have completed 100 days of employment. In this year, the 2003 households of Nabadwip block and the 538 households of Krishnagar II block completed 100 days of employment. It was the highest achievement of both blocks, but the 100-day-completed households of Krishnagar II block were only  $\frac{1}{4}$  of Nabadwip block. But in 2019-20, both blocks of 100 days of employment provided capacity to rural households decreased more than the previous year. Nabadwip block has been given 100 days of employment for only 581 households, and another Krishnagar II block only 141 households. In the 2020–21 financial year, Nabadwip block's 751 households completed 100 days of MGNREGA employment, but Krishnagar II block's only 158 households completed 100 days of employment. In the 2021–22 financial year, only 211 and 13 households completed 100 days of employment under MGNREGA in Nabadwip block and Krishnagar II block, respectively. So, from above the table, it is clear that Nabadwip block households have received always more 100 days of

employment than Krishnagar II block, except for the 2016–17 financial year. Because only in 2016–17, Krishnagar II block's more households completed 100 days of employment than Nabadwip block. Its good impact on rural economic growth and benefited life.

Table No.- 5.11

Beneficiary Households from Land Reform (IAY) under MGNREGA in Two Blocks.

Block	Nabadwip Block	Krishnagar-II Block
Financial Year	No. of land reform /IAY beneficiary Household	No. of land reform /IAY beneficiary Household
2015-2016	1700	883
2016-2017	1154	589
2017-2018	834	256
2018-2019	410	173
2019-2020	00	00
2020-2021	00	00
2021-2022	-	-

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2021).

From the above table, it can be noted that the comparatively analysis on number of benefited households from land reform (IAY) under MGNREGA varies between Nabadwip block and Krishnagar II block. In the 2015-16 financial year, 1700 households benefited under MGNREGA land reform activities in the Nabadwip block, and 883 households benefited under MGNREGA land reforms in the Krishnagar II block. Most land reform-benefited households were from Nabadwip block. However, the number of land reform/IAY-benefited households under MGNREGA gradually decreased from next year in both blocks. In 2016–17, in the Nabadwip block, the land reform/IAY beneficiary households under MGNREGA were 1154, but 589 land reform/IAY beneficiary households were from the Krishnagar II block. In 2017-18, again, this land reform beneficiary household number decreased compared to the two previous financial years in both study blocks. The number of land reform beneficiary households was 834 in Nabadwip block, but in another block, land reform beneficiary households were only 256 in this financial year. In both study blocks, the number of land reform beneficiary households decreased in the 2018–19 fiscal year. The land reform beneficiary households of both Nabadwip block and Krishnagar II block were 410 and 173, respectively. It was the lowest number of land reform beneficiary households than in all previous financial years. But in the last two financial years, from 2020–21 to 2021–22, the land reform activities were not done in either Nabadwip block or Krishnagar II block.



**Utilisation and Disbursed of MGNREGA Fund (in Lakhs) for Labour and Material Expenditure in Nabadwip Block and Krishnagar-II Block:**

Table No.- 5.12

Utilisation of Fund (in Lakhs) Against Availability Fund of MGNREGA in Both Blocks.

Block	Nabadwip Block			Krishnagar-II Block		
Financial Year	Fund available (GT)	Fund utilised (GT)	Fund utilisation percentage	Fund available (GT)	Fund Utilised (GT)	Fund utilisation percentage
2016-2017	914.16	888.22	97.16	1011.25	1001.96	99.08
2017-2018	532.54	532.38	99.97	694.96	696.95	100.27
2018-2019	461.42	459.93	99.68	431.25	422.83	98.05
2019-2020	528.79	524.62	99.21	470.49	470.53	100.01
2020-2021	639.82	638.15	99.74	712.83	707.59	99.26
2021-2022	702.07	700.83	99.82	499.00	498.47	99.89

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2022).

The above table clearly indicates a comparative discussion about fund utilisation based on funds utilised against the availability of total funds under MGNREGA between Nabadwip block and Krishnagar II block from 2016–17 to the 2021–22 financial year. In 2016–17, the Nabadwip block fund utilisation percentage was 97.16 and the Krishnagar II block fund utilisation percentage was 99.16 based on funds utilised against the availability of MGNREGA total funds. In the next financial year, 2017–18, the fund utilisation percentages of both blocks increased compared to the previous year, reaching 99.97 per cent and 100.27 per cent for the Nabadwip block and Krishnagar II block, respectively. This year, Nabadwip block Fund utilised an amount of 532.38 lakhs against the availability of 532.54 lakhs. In the same year, the Krishnagar II block fund utilised an amount of 696.95 lakhs against the availability of 694.96 lakhs. So, the Krishnagar II block fund utilised was more than the availability of the total fund. But in the next financial year, 2018–19, the percentage of fund utilisation in both blocks slightly decreased. Nabadwip block fund utilisation percentage came down to 99.68 per cent, and the Krishnagar II block came down to 98.05 per cent. So, the Nabadwip block fund utilisation percentage was higher than the Krishnagar II block this year. Next financial year, in 2019-20, the Nabadwip block fund utilisation percentage was slightly decreased, but the Krishnagar II block fund utilisation percentage increased. Nabadwip block fund utilised was 524.62 lakhs against the availability of 528.79 lakhs. In the same year, the Krishnagar II block fund utilised an amount of 470.53 lakhs against the availability of 470.49 lakhs in the 2019-20 financial year. In 2020–21, again, the Nabadwip block fund utilisation percentage was slightly

increased, reaching 99.74, but another Krishnagar II block fund utilisation percentage was decreased, reaching 99.26. Last financial year in 2021–22, the Nabadwip block fund utilised an amount of 700.83 lakhs against the availability of 702.07 lakhs, and the Krishnagar II block fund utilised an amount of 498.47 lakhs against the availability of 499.00 lakhs. Therefore, both block's fund utilisation percentage again increased, reaching 99.82 per cent and 99.89 per cent for Nabadwip block and Krishnagar II block, respectively.

Table No.- 5.13

MGNREGA's Fund Disbursed for Labour and Material Expenditure in Nabadwip and Krishnagar-II Block.

Block Financial Year	Nabadwip Block		Krishnagar-II Block	
	Labour expenditure (In lakhs)	Material expenditure (In lakhs)	Labour expenditure (In lakhs)	Material expenditure (In lakhs)
2016-2017	548.26	143.18	741.81	252.37
2017-2018	438.19	23.83	55.21	141.74
2018-2019	426.39	31.66	348.11	74.72
2019-2020	457.06	66.09	412.90	57.62
2020-2021	600.35	24.89	668.91	38.67
2021-2022	658.22	37.57	467.59	28.35

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2022).

Above the table is a comparative discussion about the funds disbursed under MGNREGA for labor and material purposes between Nabadwip block and Krishnagar II block from 2015-16 to 2021-22. In the 2016–17 financial year, the expenditure of labour and material purposes for Nabadwip block was 548.26 lakh and 143.18 lakh, respectively. However, the expenditure on labor and material purposes in Krishnagar II block was 741.81 lakh and 252.37 lakh, respectively. Both labour and material expenditures in the Krishnagar II block were higher than those in the Nabadwip block in this financial year. But in the next financial year, 2017–18, the expenditure of both blocks decreased compared to the previous year. The labour expenditure of the Nabadwip block was 438.19 lakh, which was more than that of the Krishnagar II block. The labour expenditure of Krishnagar II block was only 55.21, which was the lowest labour expenditure of all the financial years. The material expenditure of Krishnagar II block was 141.74 lakh, more than Nabadwip block. In the 2018–2019 financial year, both labour and material expenditures were 348.11 and 74.72 under MGNREGA in the Krishnagar II block. This year, labour expenditure increased, but material expenditure decreased compared to the previous financial year. But Nabadwip block's labour expenditure decreased while material

expenditure increased. Next year, in 2019-20, the expenditures of both blocks increased compared to the previous year, but Nabadwip block was more than another block, Krishnagar II. In 2020–21, labour expenditure was so high (668.91 lakh), but material expenditure decreased in Krishnagar I. Labour expenditure increased to 600.35 lakh, but material expenditure decreased to 24.89 lakh. Last financial year, in 2021–22, the expenditure of the Nabadwip block was higher than the Krishnagar II block. It is also observed that a large amount of funds is released in both blocks, which may be due to early submission of the utilisation of funds to the central government and good coordination among the implementing officials. From this table, it is clear that most of the money was used for labour wages. It is also clear that labour expenditures were higher than material expenditures except in the 2017–18 financial year in Krishnagar II block.

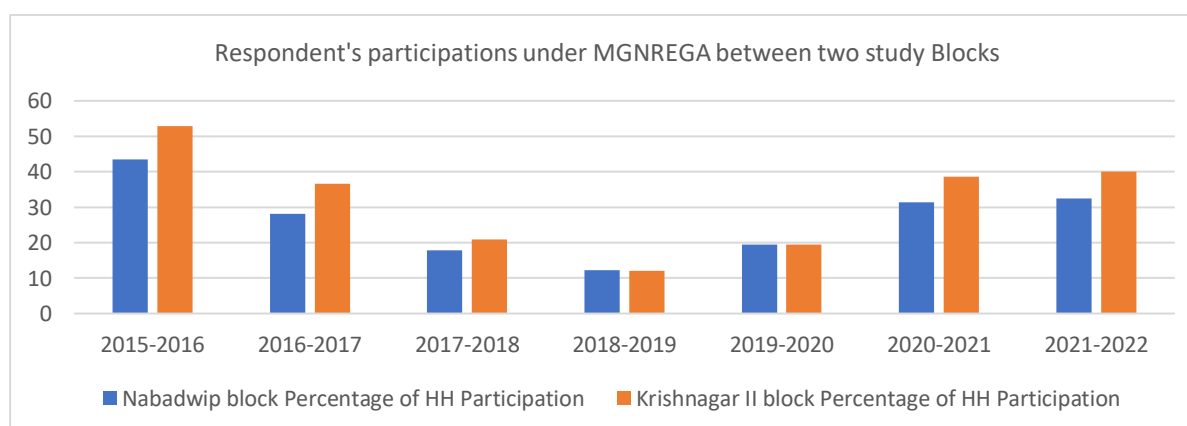
Table No.- 5.14

Respondent's Participation under MGNREGA in Nabadwip and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
Financial Year	No. of household worked in MGNREGA (In Thousands)	% of HH participation	No. of household worked in MGNREGA (In Thousands)	% of HH participation
2015-2016	10483	43.44	16326	52.92
2016-2017	6841	28.05	11219	36.70
2017-2018	3876	17.77	6038	20.97
2018-2019	2659	12.17	3469	12.01
2019-2020	4374	19.41	5711	19.50
2020-2021	7892	31.43	11648	38.67
2021-2022	8233	32.45	13137	40.00

(Source: Annual report, collected from Nabadwip Block and Krishnagar-II Block Office in 2022).

