

Profile of Rural Labourers Working Under MGNREGS and Awareness About the Scheme

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ABSTRACT: *The purpose of the study was planned in Sangrur district of Punjab. Ten percent of total active job card holders were taken for the study. There were 4864 active job card holders in the district. Therefore, a sample of 486 active job card holders was selected for the study. The primary data on socio-economic profile and different aspects of awareness about MGNREGS among selected rural labourers were collected on a specially structured pre-tested questionnaire through personal interview method. The data were analyzed by using statistical techniques like chi-square test, Z-test and paired t-test.*

Key Words: *Labourers, Rural and Punjab*

Introduction

Social development of weaker sections of the society has been the prime agenda of the government formed after independence in India. Various programmes have been experimented for the socio-economic development of rural people, in India in the last six decades (Mandal 2009). Right from the Community Development Programme (1952) till Swarnjayanti Gram Swarozgar Yojana (2000), there is a long list of rural development programme implemented in India for socio-economic welfare of the rural people. As the benefits of rural development programmes were not percolating down, since 1970 more attention was given by government towards the poorer section (Vanaik 2008). As fast multiplying population, shrinking economic resources are further adding to the number of poor and are becoming a cause for serious concern for the government. The recent UNDP Human Development Index report has put the India on 134th position among 192 countries of the world in over all development ranking indicating toward the declining and standard of life in Indian society (Tondon 2009)

Indian government started Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in 1986. Now this Act has become a Scheme and abbreviated as MGNREGS. In this scheme, there is a legal guarantee for 100 days employment in a financial year to at least one member of every household whose adult member volunteer to do unskilled manual work at the minimum wage rate prescribed in a state or else an unemployment allowance to enable them to achieve socio-economic betterment (Singh 2006). In the first phase, it was implemented in 100 most backward districts of India, in 2007, NREGA covered another 130 districts and from April, 2008, the Act is implemented in all the districts of the country (Vanaik 2008). NREGA is to provide employment to the deserving people (Panda 2007). As this programme in the socio-economic development of the beneficiaries of this programme.

Keeping in view the importance of MGNREGS, the present paper has been planned with the following objectives:

1. To study the personal profile of rural labourers working under MGNREGS; and
2. To examine the level of awareness among MGNREGS rural labourers about the Scheme.

Review of Literature

Aggarwal and Kukreti (2010) concluded that NREGS has a strong rights-based perspective. The facilitation of the basic right of a decent job which requires complementary social supports such as insurance, gender equity, child care, financial literacy, awareness building etc., is critical to it. The setting up of social supports and enhancing the efficiency of delivery, all point to the need for linking this scheme to a development ladder where the investment into social supports pays dividends in the form of productive, skilled and economically independent human resources.

Khera and Nayak (2008) in his work on "Women Workers and Perceptions of the National Rural Employment Guarantee Act" examined the socio economic consequences of the NREGA on women workers. He also attempts to understand the perception of the NREGA legislation as reported by workers. Looking at all India women participation rates in the first 2 years of NREGA complementation it increased from 40

percent in 2006-07 to 44 percent in 2007-08 rent lalse interest variations in the participation of have been observed by him/ In ranges from 82 percent (Tamil Nadu) to 15 percent (Uttar Pradesh). He indentified following five barriers to women Participation: Traditional social norms 2) Illegal presence of contractors. 3) Lack of child care facilities. 4) Law rates of wages. 5) Delay in Payment of wages.

Kumar (2010) in his study come to conclusion that it is worth mentioning the manner in which the exercise was used intensively in making the Sample Shelf of Project for a Gram Panchayat. During the participatory exercise for identification of works in the Panchayat, its categorization on basis of their nature and its prioritization on the basis of village need, the resource maps proved to be a visual recokned for the villagers and PRIs. Similarly, it was also used in the UNDP, NREGS Project in Bundelkhand (Uttar Pradesh and Madhya Pradesh) in which we are piloting innovations under NREGS. The process flow adopted is as mentioned above. The findings clearly show the differences in the resource in the two district districts.

Mishra (2010) revealed that NREGA is unique among all the rural schemes, both in terms of its large scale of finance and the vast canvas of its work area. Taking this approach, both social audit and social audit forum play a pivotal role, wherein the man on the last rung of the social ladder has free access to information pertaining to individual and societal development in a fearless environment and has the right to be a part of the decision-making process, which acts as a positive catalyst for implementation of any result-oriented scheme in a healthy and participatory democracy.

