Awarness of Mgnrega Provision among Workers: A Study of Rait Development Block of District Kangra, Himachal Pradesh.

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Abstract
This paper examines awareness level of MGNREGA provision among workers in Kangra district of Himachal Pradesh. The average and percentage score was used to analyze the awareness of MGNREGA provision. After analysis of data it was found that there is less awareness among the MGNREGA workers of the provision. On the other side paper also highlighted that various constraints faced by works such as no payment of unemployment allowance, delay in payment of wage.
Key words; *Awareness, MGNREGA provision, unemployment allowance,*

I.   INTRODUCTION

Rural development is essential for the country like India where 68.84% of population lives in rural areas, growth of population was 12.3% in the last decade 2001-11, and 72.4 per cent of workforce resided in rural areas. Rural economy contributed 46% of national income *(chand et al 2017).* The agriculture is the prime sector for employment in rural economy. The sector suffered from various problems such as disguised unemployment, low productivity, unskilled labour and mostly dependence on monsoons *(joshi 2015)*. The presence of these obstacles, push the rural unemployed workers to migrate urban areas for better the employment opportunity. To develop the rural areas, several welfare programs were introduced by the government of India like National Rural Employment Programme 1980, Rural Landless Employment Guarantee Programme, 1983, Employment Assurance Scheme 1993, Jawahar Gram Samridhi Yojana 1999, Pradhan Mantri Gram Sadak Yojana 2000, Sampoorna Grameen Rozgar Yojana 2001 and National Food for work Programmen *(Rajalakshmi & Selvan 2020).* All these schemes were implemented by state government with the coordination of central government. The main focus of these schemes was to provides employment security. But all these schemes didn't provide any guarantee of employment. The National Rural Employment Guarantee Act (NREGA) 2005 is a tremendous demand driven scheme launched by government of India with the objective of providing livelihood security to poor households in rural areas. Under this Act government legally provides 100 days guaranteed employment for unskilled labour who willing to work at statutory prescribed wage rate. The act come into force on February 2, 2006 and was implemented a phased manner. In 1st phase it was implemented 200 most backward district of India and in 2nd phased it was implemented additional 130 districts of country. The Act was notified in the remaining 285 rural district of India from April 1, 2008 in 3rd phased.

MGNREGA in Himachal Pradesh

Himachal Pradesh spread over a territory of 55,67 lakh square kilometers with a population of 68, 64,602 lakh lives in which 51 per cent male and 49 per cent female (census 2011). The 89.97 per cent populations were lives in rural areas and 11.3 per cent population was lives in urban areas. In Himachal Pradesh agriculture and horticulture are main source of livelihood for majority of households. Both agriculture and horticulture depend on the weather condition Therefore the government of India implemented the NREGA in

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Himachal Pradesh. Himachal Pradesh NREGA was initially implemented in two districts Chamba and Sirmour in 2006. The second phase 1st April 2007 NREGA was implemented two more districts Kangra and Mandi. In 2008 NREGA was implemented in all districts of Himachal Pradesh.

The several scholars have observed the impact of MGNREGA on income and consumption of households across the country. For example, (*Sakar et. al. 2011*) examined the socio-economic impact of MGNREGA on rural poor households. It was found that MGNREGA has significant impact on households per capita income, monthly per capita food expenditure, annual child expenditure on education, per capita saving, condition of the dwelling house and access to healthcare facility. (*Malangmeih et. al., 2014*) in their paper observed that after implementation of MGNREGA average man-days of employment per year were increased by 34.5%, average annual income of households increased by 24% , average annual consumption expenditure increased by 14% but there were no significant impact on saving of households. (*Reddy et. al.,2016*) the study reveals that after participation in MGNREGA households income, saving in SHGs, average consumption expenditure on food item, education, health, significant increased. (*Varman et. al., 2020*) the study shows the significant impact of MGNREGA on household's consumption. It was found that after implementation program me on an average consumption such as vegetables, fruits, oil meat and egg has increased. (*Kaur & Randhawa 2016*) conducted a study on awareness of MGNREGA provision in Panjab. It was revealed that medium level of awareness among the beneficiaries (*Thakur 2016*) conducted a study in Mandi district of Himachal Pradesh. The paper found that majority of respondents aware of 100 days job provision of MGNREGA (98%), 53.2 per cent were aware about the unemployment allowance. (*Katoch 2021*) studies the awareness level among beneficiaries under MGNREGA in Himachal Pradesh. It reveals that most of the MGNREGA workers aware of key provision of MGNREGA provision such as 100 days of guarantee employment, work within 15 days. On the other side several constraint faced by workers under MGNREGA, worksite facilities, load of work, distance between house and worksite, mode of payment, unemployment allowance respectively. (*Sriram et al., 2022*) conducted a study entitled "Constraints faced by officials of MGNREGA in Salem district. The main objective of study was to find out the various constraint faced by workers. It was found that 66.6 per cent of workers faced constraints due to low illiteracy, followed by 56 per cent delay in payment, 63 per cent lack of technical facilities.