Figure No.- 5.3



The above table comparatively discusses the percentage of participated households (in thousands) under MGNREGA employment in study two blocks from 2015-16 to 2021-22. In the 2015-16 financial year, the percentage of household participation under MGNREGA work in the Krishnagar II block was higher than the Nabadwip block. 52.92 per cent of the Krishnagar II block and 43.44 per cent of the Nabadwip block participated in MGNREGA employment this year. Next year, in 2016–17, both block's participation household rates decreased under MGNREGA employment. household participation gradually decreased under MGNREGA employment after 2015-16 and up to the 2018-19 financial year. At this time, most of the households regarded MGNREGA as an unfavourable project. They (households) reminded MGNREGA of insufficient off-seasonable work with delayed wage payments. Therefore, they have chosen alternative work than MGNREGA employment. However, it is necessary to mention that Nabadwip block household participation was higher than Krishnagar II block in the 2018-19 financial year only. Through both study blocks, they have been able to overcome this problem again after 2019–20. Because, again, in both blocks, household participation increased under MGNREGA employment from 2019–20 and continued to the last financial year, 2021–22. Therefore, the percentage of household participation was again gradually increased under MGNREGA work in both Nabadwip block and Krishnagar II block.

### **A Comparison of Various Dimensions of MGNREGA in Nabadwip Block and Krishnagar II Block:**

Table No.- 5.15

Respondent's Awareness about MGNREGA Act and 100 Days of Work in study two Blocks.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondent awareness of MGNREGA Act	29	14.5	04	2.29
Respondent awareness of 100 days work	171	85.5	171	97.71
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in October 2021).

From the above table, it is clear that most of the respondents in the study two blocks are unaware of the MGNREGA Act or MGNREGA works but 100 days of work. The field survey shows that the respondent people of Krishnagar II block are lag behind Nabadwip block in aspect of MGNRGEA work awareness. 14.5 per cent of respondents (29 out of 200) in Nabadwip block know MGNREGA work more than Krishnagar II block. Only 2.29 per cent

of respondents (04 out of 175) in Krishnagar II block are aware of MGNREGA work. However, the vast majority of Krishnagar II block respondents (97.71%) are aware of MGNREGA work as 100-day work. It is more than Nabadwip block respondents. 85.5 per cent of respondents in Nabadwip block are aware of MGNREGA work as 100 days of work, or *mati kata kaj*.

Table No.- 5.16

Respondent's Awareness of MGNREGA Written Application in Nabadwip Block and Krishnagar -II Block.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondents who are aware of MGNREGA work written application	21	10.5	00	00
Respondents who are not aware of written application need	179	89.5	175	100
Respondents who are don't know to write MGNREGA application	146	73	145	82.86

(Source: Compiled by researcher on the field survey conducted in October 2021).

The above table comparatively discusses the percentage of participant's awareness of the MGNREGA written application in the both study blocks. A written application is an important part to get MGNREGA employment. From the survey, it was clear that only 10.5 per cent of employees under the Nabadwip block knew about MGNREGA's written application but hadn't ever submitted any. Most of the employees, like 89.5 per cent of respondents, were not aware of the written applications needed to get MGNREGA employment under the study block. However, no respondent in the Krishnagar II block is aware of the NREGA-written application. Awareness campaigns about written applications are not organised by any study block. Though 73 per cent of respondents from Nabadwip block and 82.86 per cent from Krishnagar II block said they don't know how to write NREGA applications, most of the respondents in study two blocks who applied for work said they did so orally. No employee didn't demand work with a written application in the study blocks. They are applied orally or spoken only. In official statistics, oral applications do not show up. This is reflected in the MGNREGA annual report for 2021–22, where the total number of Nabadwip block households demanding work is 9610 and Krishnagar II block's demanding for work is 14169.

Table No.- 5.17

## Provisions of MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondents who said gram sabha meetings were held in MGNREGA purposes	14	07	00	00
Respondents who said MGNREGA will be useful if implemented properly	200	100	175	100
Respondents who said they will migrate even if NREGA is properly implemented	09	4.5	17	9.71
Percentage of respondents who are aware Unemployment allowance	20	10	00	00

(Source: Compiled by researcher on the field survey conducted in October 2021).

The above table shows that only 7.5 per cent of selective respondents to the study in Nabadwip Block agreed that gram sabha meetings were held for MGNREGA purposes over the past year. However, no respondent of the Krishnagar II block agreed that gram sabha meetings were held for MGNREGA purposes. The gram sabha meeting is an essential stage to create awareness about various issues among village members. However, 100 per cent of people in the study blocks said that MGNREGA would have been very useful if it provided regular work and wage payments without any defects. At the same time, 6.5 per cent of Nabadwip block and 9.71 per cent of Krishnagar II block selective respondents said that they would migrate even if MGNREGA had been implemented without any defects. From this table, it is also clear that only 12 per cent of the people studying in Nabadwip block are aware of the unemployment allowance. Most of the respondents in the study block were unaware of the unemployment allowance. But 100 per cent of the employees of Krishnagar II block are unaware of the unemployment allowance. If the government is not able to provide employment within fifteen days after accepting an employee's written application, then the government is bound to give them an unemployment allowance.

**Employees Qualification, Skill and Work Record under MGNREGA in Nabadwip Block and Krishnagar-II Block:**

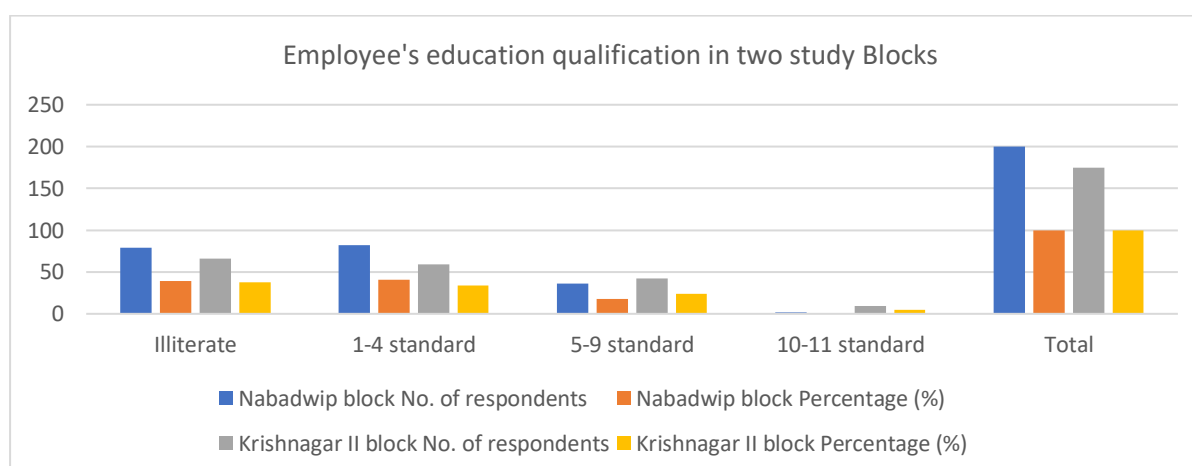
Table No.- 5.18

Employee's Educational Qualification under MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
Educational Status	No. of respondents	Percentage	No. of respondents	Percentage
Illiterate	79	39.5	66	37.71
1-4 standard	82	41	59	33.71
5-9 standard	36	18	42	24
10-11 standard	02	01	09	4.5
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in October 2021)

Figure No.- 5.4



The field survey data has been discussed with the help of comparative method in above table. It reflects the educational status of respondents (literate or illiterate) who mostly participated under MGNREGA in both study blocks. From the field survey, it was clear that 39.5 per cent of the Nabadwip block and 37.71 per cent of the Krishnagar II block participants were illiterate under MGNREGA. Most MGNREGA participants (41%) in the Nabadwip block were 1-4 standard. 33.71 per cent of participating respondents were 1-4 standard in Krishnagar II block. However, most participating respondents in the Krishnagar II block were illiterate. Only 18 per cent of respondents had 5–9 standards, and at the very least, only 1 per cent of respondents had 10–11 standards in the Nabadwip block. On the other hand, 24 per cent and 4.5 percent of Krishnagar II block respondents were 5-9 standard and 10-11 standard, respectively. However,

no respondent who participated graduated under MGNREGA in the study of both blocks. The field survey also revealed that literate respondents were more attached than illiterate respondents under MGNREGA in studies in both blocks.

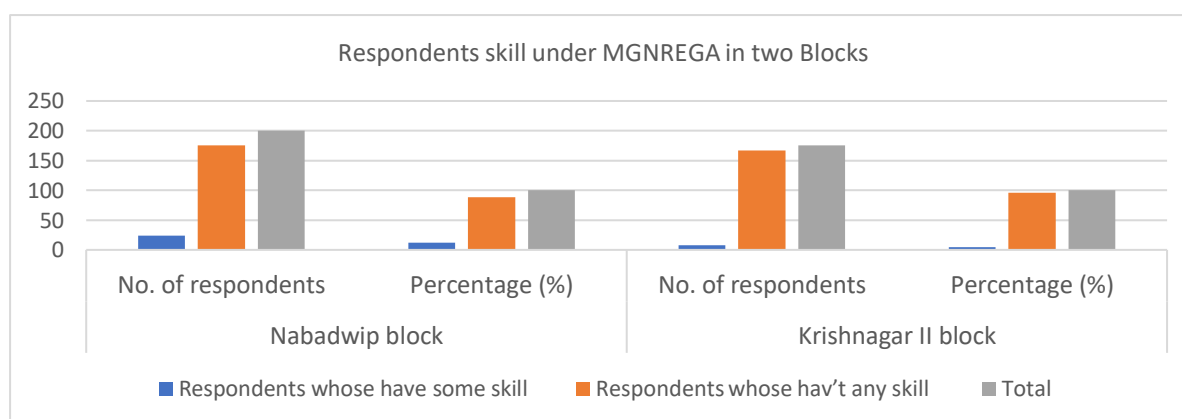
Table No.- 5.19

Respondent's Skill under MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondents whose have some skill	24	12	08	4.57
Respondents whose hav't any skill	176	88	167	95.43
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in October 2021).