Pankaj and Tankha (2010) in their paper examines the empowerment effects of the National Rural Employment Guarantee Scheme on rural women in Bihar, Jharkhand, Rajasthan and Himachal Pradesh. The authors argue that women workers have gained from the scheme primarily because of the paid employment opportunity, and benefits have been realised through income-consumption effects, intra-household effects, and the enhancement of choice and capability. Women have also gained to some extent in terms of realisation of equal wages under the NREGS, with longterm implications for correcting gender skewness and gender discriminatory wages prevalent in the rural labour market of India. Despite the difficulties and hurdles for women, prospects lie, inter alia, in their collective mobilisation, more so in laggard states.

Tiwari and Upadhyay (2012) conducted a study o find out constraints faced by the women beneficiaries under Mahatma Gandhi National Rural Employment Guarantee Act. The sample consisted of 100 randomly selected respondents from two panchayat samities. The author used Personal interview technique for collecting data. Finding of the study shows that personal and family (79.16 Mean Percent scores) were the major constraints faced by them.

Research Methodology

The study was planned in Sangrur district of Punjab. Ten percent of total active job card holders were taken for the study. There were 4864 active job card holders in the district. Therefore, a sample of 486 active job card holders was selected for the study. The primary data on socio-economic profile and different aspects of awareness about MGNREGS among selected rural labourers were collected on a specially structured pre-tested questionnaire through personal interview method. The data were analyzed by using statistical techniques like chi-square test, Z-test and paired t-test.

Section-1: Profile of Rural Labourers Working under MGNREGS

The profile of selected rural labourers working under MGNREGS (respondents) includes gender, age, educational level, marital status, occupation, caste, family size type of family and religion.

Gender: A perusal of Table 1.1 showed that majority i.e. 54.32 percent of respondents was male, while the remaining 45.68 percent were female.

Table 1.1: Distribution of respondents according to their sex

Sex	No.	%age
Male	264	54.32
Female	222	45.68
Sex Ratio	840.91	

Sex ratio came to be 841 females for 1000 males. This pattern represented the true picture of our society.

Age: The distribution of respondents according to their age is given in Table 1.2. It is clear from the Table that the highest proportion i.e. 32.72 percent of total respondents belonged to the age group of 41-50 years, followed by 24.90 percent from the age group of 31-40 years and 21.60 percent from 51-60 years of age.

Table 1.2: Gender wise distribution of respondents according to their age

Age (years)	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
18-30	19	7.20	17	7.66	36	7.41
31-40	62	23.48	59	26.58	121	24.90
41-50	87	32.95	72	32.43	159	32.72
51-60	51	19.32	54	24.32	105	21.60
61-80	44	16.67	20	9.01	64	13.17
Above 80	1	0.38	0	0.00	1	0.21
Chi-square value		7.73	d.f.	4		

The lowest proportion i.e. 0.21 percent was above 80 years of age, followed by 7.41 percent from the younger age group of 18-30 years and 13.17 percent from the age group of 61-80 years. Gender wise analysis also depicted the similar pattern of age distribution. None of the female respondents was reported to be above 80 years of age, while there was only 1 (0.38%) among male respondents above 80 years of age. The pattern of age distribution was similar among male as well as female respondents as indicated by the non-significant value of chi-square i.e. 7.73.

Educational Level: The distribution of respondents according to their education has been shown in Table 1.3.

Table 1.3: Gender wise distribution of respondents according to their education

Education	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Illiterate	169	64.02	164	73.87	333	68.52
Up to Primary	58	21.97	44	19.82	102	20.99
Middle	37	14.02	14	6.31	51	10.49
Chi-square value		8.81*	d.f.	2		

*: significant at 5 percent

A perusal of Table 1.3 showed that most i.e. 68.52 percent of total respondents were illiterate. This proportion came to be 64.02 percent among male respondents and 73.87 percent among female respondents. As much as 20.99 percent of total respondents were having an educational level of up to primary, while this proportion was 21.97 percent among male respondents and 19.82 percent among female respondents. Only 10.49 percent of total respondents were middle pass, whereas this proportion was 14.02 percent among male respondents and 6.31 percent among female respondents.

The educational pattern was significantly different among male and female respondents as conveyed by the significant value of chi-square i.e. 8.81.

Marital Status: The distribution of respondents according to their marital status has been given in Table 1.4.

Table 1.4: Gender wise distribution of respondents according to their marital status

Marital Status	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Married	181	68.56	150	67.57	331	68.11
Unmarried	67	25.38	46	20.72	113	23.25
Widow	-	-	23	10.36	-	-
Widower	11	4.17	-	-	-	-
Divorced	5	1.89	3	1.35	8	1.65

The highest proportion i.e. 68.11 percent of total respondents was married, followed by 23.25 percent unmarried, while only 1.65 percent was divorced. Among male respondents the highest proportion i.e. 68.56 percent was married, followed by 25.38 percent unmarried and 4.17 percent widower. Only 1.89 percent of them were divorced. The highest proportion i.e. 67.57 percent of female respondents was married, followed by 23.25 percent unmarried and 10.36 percent widow. Only 1.35 percent of them were divorced. The pattern of marital status was similar among male and female respondents.

Occupation Other than MGNREGS: The distribution of respondents according to their occupation other than MGNREGS is shown in Table 1.5.]

Table 1.5: Gender wise distribution of respondents according to their occupation other than MGNREGS

Occupation	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Farming	71	26.89	7	3.15	78	16.05
Farm Labour	73	27.65	116	52.25	189	38.89
Non-Farm Labour	52	19.70	29	13.06	81	16.67
Self-Employed	27	10.23	30	13.51	57	11.73
Unemployed	41	15.53	40	18.02	81	16.67
Chi-square value		65.86**	d.f.	4		

**: significant at 1 percent

The information given in Table 1.5 indicated that the highest proportion i.e. 38.89 percent of total respondents was performing farm labour activities, followed by 16.67 percent each performing non-farm labour activities and unemployed. As much as 16.05 percent of them was doing agriculture, followed by 11.73 percent involved in self-employed works like repair workshop, artisan work, shop, etc.

Among male respondents, the highest proportion i.e. 27.65 percent was involved in farm labour activities, followed by 26.89 percent doing agriculture and 19.70 percent performing non-farm labour activities. As much as 10.23 percent were self-employed and 15.53 percent were unemployed. Among female respondents, the highest proportion i.e. 52.25 percent was involved in farm labour activities, followed by 18.02 percent unemployed and 13.51 percent were self-employed. The lowest proportion i.e. 3.15 percent of them was doing agriculture and 13.06 percent performing non-farm labour activities.

There seems to be significant differences in the occupation pattern of male and female respondents. It can be seen in agriculture and farm labour activities. The difference in pattern of occupation was found to be significant as indicated by the significant value of chi-square i.e. 65.86.

Caste: The distribution of respondents according to their caste has been shown in Table 1.6.

Table 1.6: Gender wise distribution of respondents according to their caste

Caste	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
General Castes	3	1.14	2	0.90	5	1.03
Backward Classes	21	7.95	17	7.66	38	7.82
Scheduled Castes	240	90.91	203	91.44	443	91.15
Chi-square value		0.30	d.f.	2		

A perusal of Table 1.6 indicated that highest proportion i.e. 91.15 percent of total respondents was from scheduled castes, followed by 7.82 percent from backward classes. The lowest proportion i.e. 1.03 percent was from general castes. Similar was the pattern of caste among male and female respondents as conveyed by the non-significant value of chi-square i.e. 0.30.

Family Structure: Family structure consists of adult males, adult females and children. The average number of each category as well as their percentage out of total family size is given in Table 1.7.

Table 1.7: Gender wise family structure of respondents (Average No.)

Family Structure	Male		Female		Total		t-value
	No.	%age	No.	%age	No.	%age	
Adult Male	2.21	35.08	2.14	36.44	2.18	35.68	0.94
Adult Female	1.92	30.48	1.74	29.65	1.84	30.11	1.17
Children	2.17	34.44	1.99	33.90	2.09	34.21	1.09
Family Size	6.30	100.00	5.88	100.00	6.11	100.00	1.21

Overall average family size worked at 6.11 (say 6) members. Out of this 35.68 percent were adult male and 30.11 percent adult female. As much as 34.21 percent was children. The average family size among male respondents came to be 6.30 members, of which 35.08 percent were adult male and 30.48 percent adult female, while 34.44 percent were children. Among female respondents average family size was 5.588 members, of which 36.44 percent were adult male and 29.65 percent adult female, while 33.90 percent were children. The non-significant t-values showed that family structure was similar among male and female respondents.

Type of Family: The distribution of respondents according to the type of family has been given in Table 1.8.