Figure No.- 5.5



The field survey data has been discussed with the help of comparative method in above table. It reflects the percentage of respondent's skill under MGNREGA work between Nabadwip block and Krishnagar II block. From the above table, it can be noted that most of the respondents in both study blocks are unskilled under MGNREGA. 88 per cent of respondents from Nabadwip block and 95.43 per cent of respondents from Krishnagar II block didn't have any skill. They can't demand other technical work as unskilled as labour. However, only a few percent of both blocks of respondents have some skill. They (skilled respondents) are participating in this project as supervisors. However, only 12 per cent of Nabadwip block respondents have some skill, more than Krishnagar II block respondents (4.57%). Again, many skilled people from both study blocks cannot participate in this project and want to do a better job than MGNREGA.



Table No.- 5.20

Respondent's MGNREGA Work Records in study two Blocks.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondents who had job card	192	96	165	94.29
Respondents who had MGNREGA work updated record in job card	190	95	157	89.71

(Source: Compiled by researcher on the field survey conducted in October 2021).

In the above table, a comparative discussion was conducted about the average number of job cards with the NREGA work updated record of the respondent between Nabadwip block and Krishnagar II block. One of the formalities that are essential for getting work under MGNREGA is the making of a job card. Each family has one job card with family details and a bank account on it. A job card is a record of the number of employment days for every employee. From the field survey, it is clear that 96 per cent of employees (192 out of 200 respondents) in the study Nabadwip block have a job card, and 95 per cent of employees have an updated NREGA work report on their job card. On the other hand, 94.29 per cent of Krishnagar II block respondents have a job card, with 89.71 per cent having an updated NREGA work record. The overall performance (issues a job card with MGNREGA work updated record) of the Nabadwip block is higher than that of the Krishnagar II block.

Table No.- 5.21

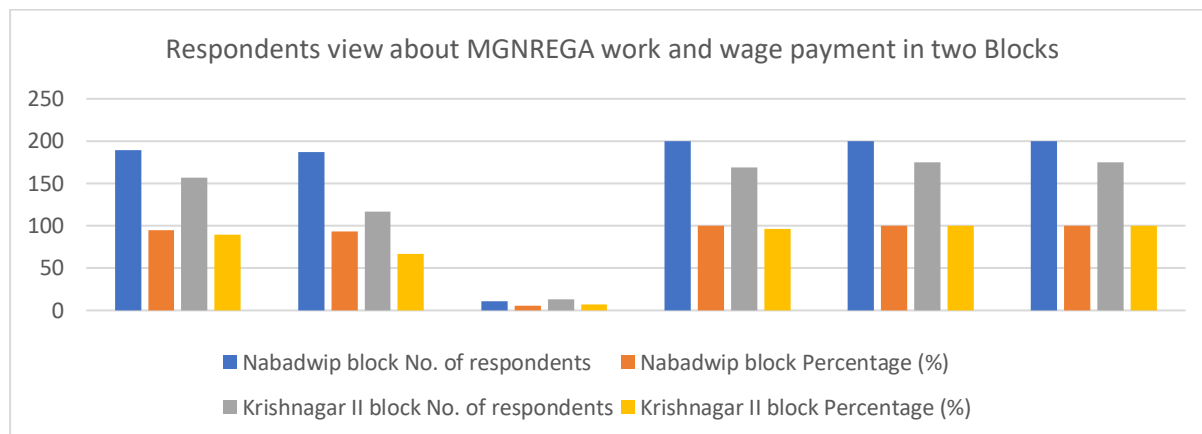
Respondent's Concept about Work, Payment of MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Respondents who said they got MGNREGA work	189	94.5	157	89.71
Respondents who got full payment	187	93.5	117	66.86
Respondent did not get any work	11	5.5	13	7.4
Respondents who said regular, timely work was not given	200	100	169	96.57
Respondents who said payment was not received in timely	200	100	175	100

Respondents who received unemployment allowance	200	100	175	100
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(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.6



The field survey data has been discussed with the help of comparative method in above table. It reflects the both block's respondents view about MGNREGA work and wage payment. The survey shows respondent's perceptions about the number of work days they got, which were far less than the 100 days of entitlement. From above this table, it can be said that overall 94.5 per cent of Nabadwip block selective people got MGNREGA work, and 93.5 per cent of employees received full wage payment. On the other hand, 89.71 per cent of the Krishnagar II block got work, and 66.86 per cent received full payment. Only 5.5 per cent of selective people in the Nabadwip block and 7.4 per cent in the Krishnagar II block did not get any work. Randomly selected people from both blocks of study have the same opinion that MGNREGA work or wage payment was not provided in a timely manner. No respondent in both study blocks received an unemployment allowance. From this table, it is also clear that no respondent from either block has taken advance money from the MGNREGA project in the study block. But regular and adequate work and timely payment are mandatory and crucial for the success of MGNREGA. Without regular and adequate work and timely payment, people will be forced to migrate and seek alternate employment.

Table No.- 5.22

**MGNREGA's Wage Payment According to Respondents in Nabadwip Block and Krishnagar-II Block.**

Block	Nabadwip Block		Krishnagar-II Block	
Months	No. of respondents	Percentage	No. of respondents	Percentage
0-2 Month	58	29	60	34.28
3-4 Month	48	24	54	30.86
5-6 Month	52	26	35	20
7-8 Month	37	18.5	21	12
9-10 Month	05	2.5	05	2.86
11-12Month	00	00	00	00
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

The field survey data has been discussed with the help of comparative method in above table. It reflects the employee's perception of wage payments under MGNREGA between the two study blocks. It is evident from the field survey that most of the respondents (29%) in Nabadwip block had received MGNREGA wage payments within 2 months. Its followed by 26 per cent and 24 per cent of employees who have received wage payments within 5-6 months and 3-4 months, respectively. On the other hand, almost 34 per cent of the Krishnagar II block have received wage payments within 2 months. It was followed by 30 per cent and 20 per cent of respondents who received payment in 3-4 months and 5-6 months, respectively, in Krishnagar II block. In addition, 18.5 per cent of respondents from Nabadwip block and 12 per cent of respondents from Krishnagar II block received NREGA employment wage payments within 7-8 months. Rest only 2.5 per cent of Nabadwip block respondents and 2.86 per cent of Krishnagar II block respondents had received wage payments within 9-10 months. From the above, it is clear that no respondents had received wage payments after 10 months in the both study blocks.

Table No.- 5.23

**Employment Days of the Participating Employees under MGNREGA in Nabadwip Block and Krishnagar-II Block.**

Block	Nabadwip Block		Krishnagar-II Block	
Days	No. of respondents	Percentage	No. of respondents	Percentage
0-20 days	82	41	135	77.14
21-40 days	59	29.5	18	10.28
41-60 days	32	16	06	3.43
61-80 days	17	8.5	00	00
81-100 days	00	00	00	00
No work	10	05	16	9.14
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

The above table comparatively indicates how many employment days have been provided under MGNREGA in both study blocks. Most of the respondents (41%) in both blocks had got only up to 20 days of job opportunities under MGNREGA. However, 77.14 per cent of respondents from Krishnagar II block and 41 per cent of respondents from Nabadwip block agreed that they had got only 21-40 days of employment. 29.5 per cent of respondents had got only 21- 40 days of employment in study Nabadwip block, and 10.28 per cent of respondents had got 21-40 days of employment in the Krishnagar II block. It is evident from the table that 16 per cent of respondents had got job opportunities lasting only 41-60 days, and only 8.5 per cent of employees had received 61-80 days of MGNREGA employment in the Nabadwip block. On the other hand, only 3.43 per cent of respondents had got 41-60 days of employment in the Krishnagar II block. But no respondent in Krishnagar II block didn't get above 60 days of employment. From above the table, it is also clear that no respondents in the study in the Nabadwip block got 81-100 days of job opportunities under MGNREGA. Again, 5 per cent of Nabadwip block and 9.14 per cent of Krishnagar II block didn't get any job opportunities under MGNREGA. However, official data indicates a higher figure for the number of employment days provided under MGNREGA in both study blocks. According to officially recorded data, 712 households in Nabadwip block and 57 households in Krishnagar II block received 100 days of employment in the 2021-22 financial year. However, according to the field survey, the average number of employment days under MGNREGA as per respondent was very low compared to the official record in both study blocks. No respondent in study two blocks has said that they received 100 days of employment in a financial year.

#### **Respondent's Age, Caste, Gender, and Religion under MGNREGA Work in Nabadwip Block and Krishnagar-II Block:**

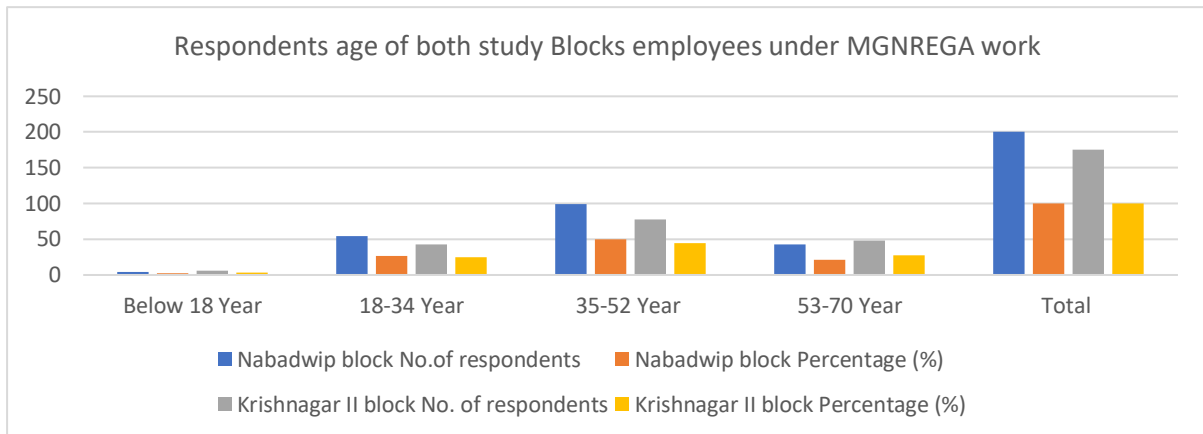
Table No.- 5.24

Respondent's Age under MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
Age of the respondents	No.of respondents	Percentage	No. of respondents	Percentage
Below 18 Year	04	2.00	06	3.43
18-34 Year	54	27	43	24.57
35-52 Year	99	49.5	78	44.57
53-70 Year	43	21.5	48	27.43
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.7



The field survey data has been discussed with the help of comparative method. It reflects the the respondent's age under MGNREGA participation in two study blocks. From the field survey, it was clear that 49.5 (99) per cent of respondents who participated were 35-52 years old in Nabadwip block. It had the highest percentage among the other participating respondents. In addition, 27.00 (54) per cent of respondents were in the age group of 18-34 years old, and 21.5 (43) percent were 53-70 years old in the study block. On the other hand, 44.57 per cent of respondents were in the age group of 35-52 years in Krishnagar II block. It was followed by 27.43 per cent of respondents and 24.57 per cent of respondents who were in the age group of 53-70 years old and 18-34 years old in Krishnagar II block. However, the percentage of participants under the age of 18 was very low in both study blocks. As for the rest, only 2.00 (04) per cent of the respondent participants in Nabadwip block and only 3.43 (06) per cent of the respondents in Krishnagar II block were under the age of 18 years under MGNREGA. So, it may come as a surprise that most of the participants were middle-aged (35-52 years old) in both study blocks. But below 18 years old, the participation (only 2.00%) rate is comparatively very low in both study areas.

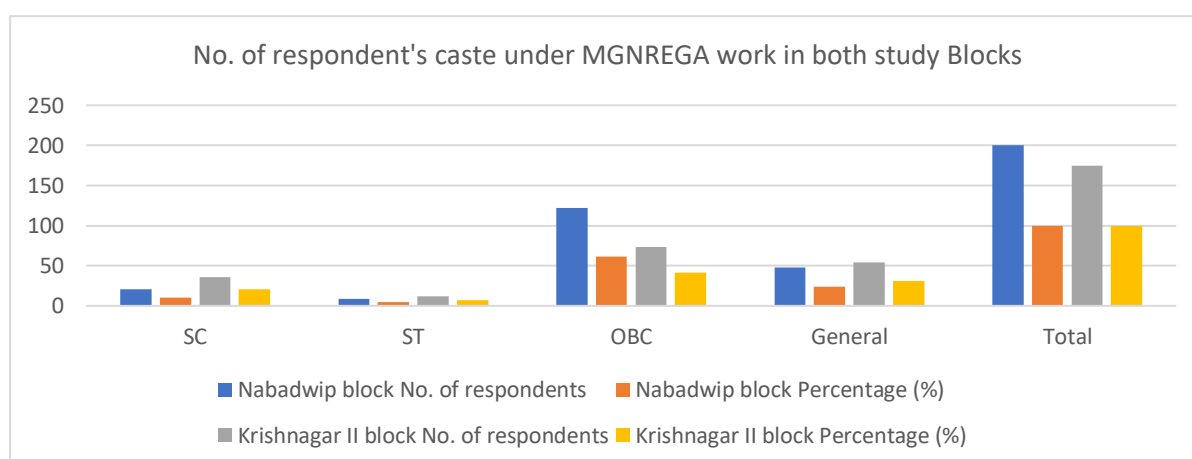
Table No.- 5.25

Respondent's Caste under MGNREGA in both study Blocks.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
SC	21	10.5	36	20.57
ST	09	4.5	12	6.86
OBC	122	61	73	41.71
General	48	24	54	30.86
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.8



Above the table, it can be noted that there has been a comparative discussion about the respondent's caste under MGNREGA participation in the two study blocks. MGNREGA is a unique job guarantee scheme that gives legal entitlement to each rural household to 100 days of employment in a financial year. According to the field survey data, it was seen that the majority (61%) of respondents in the Nabadwip block belonged to the OBC category. It followed by only 24 per cent of general category respondents and only 10.5 per cent of SC populations in the study block. On the other hand, only 41.71 per cent (the majority) of respondents belonged to the OBC category in the Krishnagar II block. It followed by 30.86 per cent general and 20.57 per cent SC populations in the study block. The rest of the participant categories (ST) under MGNREGA in the study two blocks were very low percent. ST participation percentage under MGNREGA was 4.5 and 6.86, respectively, in both the Nabadwip and Krishnagar II blocks. It reflects that both blocks, Nabadwip and Krishnagar-II, are numerically dominated by OBC communities.

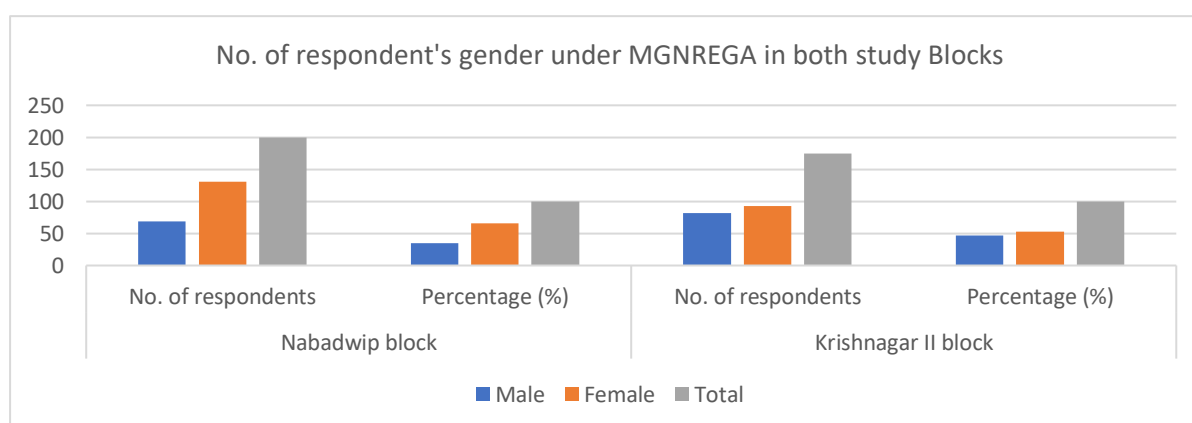
Table No.- 5.26

Respondent's Gender under MGNREGA in Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Male	69	34.5	82	46.86
Female	131	65.5	93	53.14
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.9



MGNREGA is a universal job guarantee scheme for all rural people, like men and women. There is no bondage or discrimination between men and women under MGNREGA. From above the table, it was clear that the percentage of respondent's genders under MGNREGA in both blocks. From the field survey, it was determined that only 34.5 per cent and 46 per cent of the respondents belong to the male population in both blocks, Nabadwip and Krishnagar II, respectively. The remaining 65.5 per cent and 53.14 per cent of respondents belong to the female population under MGNREGA in both Nabadwip block and Krishnagar II block. However, women's participation in study blocks was higher than male participation under MGNREGA. But in the Nabadwip block, women's participation was higher than in the Krishnagar II block. Female participation in MGNREGA was nearly double that of male participation in the study Nabadwip block. Although 30 per cent of employment is reserved for women under MGNREGA. However, women's participation in the both studies blocks were greater than the reservation of MGNREGA entitlement.

Table No.- 5.27

Employee's Religion under MGNREGA in both study Nabadwip Block and Krishnagar-II Block.

Block	Nabadwip Block		Krishnagar-II Block	
Religion	No. of respondents	Percentage	No. of respondents	Percentage
Hindu	121	60.5	91	52
Muslim	79	39.5	84	48
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

According to the 2011 census of India, 60.5 per cent of the population were Hindus, 38.20 per cent of the population were Muslim, and 0.41 per cent were other in Nabadwip block. But 57.02 per cent of the population are Hindus, 42.84 per cent of the population are Muslim, and

0.144 per cent are other in Krishnagar II block. From the field survey, it cleared which religious (Hindu and Muslim) respondents have mostly participated under MGNREGA in the study blocks. Data shows from the field survey that most of the participating respondents were Hindu populations under MGNREGA in both study blocks. However, Hindu participation in the Nabadwip block was higher than Krishnagar II block Hindu participation. As, 60.5 per cent of the Nabadwip block and 52 per cent of the Krishnagar II block were Hindu populations. From above the table, it can be said that only 39.5 per cent of the respondents in the Nabadwip block and 48 per cent of the respondents in the Krishnagar II block were Muslim populations. Although Hindu communities numerically dominated the block, the participation of the Muslim community was also satisfactory under MGNREGA in both study blocks.

Table No.- 5.28

Marital status of participating women under MGNREGA in both study Blocks.

Block	Nabadwip Block		Krishnagar-II Block	
Categories of Women	No. of respondents	Percentage	No. of respondents	Percentage
Unmarried	06	2.97	02	2.15
Married	87	43.5	53	56.99
Widow women	38	19	38	40.86
Total women	131	100	93	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

The above table indicates which category of women mostly participated under MGNREGA in two study blocks. From above the table, it can be said that most of the participating women are married in the category in both study blocks, under MGNREGA work. 43.5 per cent and 56.99 per cent of married women had mostly participated in both studies in the Nabadwip and Krishnagar II blocks, respectively. It followed by 19 per cent of widow women from Nabadwip block and 40.86 per cent of widow women from Krishnagar II block. However, both the percentage of married and widowed women in Krishnagar block is higher than in another Nabadwip block. But unmarried women's participation is very low under MGNREGA in both study blocks. As, only 2.97 per cent of unmarried women in Nabadwip block and 2.15 per cent of unmarried women in Krishnagar II block have participated under MGNREGA. It reflects that the studied block is numerically dominated by 43.5 per cent and 56.99 per cent married women in both Nabadwip block and Krishnagar II block, respectively.



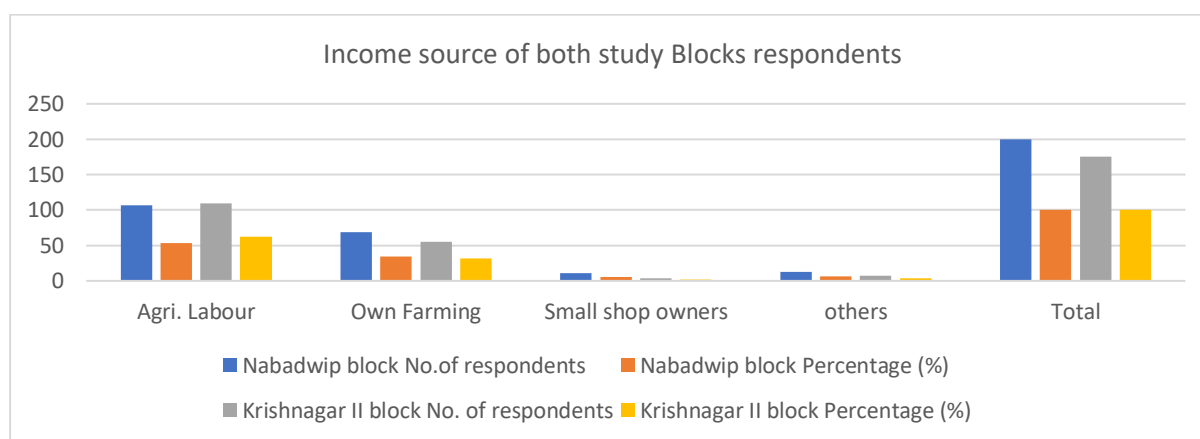
Table No.- 5.29

Income Source of both study Block's Respondent.