Table 1.8: Gender wise distribution of respondents according to their type of family

Type of Family	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Nuclear	113	42.80	88	39.64	201	41.36
Joint	151	57.20	134	60.36	285	58.64
Chi-square value		0.50	d.f.	1		

A perusal of Table 1.8 indicated that majority i.e. 58.64 percent of total respondents belonged to the joint type of families, while remaining 41.36 percent to the nuclear type of families. The proportion of respondents belonging to joint type of families came to be 57.20 percent in case of male respondents and 60.36 percent in case of female respondents. The pattern of type of family was similar among male as well as female respondents as indicated by the non-significant chi-square value of 0.50.

Religion: The distribution of respondents according to their religion is given in Table 1.9

Table 1.9: Gender wise distribution of respondents according to their religion

Religion	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Hindu	71	26.89	63	28.38	134	27.57
Sikh	113	42.80	98	44.14	211	43.42
Muslim	49	18.56	37	16.67	86	17.70
Others	31	11.74	24	10.81	55	11.32
Chi-square value		0.48	d.f.	3		

The highest proportion i.e. 43.42 percent of total respondents belonged to the Sikh religion, followed by 27.57 percent to Hindu religion and 17.70 percent belonged to Muslim religion. Only 11.32 percent of them belonged to other religions like Jain, Christian, etc. A similar pattern of religion was found there among male and female respondents. This was affirmed by the non-significant chi-square value of 0.48.

Section-2: Awareness among Rural Labourers about MGNREGS

This section deals with the level of awareness among rural labourers working under MGNREGS (respondents) about the Scheme.

2.1 Awareness about MGNREGS

The data given in Table 2.1 showed that majority i.e. 84.98 percent of total respondents was aware about MGNREGS, while the remaining 15.02 percent of them were not have any awareness about this.

Table 2.1: Gender wise distribution of respondents according to their awareness about MGNREGS

Awareness	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Yes	218	82.58	195	87.84	413	84.98
No	46	17.42	27	12.16	73	15.02
chi-square value		2.62	d.f.	1		

The proportion of those having awareness about MGNREGS came to be 82.58 percent among male respondents and 87.84 percent among female respondents. As much as 17.42 percent of male respondents and 12.16 percent of female respondents did not have any awareness about the Scheme. The pattern of awareness among male and female respondents about MGNREGS was similar as indicated by the non-significant value of chi-square i.e. 2.62.

2.2 Awareness about Purpose of MGNREGS

The information given in Table 2.2 showed that majority i.e. 52.78 percent of total respondents was not aware about purpose of the Scheme, while 47.22 percent of them were aware about the purpose of the Scheme.

Table 2.2: Gender wise distribution of respondents according to their awareness about purpose of MGNREGS

Awareness	Male (N=218)		Female (N=195)		Total (N=413)	
	No.	%age	No.	%age	No.	%age
Yes	98	44.95	97	49.74	195	47.22
No	120	55.05	98	50.26	218	52.78
chi-square value		0.95	d.f.	1		

Among male respondents, 55.05 percent were not aware about purpose of MGNREGS, while 44.95 percent were aware about the same. Among female respondents 50.26 percent were aware about purpose of MGNREGS, while 49.74 percent did not have awareness. The pattern of awareness among male and female respondents about purpose of MGNREGS was similar as conveyed by the non-significant value chi-square i.e. 0.95.

2.3 Awareness about Various Provisions of MGNREGS

Table 2.3: Gender wise distribution of respondents according to their awareness about various provisions of MGNREGS

Awareness	Male (N=218)		Female (N=195)		Total (N=413)	
	No.	%age	No.	%age	No.	%age
Yes	58	26.61	47	24.10	105	25.42
No	160	73.39	148	75.90	308	74.58
chi-square value		0.34	d.f.	1		

The information given in Table 2.3 indicated that about three-fourth of total respondents were not aware about various provisions contained in MGNREGS. This figure was 73.39 percent among male respondents and 75.90 percent among female respondents. Only one-fourth of them were aware about various provisions of MGNREGS. This is a very pitiable situation that there prevails no mass campaign to educate the rural labourers about various aspects of MGNREGS. In such a situation, chances of corruption and exploitation increase. Therefore, there is a dire need to launch awareness campaigns about MGNREGS among rural labourers.

2.4 No. of Days Work Got

The distribution of respondents according to the number of days for which the respondents' families got work during financial year 2017-18.

Table 2.4: No. of days family got MGNREGS work in financial year 2017-18

No. of Days	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Up to 25	108	40.91	93	41.89	201	41.36
26-50	94	35.61	87	39.19	181	37.24
51-75	37	14.02	29	13.06	66	13.58
76-100	25	9.47	13	5.86	38	7.82
Average Days	36.83		34.56			
t-value		1.17				

The highest proportion i.e. 41.36 percent of total respondents got work for up to 25 days, followed by 37.24 percent for 26 to 50 days and 13.58 percent for 51 to 75 days. The lowest proportion i.e. 7.82 percent got work for 76 to 100 days.

Among male respondents, as much as 40.91 percent got work for up to 25 days, followed by 35.61 percent for 26 to 50 days and 14.02 percent for 51-75 days. There were only 9.47 percent of them who could get work for 76 to 100 days. Among male respondents, as much as 41.89 percent got work for up to 25 days, followed by 39.19 percent for 26 to 50 days and 13.06 percent for 51-75 days. There were only 5.86 percent of them who could get work for 76 to 100 days.

The average work got under MGNREGS was 37 days in case of male respondents and 35 days in case of female respondents. Overall average worked at 36 days during the last financial year. The average work got was statistically at par with each other as conveyed by the non-significant t- value of 1.17.

The analysis revealed that even after more than 30 years of implementation of MGNREGS, the target of providing minimum of 100 days work to each family of rural labourers could not be achieved. Rather it is far behind the target. In the present study, there is a gap of 64 days to cover to achieve the target. It is need of the hour that the works being done under the Scheme should be multiplied and new works to be added.

2.5 Wages in Time

The distribution of respondents according to the receiving wages in time or not has been given in Table 2.5.

Table 2.5: Gender wise distribution of respondents according to getting the wages in time

Wages in Time	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Yes	78	29.55	56	25.23	134	27.57
No	186	70.45	166	74.77	352	72.43
chi-square value		1.13	d.f.	1		

It is clear from the Table that only 27.57 percent of total respondents could get their wages in time, while the remaining vast majority i.e. 72.43 percent of them could not get their wages in time. Exactly a similar pattern of wages payment was experienced by male and female respondents. This finding was also confirmed by the non-significant value of chi-square i.e. 1.13.

2.6 Spending Pattern of Money received from MGNREGS

The respondents spent additional money received from MGNREGS on to ensure two times meals, medical services, children's education, repayment of old small debts, renovation/extension of home and purchase of home appliances. The detailed information about this has been presented in Table 2.6.

Table 2.6: Gender wise spending the additional family income due to MGNREGS (Multiple Response)

Money Spent on	Male		Female		Total		Z-value
	No.	%age	No.	%age	No.	%age	
Ensuring two times meal	191	72.35	170	76.58	361	74.28	1.06

Medical expenses	81	30.68	63	28.38	144	29.63	0.55
Children's education	56	21.21	42	18.92	98	20.16	0.63
Repayment of small debts	59	22.35	43	19.37	102	20.99	0.80
Renovation/extension of home	29	10.98	16	7.21	45	9.26	1.43
Purchase of home appliances	31	11.74	20	9.01	51	10.49	0.98

The highest proportion i.e. 74.28 percent of total respondents spent additional money on ensuring two times meals for the family, followed by 29.63 percent on health services, 20.99 percent on repayment old small debt and 20.16 percent of them spent money on children's education. The lowest proportion i.e. 9.26 percent of them spent additional money on renovation/extension of home, followed by 10.49 percent on purchase of home appliances. Similar was the pattern of money spending pattern among male and female respondents.

The analysis showed that vast majority of the respondents spent money from MGREGS for ensuring two times meal for the family. This revealed that before MGNREGA, it was not possible for them to ensure two times meal even. This implies that MGNREGS helped them considerably.

2.7 Facilities Available at Work Site

Some of the facilities available at the work site were reported by the respondents like tea refreshment, Lunch break, drinking water facility, separate place for lactating mothers, medical facility and help in case of accident. The opinion of respondents about availability of different facilities at work site has been shown in Table 2.7.

It is clear from Table 2.7 that the highest proportion i.e. 84.77 percent of total respondents reported that lunch break during work was prevalent, followed by 15.84 percent who told that drinking water facility was available and an equal proportion also told that help at the time accident at work site. Only 2.88 percent of them admitted the availability of medical facility at work site.