Block	Nabadwip Block		Krishnagar-II Block	
Income sources	No.of respondents	Percentage	No. of respondents	Percentage
Agri. Labour	107	53.5	109	62.28
Own Farming	69	34.5	55	31.43
Small shop owners	11	5.5	04	2.29
others	13	6.5	07	4.00
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.10



From above the table, it is clear that most of the respondent participants were marginal laborers or very small farmers under MGNREGA in both study blocks. Their main sources of income were agricultural activities. 53.5 per cent of respondents in Nabdwip block and 62.28 per cent of respondents in Krishnagar II block were agricultural laborers. It followed by 34.5 per cent of respondents and 31.43 per cent of respondents who were very small farmers who have some land in the Nabadwip and Krishnagar II block respectively. They can't do anything without agricultural activities as unskilled labour. In addition, only 5.5 per cent of the Nabadwip block and 2.29 per cent of Krishnagar II block participated respondents were small shop owners under MGNREGA. Rest 6.5 per cent of respondents were engaged in barber, fisherman, and tate silpi labour, etc. under MGNREGA in Nabadwip block. On the other hand, the rest of the 4.00 per cent who participated were toto drivers, maxi conductors, fishermen, etc. under MGNREGA in Krishnagar II block. In addition, one or two people were found to be earning members of the family in both study blocks. MGNREGA work could be a big help for such families who were small or marginal farmers, depending mostly on the farming income in both study areas.

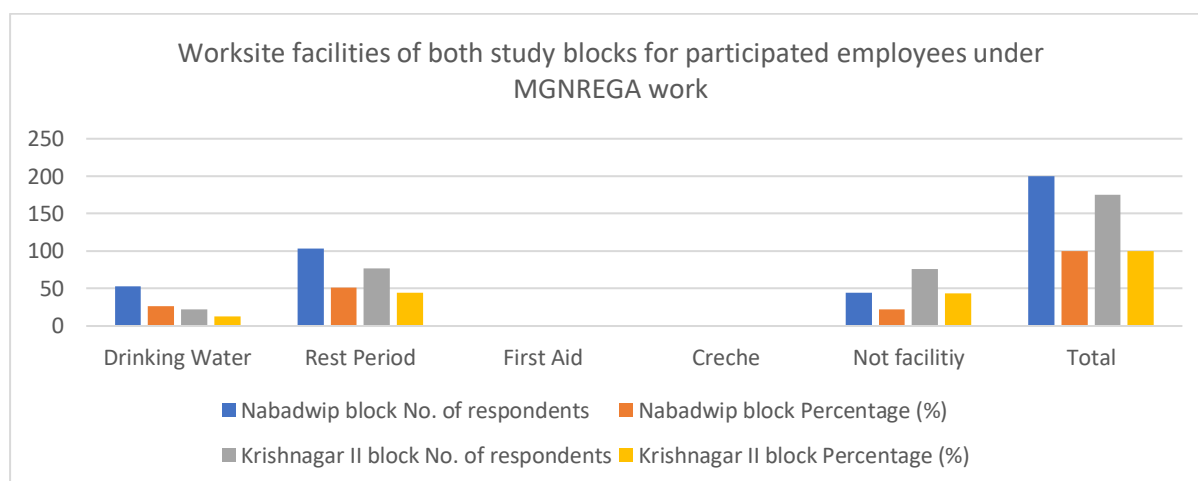
Table No.- 5.30

MGNREGA's Worksite Facilities for Employee under MGNREGA in both study Blocks.

Worksite Facilities	Nabadwip Block		Krishnagar-II Block	
	No. of respondents	Percentage	No. of respondents	Percentage
Drinking Water	53	26.5	22	12.57
Rest Period	103	51.5	77	44
First Aid	00	00	00	00
Creche	00	00	00	00
Not facility	44	22	76	43.43
Total	200	100	175	100

(Source: Compiled by researcher on the field survey conducted in April 2021).

Figure No.- 5.11



As per MGNREGA guidelines, there is a provision of facilities for its employees in regard to safe drinking water, a period of rest, first aid, and creche facilities at the MGNREGA work site. Overall, 51.5 per cent of Nabadwip block workers and 44 per cent of Krishnagar II block workers were provided with the period of rest. 26.5 per cent of Nabadwip block and 12.57 per cent of Krishnagar II Block respondents received only drinking water facilities. However, only a few per cent of respondents in both study blocks have received drinking water facilities. But the facility (drinking water, period of rest) of Nabadwip block was more than Krishnagar II block. No other facilities were available in the study in both blocks except drinking water and a period of rest under MGNREGA. From the table, it is clear that 22 per cent of Nabadwip block and 43.43 per cent of Krishnagar II block workers didn't get any facilities under MGNREGA.

The comparative study brings various issues of MGNREGA in the context of studying both blocks. Both study areas were most affected by the problem of poverty and the non-availability of opportunities to work in their hometowns. Rural people are always in hardship and forced to commit suicide due to unavailable basic needs (food, shelter, medicine, and job opportunities). Against this backdrop, the MGNREGA proved to enlighten work performance for the poor in Indian rural areas. There is no doubt that its promises have filled the hearts and minds of the rural poor with unprecedented employment and expectations. This study has comparatively discussed the overall human development strategy for empowerment and income generation in the context of MGNREGA in both Nabadwip block and Krishnagar II block. The research study comparatively highlights the number of families that completed 100 days of MGNREGA work, the total number of households that are beneficiaries of land reform (IAY), and the participation of disabled beneficiaries under MGNREGA in both study blocks. From this, it is noticed that the overall performance of the Nabadwip block was higher than the Krishnagar II block. The following issues are comparatively discussed in the context of the field survey: the difference between awareness of MGNREGA, employee skills, work record, labour expenditure and material expenditure, and MGNREGA payment to both study block beneficiaries. From this, it is noticed that Nabadwip block employee's awareness, skills, and labour expenditure were higher than in another block. But Krishnagar II block's material expenditure was so much higher than Nabadwip. It is also found that women's participation was higher than other communities (like SCs, STs etc.) in both study blocks. Except for drinking water and the period of rest, no other facilities are available in both study areas. Especially the middle-aged Hindu community (49.5% middle-aged with 61.39% Hindu of Nabadwip, and 44.57% middle-aged with 57.02 Hindu of Krishnagar II block) is mostly participating under MGNREGA in both study areas. It could provide a big push for a new vision of sustainable development that grows MGNREGA to 100 days of employment, sharing marginalised communities like women, SCs, STs, OBCs, and others in both study blocks. Above all, these provisions and activities of MGNREGA make it more inclusive for workers.

## **CHAPTER-VI**

### **SUMMARY AND CONCLUSION**

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Mahatma Gandhi National Rural Employment Guarantee Act has been eradicating rural poverty and unemployment. It provides an alternative source of employment which helps to reduce rural poverty and migration from these study areas. MGNREGA makes villages as self-sustaining through productive asset creation, like road construction, house construction, plantation (afforestation), land development, rural sanitation, cleaning up of water tanks and play field development, etc in two blocks of Nadia District. It has been considered as the largest anti-poverty, demand-driven programme in the world. However, the success of this Act depends on its proper planning and implementation. Some corruptions have been detected under MGNREGA work in these two blocks. The present study critically examines the implementation process of this programme and impact on socio-economic development in two blocks. This research work has used descriptive-analytical and empirical methods. Therefore, it is necessary to collect random sampling (a total of 375 households including MGNREGS beneficiaries and non-beneficiaries) for the data collection and data analyses. This field study was carried out during the period from October 2021 to September 2022. Questionnaire methods were used to gather or elicit information at the GP level of both blocks. Both blocks are generally Hindu-dominated developing areas, followed mostly by Muslim community. Among the 375 respondent (household or respondent are similar) households, the majority (about 59%) of households belong to Hindu population and almost 39 per cent of households belong to Muslim community. From two areas of Nadia district, majority of the households (68%) are involved in non-farm sector and have poor economic status and livelihood insecurity.

The unorganised labours are in large numbers mostly in Krishnagar II block. The number of OBC respondents is higher (61% in Nabadwip block, 41.71% in Krishnagar II block) in comparison to other castes among the non-farm labourers in both blocks. The majority of participating people (65.5% in Nabadwip and 53.14 % in Krishnagar II block) are female among the selected employees. 5.5 per cent of Nabadwip block and 7.4 per cent of Krishnagar II block respondents didn't get any work. Only 39.5 per cent of Nabadwip block and 37.71 per cent of Krishnagar II block participants under MGNREGA were illiterate. Rest of the

respondents are literate employees. Randomly (random sampling is a method of selecting a representative subset of a population where each member of the population has an equal chance of being chosen) selected people from both blocks have the same opinion that MGNREGA work and wage payments are not provided timely. No respondent in both blocks gets an unemployment allowance. This may be due to respondent's lack of interest in MGNREGS work. As they have greater mobility for alternative job opportunities even in an urban area. Therefore, due to the unavailability of work, both block's employees are compelled to go to urban areas for their job security. So, the main aims and objectives of MGNREGA have failed to improve the quality of life. The government is bound to pay the MGNREGA wage payment of employees within a week or mostly fortnight. While the MGNREGA guidelines permit equal wages for equal work between men and women. The awareness level in both areas are not very encouraging. There are no respondents who applied written to get employment in both block areas. Most respondents got work on the basis of verbal applications. There is no person among the beneficiaries in both blocks who got an unemployment allowance. They are ignorant about unemployment allowance.

According to MGNREGA provisions, it is mandatory to provide the basic facilities for the employee on the worksite, such as safe drinking water, first-aid kits, shades, a period of rest, and also a crèche facility. However, it was observed during fieldwork that except for drinking water and periods of rest, no other facilities were arranged under MGNREGA worksite in both block areas. Even some respondents from both blocks claimed that in some cases drinking water was also not available at work site. The operational guideline detailed the procedure for social audit forums to be held by Gram Sabha on MGNREGA work on a six-month basis. But from the field survey, it is clear that social audit wasn't organised by any study areas. Majority of the respondents in both blocks don't know about the provision of grievance redressal. One of the major objectives of the scheme is to improve employee income and enhance livelihood security in rural areas by providing 100 days of wage employment in a financial year to every registered household. But both Nabadwip block and Krishnagar II block didn't achieve this target (guaranteeing 100 days of employment to each household in a financial year). One of the clear evidences of the good impact of MGNREGA is highly women's participation. According to respondents, wage rate of male agricultural labour was higher (they (villagers) guess as women are physically weak) than female. This differential in agricultural wages (male-female) has forced rural women to participate in MGNREGA activities in both block areas.