Table 2.7: Facilities available at work site by MGNREGS (Multiple Response)

Facilities	Male		Female		Total		Z-value
	No.	%age	No.	%age	No.	%age	
Tea Refreshment	37	14.02	21	9.46	58	11.93	1.54
Lunch Break	214	81.06	198	89.19	412	84.77	2.48*
Drinking Water	49	18.56	28	12.61	77	15.84	1.79
Separate place for lactating mothers	-	-	11	4.95	-	-	NA
Medical facility	8	3.03	6	2.70	14	2.88	0.22
Help in case of accident	44	16.67	32	14.41	76	15.64	0.68

Similar pattern was observed among male and female respondents. However, only 4.95 percent of the female respondents reported that separate place was available for lactating mothers to feed their infants. The proportion of those reporting facility of lunch break was significantly higher among female respondents as compared to that among male respondents as indicated by the significant Z-value of 2.48.

2.8: Discrimination at Work Place or Providing Employment

The distribution of respondents according to the discrimination being faced by them is given in Table 2.8.

Table 2.8: Gender wise facing any discrimination on work site or providing employment

Discrimination	Male		Female		Total	
	No.	%age	No.	%age	No.	%age
Yes	188	71.21	180	81.08	368	75.72
No	76	28.79	42	18.92	118	24.28
chi-square value		6.39**	d.f.	1		

As high as 75.72 percent of total respondents reported that they faced discrimination under MGNREGS, while the remaining 24.28 percent did not face any discrimination. The proportion of those being faced discrimination was 71.21 among male respondents and 81.08 percent among female respondents. A significantly higher proportion of female respondents reporting discrimination were found there as compared to that among male respondents. This revealed that female rural labourers were facing higher level of discrimination. This was also confirmed by the significant chi-square value of 6.39.

2.9 Type of Discrimination

The opinion of respondents about types of discrimination being faced by them has been given in Table 2.9.

Table 2.9: Type of discrimination being faced by the respondents (Multiple Response)

Type of Discrimination	Male (N=188)		Female (N=180)		Total (N=368)		Z-value
	No.	%age	No.	%age	No.	%age	
Low wages	41	21.81	56	31.11	97	26.36	2.02*
Low employment	72	38.30	89	49.44	161	43.75	2.15*
Low refreshment	18	9.57	14	7.78	32	8.70	0.61
Overtime work	82	43.62	78	43.33	160	43.48	0.05
No overtime payment	82	43.62	78	43.33	160	43.48	0.05
Personal work by officials	56	29.79	73	40.56	129	35.05	2.16*

The highest proportion i.e. 43.75 percent of total respondents face discrimination in terms of low employment followed by 43.48 percent each overtime work and no overtime payment. The lowest proportion i.e. 8.70 percent of them was discriminated in terms of low refreshment, followed by 26.36 percent in terms of low wages and 35.05 percent were discriminated in terms of personal work by scheme officials.

The discrimination in terms of low wages, low employment and personal work by scheme officials was significantly higher among female respondents as compared to that among male respondents as indicated by the respective Z-value i.e. 2.02, 2.15 and 2.16.

Summing up

- Majority of respondents was male.
- The highest proportion of total respondents belonged to the age group of 41-50 years.
- About 70 percent of total respondents were illiterate. None of the respondents was found to be above middle standard.
- About percent of total respondents was married.
- More than 50 percent of total respondents were involved in labour activities either in farm sector or in non-farm sector.
- More than 90 percent of respondents belonged to scheduled castes.
- Average family size was found to be 6 members.
- About 60 percent of the families were joint families, which was contrary to the general scenario of type of families.
- The highest proportion of total respondents belonged to the Sikh religion.
- About 85 percent of total respondents were aware about MGNREGS.
- More than 50 percent of the respondents were not aware about the purpose of MGNREGS.
- About three-fourth of total respondents were not aware about various provisions contained in MGNREGS.
- The average work got under MGNREGS was 37 days in case of male respondents and 35 days in case of female respondents. Overall average worked at 36 days during the last financial year.
- The analysis revealed that even after more than 30 years of implementation of MGNREGS, the target of providing minimum of 100 days work to each family of rural labourers could not be achieved. Rather it is far behind the target. In the present study, there is a gap of 64 days to cover to achieve the target. It is need of the hour that the works being done under the Scheme should be multiplied and new works to be added.

- Vast majority of respondents could not get their wages in time.
- About three-fourth of the respondents spent the addition money through MGNREGS on ensuring two times meals for the family.
- Only lunch break facility was up to significant extent at the work site, while the facilities like drinking water, tea refreshment, separate place for lactating mothers, medical facility and help at the time accident were there to a small extent.
- About three-fourth of the respondents reported that were being discriminated at the work place. The most common discrimination was done in terms of low employment, overtime work and no overtime payment. The discrimination level was higher with females as compared to the males.

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