This research work analysed the conceptual framework of MGNREGA, its development, and related information in which the literature review was done. Generally, development is considered as a condition in which belongings are improving. But it is defined in several ways in separate contexts like social, political, biological, science and technology, and language and literature. In a socio-economic context, development is considered as the improvement of people's lifestyles through improved education, incomes, skill development and employment. It is the process of socio-economic transformation based on cultural and environmental factors. So, socio-economic development is considered as a process in which social and economic conditions have developed in a society. But socio-economic development is measured by some indicators, like GDP, a combination of literacy, life expectancy or access to health care, higher level of efficiency, well-being, justice, income or levels of employment and democracy at all levels. MGNREGA has been considered an important way in which social economic equity and fixed income are maintained for the rural households in every financial year. Some of the literature is directly and indirectly involved in the present research study. The research work is basically empirical and analytical in nature, based on field survey data. Therefore, interview and group discussion methods have been used with beneficiaries for collecting data. The present research study is an attempt to understand the actual scenario of MGNREGS and its impact on socio-economic development in minority-dominated Krishnagar II CD block and Nabadwip CD block of Nadia district, West Bengal. It focuses on the role of both block's in generating sufficient employment opportunities, the procedures for job card registration, issuance of job cards, necessary measures and application for employment. It will help in formulating better policies and strategies for the future generation.

The various dimensions of MGNREGA have also been highlighted. MGNREGA is an important rights-based, demand-driven, self-selecting, time-bound, centrally sponsored, and state government-enacted scheme. It has been coming through various programmes since 2005. It aims to create durable assets and strengthen the livelihood resource for the rural poor. It enhances the livelihood security of rural people by guaranteeing hundred days of wage employment in a financial year for those who volunteer to do unskilled manual work. MGNREGA has covered the entire rural area within the country with the exception of districts that have a hundred percent urban population. MGNREGA name has been changed into MGNREGA in 2009. In addition, the large number of stakeholders have been involved in the implementation of the MGNREGA works from lower level to higher level or the village level to the national level. The village is the lowest tier for execution of MGNREGA works at gram

panchayat level. Programme Officer at the Block level, District Programme Coordinator in district level, State Employment Guarantee Council (SEGC) and State Employment Guarantee Mission (SEGM) in state level, and Ministry of Rural Development in Centre level, are responsible for the effective implementation and monitoring of the MGNREGA work.

This research work also discusses various issues like both block's performance trends, employment provided households, participation and persondays generated of SC, ST, women and disabled person, utilisation of fund (in Lakhs) in Nabadwip block. The Nabadwip CD block has been focusing on the creation of durable assets under MGNREGA. In the financial year of 20201-22, Nabadiwip CD Block has been able to complete 984 house construction, 408 livestock promotion, 109 afforestation, 82 improving livelihoods, 30 land development, 29 rural footpaths, 25 disaster restoration, 15 micro irrigation channels, 10 water conservation and water harvesting works, 9 rural sanitation, and 8 promotion of fisheries. In this year, total completed works are 1709 and 2553 ongoing works by 964.76 lakhs expenditure in study block. Mostly women are engaged in MGNREGA (As male member of households are engaged in other works) work in all financial years in both study blocks. It is followed by SC and ST households. It is discussed that MGNREGA has an important impact on the participation of SC, ST, women, and disabled people without discrimination in Nabadwip block. In addition, it discussed how many households had got 100 days of employment, and fund utilisation against the availability of funds under MGNREGA in Nabadwip block from the financial year of 2016-17 to 2021-22. Some specific subjects have been discussed based on survey data. These are respondent's awareness about NREGA work, written application, unemployment allowance, and impact of age-caste-religion and gender of respondents in Nabadwip block. In addition, respondent skills, women's participation, wage payment, worksite facilities, child labour, and some important developmental pictures have been discussed in this chapter. Without regular and adequate work and timely wage payment, study block people are forced to migrate and seek alternate employment than MGNREGA. Very few per cent of people of the study block were aware of MGNREGA work and unemployment allowance (10%). Mostly middle-aged (35-52 years) Hindu other backword class women have participated under study blocks MGNREGA employment. Respondents (randomly selected) of Nabadwip block have same opinion that MGNREGA work or wage payment (99%) not provided timely. No respondent has taken money of advance wages from MGNREGA project in study block. From the field survey it is observed that 96 per cent of employees (192 out of 200 respondents) of study block have job cards, but 95 per cent of employees have MGNREGA



work-updated reports in their job cards. But all respondents have the same opinion that MGNREGA will be useful if the Act provides regular work and wage payments without any defects.

Similarly MGNREGA and development in Krishnagar II block has been discussed various performance trends like previous employment provided households, participation and persondays generated of SC, ST, women and disabled person, and utilisation of fund (in lakhs) etc. in Krishnagar II block. The Krishnagar II CD Block has also been focusing on the creation of durable assets under MGNREGA. In the financial year of 20201-22, Krishnagar II CD block has been able to complete 634 house construction, 68 road connectivity or rural footpaths, 81 afforestation or plantation works, 35 disaster preparedness or restoration, 22 improving land productivity, 15 micro irrigation channels, 09 land development, 06 water conservation and water harvesting works, 01 rural sanitation, 04 building construction, 05 fishing, 03 improving livelihoods, and 01 playfield, etc. In this year, total completed works are 905 and 2085 ongoing works by 720.10 lakhs of expenditure in Krishnagar II block. Like Nabadwip block, most of the participating employees were women in all financial years in Krishnagar II block. It was followed by SCs and STs. The good impact of MGNREGA on SC, ST, women, and disabled person is allowed to be employed without discrimination in this block. It is discussed how many households got land reform facilities, 100 days of employment, and fund utilisation under MGNREGA in Nabadwip block from 2016-17 to 2021-22.

Some specific subjects have been discussed here based on field survey data. These are respondent's awareness about MGNREGA work, written application, unemployment allowance, and impact of age-caste-religion and gender of respondents. In addition, respondent's skills, women's participation, wage payment, worksite facilities, child labour, and some important developmental picture have been mentioned in the fourth chapter. Without regular and adequate quantum of work and timely wage payment in Krishnagar II block people are forced to migrate and seek alternate employment than MGNREGA. Very few per cent (2.29) people in Krishnagar II block were aware of MGNREGA work. But 100 per cent peoples of this block were unaware of the unemployment allowance. Mostly middle-aged (35-52 years) (44.57%) Hindu other backward class married women have participated in this block MGNREGA work. Most of the respondents (randomly selected) in Krishnagar II block have the same opinion that MGNREGA work (96.57%) or wage payment (100%) is not provided in timely manner. Like Nabadwip block, nobody of Krishnagar II block has taken money of

advance wages from MGNREGA project. But all respondents have the same opinion that MGNREGA will be useful if the act provides regular work and wage payments without any defects.

A comparison study shows the overall development performance of MGNREGA between Nabadwip block and Krishnagar II block. The performance (completed work) of Nabadwip block was higher than Krishnagar II block. As, 610 completed works and 3136 ongoing works of Nabadwip block by 692.64 lakhs expenditure, and 354 completed and 2468 ongoing activities of Krishnagar II block by 494.82 lakhs expenditure in the last 2021-22 financial year. Then the percentage of employment provided to households, women's participation, persondays generated of SC, ST, women, and disabled persons, utilisation of funds (in lakhs), etc. have discussed in here. The employment provided households no. of SC, ST and women of Krishnagar II block was higher than Nabadwip block in the entire financial year of 2015-16 to 2021-22. But both employments provided households and average no. of employment days of Nabadwip block was higher than Krishnagar II block. In 2021-22, the percentage of employment provided HHs of both blocks Nabadwip and Krishnagar II was 97.96 and 90.60. This year, the Nabadwip block and Krishnagar II block have been able to provide employment opportunities for only an average of 42.25 days and 22.30 days per HH respectively. Women's participation in both study blocks have higher than other communities (SC and ST etc.). However, participation of SC, ST, and women of Krishnagar II block was higher than Nabadwip block. Then it is discussed how many households have completed 100 days of employment in a financial year, and it is clear that Nabadwip block's households have received 100 days of employment more than Krishnagar II block in all financial years except 2016-17. Then it is mentioned that fund utilisation against the available funds in the aspects of labour and material expenditure in both blocks.

The study compares employee's awareness about provisions, utility, written application, Gram Sabha meeting, unemployment allowance of MGNREGA, and employee's educational qualifications, skills, and work record under MGNREGA in Nabadwip block and Krishnagar II block. From the field survey, it is observed that most of the respondents from both blocks are not aware of MGNREGA work and unemployment allowance. But 100 per cent people of two blocks said that MGNREGA would be very useful if it provided regular work and wage payment without any defects. At the same time, 6.5 per cent of Nabadwip block and 9.71 per cent of Krishnagar II block selective respondents said that they would migrate

even if MGNREGA had been implemented without any defects. No respondent worker demanded work with a written application in the study blocks. From the field survey, it was also clear that educated respondents participated more than illiterate. But no respondent worker was graduate under MGNREGA in both blocks. It also discussed the worksite facility, impact of age-caste -religion- gender of respondents, wage payment, women participation rate, and child labour etc. based on field survey in this chapter. Mostly middle-aged (35-52 years) Hindu (other backward-class married) women have participated in study block MGNREGA employment. Randomly selected people of both study blocks have same opinion that MGNREGA work or wage payments were not provided in timely. No respondent in either study block got an unemployment allowance. It is also clear that no respondent of either block had taken advance money and unemployment allowance from MGNREGA project.

From the field survey, it was found that the average number of employment days under MGNREGA as per respondents was very low compared to the official record in both study blocks. No respondent of study two blocks has said that they received 100 days of employment in any financial year. From the field survey it is observed that most of the respondents were marginal labours or very small farmers under MGNREGA in both study blocks. Their main sources of income were agricultural activities. As 53.5 per cent of participating respondents in Nabadwip block and 62.28 per cent respondents of in Krishnagar II block were agricultural labours. It was followed by 34.5 per cent of respondents and 31.43 per cent respondent who were very small farmers who had some land in the Nabadwip and Krishnagar II blocks respectively.

### **Findings of the Study:**

- i) It is observed that the overall performance of Nabadwip block was better than Krishnagar II block. As, Nabadwip block has been able to perform more completed works than another block in almost all financial years. In 2015-16 to 2017-18 financial year, the percentage of employment provided HHs of Krishnagar II block was higher than Nabadwip block. From 2018-19 to 2021-22 financial year, the percentage of employment provided HHs of Nabadwip block was higher than Krishnagar II block.

- ii) Most of the respondent workers of both blocks are unaware about MGNREGA employment. They are known MGNREGA work as 100 days of work, or Matikata kaj. Generally, the women are not aware properly about the process and entitlements of the programme. Unlike man, they can't go outside house. Again, no awareness camping has been arranged under MGNREGA in both study blocks. As 97.71 per cent of respondents of Krishnagar II block and 85.5 per cent respondent of Nabadwip block are known MGNREGA work as 100 days work or Matikata kaj.
- iii) Most of the respondents of both blocks are largely unskilled. The majority of workers under both study blocks are unskilled labour. As 88 per cent of respondents of Nabadwip block and 95.43 per cent of respondents of Krishnagar II block are unskilled labour. They can't demand other technical work as unskilled labour.
- iv) The majority of respondents in both study blocks have job cards and bank-updated records of MGNREGA work. From the field survey it is clear that 96 per cent of employees (192 out of 200 respondents) of study Nabadwip block have job cards and 95 per cent of employees have MGNREGA work reports on their job cards or bank accounts. 94.29 per cent of Krishnagar II block respondents have job cards with 89.71 per cent of MGNREGA work-updated records.
- v) The number of respondent workers of SC, ST and women of Krishnagar II block under MGNREGA employment was higher than Nabadwip block in all financial years (2015-2016 to 2021-22). Krishnagar II block has been able to provide more employment for SC, ST and women households than Nabadwip block. Though the overall employment provided performance of both blocks are almost same. Although the participation of SC, ST and other small-marginal farmers were not affected much under MGNREGA in both study areas.
- vi) It is noticed from official data that the per cent of women participations of Krishnagar II block were always higher than Nabadwip block under MGNREGA from 2015-16 -2021-22 financial year. It is also necessary to mention that Krishnagar II block's SC and ST participation was more than another block. So, it is clear that the participation of women, SC and ST households of Krishnagar II

block was more than Nabadwip block. So, the Krishnagar II block's participation was more than Nabadwip block under MGNREGA work.

- vii) From block official data its observed that most of the households of Nabadwip block have received 100 days of employment more than Krishnagar II block in all financial years except 2016-17. Because only 2016-17, Krishnagar II block's more households have completed 100 days of employment than Nabadwip block. It had a better impact on rural economic growth and development of Nabadwip block more than Krishnagar II block. Rest of all financial years except 2016-17, Nabadwip block has been able to provide more households with 100 days of employment than Krishnagar II block.
- viii) Nabadwip block's 100 days of employment opportunity, land reform or IAY-benefited households were more than another block in the entire financial year. Like the general worker, disabled workers also have participated under MGNREGA employment in both study block. However, the disabled benefits of Nabadwip block were greater than Krishnagar II block.
- ix) Though the fund utilisation percentage of both study blocks was very high (almost 99%). However, the fund utilisation percentage of Krishnagar II block was higher than another block. From block official data, its necessary to say that labour expenditures of both study blocks are so higher than material expenditures in all financial years (except 2017-18 in Krishnagar II block). In addition, labour expenditures of Nabadwip block are higher than Krishnagar II block. But materials expenditure of Krishnagar II block is higher than Nabadwip block.
- x) It is found that majority of respondents of both study blocks (89.5 % of Nabadwip block and 100% of Krishnagar II block) are not aware of the written application needed to get MGNREGA work. Most of the respondent workers from two blocks who have applied for work said they did so orally. No worker demands work with a written application in two blocks of Nadia district.

- xi) Irregular payments or delay in wage payments is also responsible for overall poor participation of respondent in MGNREGA. The majority of respondent participants of both study blocks have got MGNREGA work (but less than 100 days of entitlement) and full wage payment. From the field survey its clear that only 5.5 per cent of selective respondents of Nabadwip block and 7.4 per cent of Krishnagar II block did not get any work. Both blocks have the same opinion that MGNREGA work or wage payments were not provided in timely. Particularly a single earners man of the household can't participate in this project. For the last three years, the central government hasn't provided MGNREGA funds to the West Bengal State Government. According to the Central Government, there is so much corruption in West Bengal MGNREGA work. Though the West Bengal government denied the above claim, it was only a political issue. No respondent participants in both study blocks got an unemployment allowance. However, no workers in either block were aware of the unemployment allowance.
- xii) Theoretically maintains all provisions of MGNREGA but practically does not fulfil all the provisions of the Act in both study areas. According to MGNREGA provision, all households have right to work for 100 days in a financial year but practically not found. Only few households have received 100 days employment in a financial year in both study areas. Social audits as well as grievance redressal mechanisms are more necessary to control corruption in MGNREGA work and wage payments. But social audits and grievance redressal mechanisms have not done properly in any area of study blocks.
- xiii) Most of the MGNREGA work is not suitable for women workers. As most of the projects selected being related to rural connectivity, pond excavation, and renovation of local water bodies etc. which mostly requiring of physical force. Like male, women workers are not performed this work properly.
- xiv) The majority of respondents from both blocks have same opinion that Gram Sabha meetings were not held for MGNREGA purposes. The field survey shows only 7.5 per cent of selective respondents in Nabadwip block agreed Gram Sabha meetings were held for MGNREGA purposes over the last year. But no respondent of

Krishnagar II block agreed that Gram Sabha meetings were held for MGNREGA purposes. But 100 per cent people of study blocks said that MGNREGA has been very useful if it provides regular work and wage payments without any fault. At the same time, 6.5 per cent of respondents of Nabadwip block and 9.71 per cent of respondents of Krishnagar II block said that they would migrate even if the MGNREGA had been implemented without any defects.

- xv) Both literate and illiterate workers have participated in MGNREGA's work in two blocks of Nadia district. As only 39.5 per cent of Nabadwip block and 37.71 per cent of Krishnagar II block participated respondents were illiterate under MGNREGA work. The rest of participating respondents (41%) from both blocks were educated workers.
- xvi) Most of the respondents of both study blocks had got only up to 20 days of work opportunities under MGNREGA. As 77.14 per cent of respondents of Krishnagar II block and 41 per cent of respondents of Nabadwip block agreed that they had got employment for 1–20 days. From the field survey it was noticed that no respondent from both blocks got employment for up to 100 days in a financial year. However, according to official data, 40 households of Nabadwip block and 30 households of Krishnagar II block had 100 days of employment in the 2021-22 financial year.
- xvii) It is evident that most of the respondents of study both blocks received MGNREGA wage payments within 2 months. Though no respondent worker from both study blocks received a wage payment within fifteen days, that is why the participation rate in this project is gradually decreasing day by day. The respondent people are going to choose alternative work than MGNREGA for their livelihood security in these areas. In this regard, MGNREGA's main aims and objectives have failed.
- xviii) According to field survey data it is observed that majority of respondents of both study blocks belonged to other backward classes (OBC). As 61 per cent of Nabadwip block and only 41.71 per cent of respondent of Krishnagar II block belong to OBC category. From the field survey it can be said that more participants in both blocks are female than male under MGNREGA work. 5 per cent and 46.86

per cent of respondents belonged to female population under MGNREGA in both Nabadwip block and Krishnagar II block respectively. Women's participation in both study blocks was higher than the reservation (30%) of MGNREGA entitlement. Most of the women workers are married women. As 43.5 per cent and 56.99 per cent married women mostly participated in both studies Nabadwip and Krishnagar II blocks, respectively.

- xix) From the study, it can be said that majority of participating respondents are 35-52 years old under MGNREGA programme in both blocks. So, it may be said that the participation rate of young men/women and old men/woman are comparatively lower than middle-aged (35-52 years) people in both blocks. According to the results of the field survey, 49.5 (99 respondents out of 200) per cent of Nabadwip block respondents and 44.57 per cent of Krishnagar II respondents were between the ages of 35 to 52. Participation of below 18 years old worker is comparatively low (below 4%) in both blocks of MGNREGA work.
- xx) Most of the respondents were marginal agricultural labour or very small farmers. Their main sources of income were agricultural activities. The majority of the respondents did not own land. As, 53.5 per cent respondents of Nabdwip block and 62.28 per cent of respondents of Krishnagar II block were agricultural labour.
- xxi) Poor worksite facilities are emerged in both study blocks, As, minimum worksite facilities are absent in this scheme. MGNREGA funds have been allocated for the provisions of safe drinking water, resting place, first aid, and childcare facility for the workers. But in reality, it is evident that except drinking water facility all other facilities (first aid, and creche facilities, etc.) are generally absent in study both blocks. From the field survey it is clear that overall 51.5 per cent workers of Nabadwip block and 44 per cent workers of Krishnagar II block got a period of rest in MGNREGA work. 26.5 per cent of Nabadwip block and 12.57 per cent of Krishnagar II block respondents got only drinking water facilities.
- xxii) Lack of child care facilities in both study blocks. One of the major shortcomings of the Act is lack of proper crèche facilities at the work site even though the Act includes this provision in both study areas. By the different studies its cleared that



women remained worried with their children while they are working at MGNREGA worksite. It is also evident that some women do not accept the job facilities of MGNREGA due to non-availability of proper child care facilities in both study areas.

### **Suggestive recommendations:**

It observed from the various findings of the present study that MGNREGA has been providing some employment opportunities for the rural population to the different socio-economic strata in both study blocks. Rural labours have got some additional income opportunities to contribute to their household's expense through participating in the MGNREGA programme. MGNREGA's some positive changes have come up in the pattern of lifestyle among the different groups of households (marginal farmers, daily wage labourers, rural labour, and creation of asserts etc.) by providing employment opportunities.

Various types of problems and gaps were well depicted in the implementation authorities of the MGNREGA programme. In this context the following policy measures may be in corporate in MGNREGA implementation:

- The success of this programme depends on its proper implementation. Most of the pitfalls of MGNREGA implementation can be overcome if proper processes and procedures are put in right way. Thus, there should be continuous efforts towards creating adequate awareness of the different provisions of MGNREGS amongst the people in both blocks. Awareness of MGNREGA is necessary not only for people's motivation to work but also to encourage them to participate in its planning and implementation process.
- Provision should be made to organise training camps, cultural programmes and other methods among the workers of the villages during off-agricultural seasons (lean periods).
- It is very necessary to increase substantially work allocation for the respondent in both blocks. However, work should be provided on a reasonable basis per month. It can motivate worker's livelihood security. The work duration in a month of off-season must

be allocated at least 10 days. Then, rural poor families have able to run their family expenses in lean periods. On the other hand, delaying payment must be avoided.

- Awareness is a key aspect of the Act. However, lower-level officials of both blocks (Gram Pradhan, Gram Panchayat Presidents, etc.) are not aware of MGNREGA rules and regulations. It is very necessary to organise a training program for the MGNREGA implementing authorities at all levels on these issues.
- To bring transparency and accountability under the MGNREGA scheme, provision for social audit can play a significant role at the lower level on a regular basis in this regard.
- The leadership style should be cooperative in nature. This will facilitate rural peoples to greater participation, information sharing, opinion expression, and development of social networks etc.
- There is an important role for the government in the implementation of MGNREGS. Thus, the government must take immediate steps to stop corruption (mostly misused job card and wage payment) in its implementation and wage payments. Therefore, a proper monitoring (like finger print presence and leave, taking employee's photo and sent to higher authority from time to time, employment should be provided directly etc.) system is essential for MGNREGA worksites and wage payments.
- The officials of both study blocks should frequently visit the MGNREGA worksite to assess and properly evaluate the work progress. The official responsibilities are to provide different facilities (first aid, drinking water, rest etc.), timely wage payment, and extra essential aspects for workers.
- Women's participation in MGNREGA employment can be maximised through the selection of separate worksites for them.
- A proper monitoring mechanism should be developed that can ensure correct procedures in the job card and at the work site. Few mechanisms like employee's finger print presence and leave, taking employee's photo and sent to higher authority from time to time, employment should be provided directly etc. are should strictly be maintained.

It observed that this scheme provides a good employment option for unemployed rural people. MGNREGA (secure income generation programme) increases the purchasing capacity of rural people in both blocks. MGNREGA is a platform in which rural people get extra-employment opportunities. It has eradicated poverty from the rural section in both study areas. The MGNREGA programme eliminates discrimination between men and women in the aspect of employment and wage payment. It is the great success of MGNREGA in society. MGNREGA work is a big help for such families who are small or marginal farmers in both study areas. If the above recommendations are fully exercised in the implementation process of MGNREGA then the worker participation rate will be more increased.

In spite of shortcomings in implementation, MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) plays a crucial role in empowering women and indirectly enhancing children's education in several ways: i). According to MGNREGA, at least one-third of the total beneficiaries must be women. MGNREGA secures women's employment. It had secured 1/3 of the seats for women. This quota encourages women to engage in wage labour, helping to break traditional gender roles and promote their participation in the workforce. During field survey it is found that above 60 per cent worker were women in both study areas. As male member of households are engaged in other hard work and women are engaged in MGNREGA work. When women earn their own income, they gain a sense of autonomy, and a reduced dependency on male family members. This financial stability lead to increased decision-making power regarding household expenses, including education for their children. ii). Participation in MGNREGA projects often involves skill development while working on various projects, such as construction, water conservation, and land development etc. iii). With their own income, women gain a voice in household decision-making. They are more likely to contribute to important decisions regarding family matters. iv). Participation in MGNREGA fosters social networks among women. These networks can provide support, share information, and empower women collectively to advocate for their rights and needs. So, MGNREGA not only addresses rural employment but also serves as a catalyst for women's empowerment. By enhancing economic independence, social status, and community participation, it plays a vital role in transforming the lives of women in rural India.

Theoretically implementing agencies maintains all provisions of MGNREGA but practically does not fulfil all the provisions of the Act in both study areas. These are; i).

According to MGNREGA provision, all households have right to work for 100 days in a financial year but practically not found. Only few households have received 100 days employment in a financial year in both study areas. But it observed that Nabadwip block households have received, always, 100 days of employment more than Krishnagar II block except for the 2016–17 financial year. ii). As, MGNREGA time bounded employment programme (within 15 days from the date of employee work request acceptance) then no employee has received employment timely. The Gram Panchayat/Programme Officer is responsible for providing work or employment to the applicant within 15 days of the date of receipt of the application. But no household got MGNREGA work within 15 days of application in both blocks. iii) Again, MGNREGA wages should be paid on a weekly basis on a pre-specified day of the week in each Gram Panchayat. It is very essential to ensure that employee wages are paid on timely. Workers are entitled to be paid on a weekly basis but no more than a fortnight from the date on which work was done (NREGA, Section 3(3)). In the event of any delay in wage payments, workers are entitled to compensation as per the provisions of the Payment of Wages Act, 1936 (NREGA, Schedule II, Section 30). But compensation costs shall be borne only by the State Government. No workers of both study areas were received wage payment timely.

Again, iv) MGNREGA's employment must be provided within 15 days from the date of employee work request acceptance. If the state government fails to provide employment within 15 days from the date of employee work request acceptance, then an unemployment allowance must be payable by the State Government at the rate prescribed in the MGNREGA. The Programme officer shall be responsible for the prompt payment of unemployment allowances throughout the block. The payment of unemployment allowances should also follow the same pattern as the payment of wages by MGNREGA. It has been paid on a weekly basis and no later than 15 days from the date on which it becomes due for payment (NREGA, Section 7(5)). v). According to MGNREGA, at least one-third of the total beneficiaries must be women. During field survey it is found that above 60 per cent worker were women in both study areas. As male member of households are engaged in other hard work and women profess MGNREGA work. vi). According to MGNREGA, there must be facility for drinking water, first-aid or medical aid, shade for taking rest, and crèche if there are more than five children below the age of six years. But there are no facilities are arranged in both study areas except drinking water. Few worksites drinking water facility, also, is not arranged in both study areas. vii) According to MGNREGA provisions, social audits as well as grievance redressal

mechanisms are more necessary to control corruption in MGNREGA work and wage payments. But during field survey it is found that social audits and grievance redressal mechanisms have not done properly in any area of study blocks. viii). Gram Rozgar Sahayak (GRS) is mandated to assist the GP in executing MGNREGA works at the village level. The operational guidelines mandate that at least one GRS is deployed in every GP except in GPs where demand for work under MGNREGA is almost non-existent. But more than one GRS can be deployed in GPs that have high labour potential. During field survey, it was found that 6 GRS were appointed out of seven GPs and only 4 GRS among eight GPs under Krishnagar II block and Nabadwip block respectively. So, the hypotheses of the study i.e., ‘MGNREG Scheme strengthens the socio-economic development of the people in general and women’s emancipation and empowerment in particular’, and ‘there is a gap between the provisions and implementation of the MGNREGA in Nabadwip block and Krishnagar II block are validated.

## **Appendix**

### **Interview Schedule**

#### **Interview Schedule for NREGA Employees in both study Nabadwip block and Krishnagar II Block**

(All information provided in the interview schedule will be treated as strictly confidential and will be used for research purpose only.)

### **Section-I**

#### **1.0 General Information**

1.1 Name of Respondent: .....

1.2 Age (in years) i). Below 18 ( ), ii). 18-30 ( ), iii). 31-40 ( ), iv). 41-50 ( ), v). 51-60 ( ),  
vi). above 60 ( ).

1.3 Caste: i). General ( ), ii). SC ( ), iii). ST ( ), iv). OBC ( ), ( tick the right option).

1.4 Religion: i). Hindu ( ), ii). Muslim ( ), iii). Any other ( ), ( tick the right option).

1.5 Marital Status: i). Married ( ), ii). Unmarried ( ), iii). Widow ( ), ( tick the right option).

1.6 Education: i). Illiterate ( ), ii). Primary ( ), iii). Secondary v-ix ( ), iv). H.S ( ), v). B.A ( ).

1.7 Annual Income of the family: i). Less than 3000 ( ), ii). 3001-5000 ( ),  
iii). 5001-10,000 ( ), iv). 10001-15,000 ( ), ( tick the right option).

1.8 Name of the Panchayat .....

1.9 Name of the Block .....

## Section-II

### 2.0 Scheme Related Information

- 2.1 Do you know about NREGA? i). Yes ( ), ii). No ( ).
- 2.2 Are you aware 100 days work? i). Yes ( ), ii). No ( ).
- 2.3 Do you have job card? i).Yes ( ), ii). No ( ).
- 2.4 From whom did you get the job card? .....
- 2.5 Did you submit any written application to get NREGA work? i). Yes ( ), ii). No ( ).
- 2.5 Did you have to pay any fees to procure job card? i). Yes ( ), ii). No ( ).
- 2.6 Did you get NREGA work within 15 days of written application? i). Yes ( ), ii). No ( ).
- 2.7 Are the NREGA wage rate the equal for men and women? i). Yes ( ), ii). No ( ).
- 2.8 No of family members employed under NREGA .....
- 2.9 Does there exist any childcare facility in NREGA worksite? i).Yes ( ), ii). Yes ( ).
- 2.10 Is social auditing of NREGA work done regularly? i). Yes ( ), ii). No ( ).
- 2.11 Have you ever received any work under this programme? i). Yes ( ), ii). No ( ).
- 2.12 If yes, how many days in a year: .....
- 2.13 Did participation in NREGA help to improve socio-economic development? i). Yes ( ),  
ii). No ( ).
- 2.14 Are you aware about unemployment allowance? i). Yes ( ), ii). No ( ).
- 2.15 Did meeting of Gram Sobha held regularly to aware of NREGA? i). Yes ( ), ii). No ( ).
- 2.16 Is there any arrangement for drinking water and first aid in worksite of NREGA project?  
i). Yes ( ), ii). No ( ).
- 2.17 How do you have any plan to increase the awareness amongst the villagers about the  
NREGA work? i). Yes ( ), ii). No ( ).
- 2.18 If yes please mention: .....

- 2.19 Which agency / agencies should be responsible for monitoring? i) supervisor ( ),  
ii) Pradhan ( ), iii) Any govt's authority( ). (Pls tick the right option).

### Section-III

#### 3.0 Work Related Information:

- 3.1 Nature of work: i). Road/Drain/ Bund Construction ( ), ii). Flood Control & Protection ( ),  
iii). Water Conservation & Harvesting ( ), iv). Digging of pond/canal/tank ( ), v). Micro  
Irrigation works ( ) etc. (tick the right option).

- 3.2 Nature of visit to the worksite: i). With Children ( ), ii). Without Children ( ). (Tick the  
right option).

- 3.3 No. of days worked in a year: 10-20 days ( ), 21-30 days ( ), 31-40 days ( ), 41-50 days( ),  
days ( ), 61-70 days ( ), above 71 days ( ). (Tick the right option).

- 3.3 Mode of payment: i). Daily ( ), ii). Weekly ( ), iii). Fort nightly ( ), iv) Monthly ( ),  
v). Within 2-3 months ( ), vi). Within 4-5 months ( ), vii). Within 6-7 Months ( ), viii).  
More than 8 months.

- 3.5 NREGA wage payment received from: i). Bank ( ), ii). Post Office ( ), iii). GP Office ( ).

- 3.6 Distance of the worksite from worker home: i). Within 5 Km radius ( ), ii). Beyond 5 Km  
radius from the village ( ), (Tick the right option).

- 3.7 Have you got any extra wages whether work more than 5 km away from your residence?  
i). Yes ( ), ii). No ( ).

- 3.7 NREGA payment received Rs...../-

- 3.8 Impact of NREGA in pandemic situation (COVID-19): i). Least helpful ( ), ii). Sufficient  
helpful ( ), iii). Most helpful ( ), iv). Not helpful ( ).



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