II.   OBJECTIVES OF STUDY
1) To study the socio- economic condition of MGNREGA workers in the study area.
2) To identify the awareness level of MGNREGA provision among workers.
3) To find out the various constraints faced by MGNREGA workers in study areas.

III.   RESEARCH METHODOLOGY
A cross- sectional data were carried out with the sample of 100 households from the four panchyats of Rait development block. The Rait development block randomly selected in the paper. The block consisted 56 panchyats. In first phase all the panchyats are arranged in ascending order of job cardholders, after arranging the panchyats four were randomly selected. From each panchyats 25 beneficiaries households were randomly selected collect data via in- depth interviews and observation method. All the data of 100 households complied and analyzed via percentage and coefficient of variation was used to found out disparity in worker about provision of MGNREGA.

SOCIO- ECONOMIC AND DEMOGRAPHIC PROFILE
Table 1: Distribution of the respondents on the basis of gender

Panchyats	Gender		Total
	Male	**Female**	
Gorda	8 (32)	17 (68)	25 (100)
Kairi	10 (40)	15 (60)	25 (100)
Sehwan	11 (44)	14 (56)	25 (100)
Banala	5 (20)	20 (80)	25 (100)
Total	**34 (34)**	**66 (66)**	**100 (100)**

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

Table indicates the gender distribution of the sample respondents. Sixty-six per cent of all respondents were female, with the rest being male. It was found that in all panchyats, the majority of females were worked under MGNREGA. The table of analysis also revealed that female participation in MGNREGA was greater than the given reservation. Participation of women was higher rate than men because women in rural areas most of

women are housewife opportunity of employment are very few. MGNREGA provides work less than 5km of radius then it gives opportunity of rural women to conveniently work under MGNREGA. On the other side most of rural men are not interested in MGNREGA employment of daily wage under MGNREGA less than other wage employment. It is the main reason why most men are unwilling to work under MGNREGA.

Table 2: Age wise distribution of the respondents

Panchyats	Age (in years)				Total
	18-30	**31-45**	**46-60**	**60 above**	
Gorda	1 (4)	11 (44)	12 (48)	1 (4)	25 (100)
Kairi	4 (16)	6 (24)	13 (52)	2 (8)	25 (100)
Sehwan	3 (12)	12 (48)	10 (40	0 (0)	25 (100)
Banala	2 (8)	11 (44)	9 (36)	3 (12)	25 (100)
Total	**10 (10)**	**40 (40)**	**44 (44)**	**6 (6)**	**100 (100)**

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

The table shows the age distribution of respondents. Out of the total respondents, 44 per cent belonged to between the ages of 46-60 years followed by 40 per cent from 31- 45 years, 10 per cent were from 18-30 remaining 6 per cent above the age of 60. Different age group people work under MGNREGA but majority were belong to the between the age 46-60. Further it was found that some of the workers up to 60 years still working in the MGNREGA for livelihood. The work of MGNREGA provides less than 5km of radius which gives opportunity for old people to engage in MGNREGA employment.

Table 3: Distribution of the Respondents on the basis of Social Category

Pachayats	Category				Total
	General	**SC**	**ST**	**OBC**	
Gorda	5 (20)	8 (32)	5 (20)	7 (28)	25 (100)
Kairi	3 (12)	12 (48)	7 (28)	3 (12)	25 (100)
Sehwan	3 (12)	11 (44)	10 (40)	1 (4)	25 (100)
Banala	4 (16)	6 (24)	6 (24)	9 (36)	25 (100)
Total	**15 (15)**	**37 (37)**	**28 (28)**	**20 (20)**	**100 (100)**

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

The table indicated that out of total 37 per cent of Scheduled Caste people worked in MGNREGA employment, followed by Scheduled tribe 28 per cent, 20 per cent Other Backward caste and only 15 per cent General caste people were engaged in MGNREGA employment. Majority of Schedule caste and Schedule Tribe Category people were engaged in MGNREGA employment. The participation of Scheduled Castes higher in MGNREGA due to the scarcity of work at the village level and dependence on non-agricultural labour.

Table 4.13 Annual income of the households

Panchyats	Annual Income of the Family					Total
	Below 25,000	**25,001 to 50,000**	**50,001 to 75,000**	**75,001to 100,000**	**100,001 above**	
Gorda	0 (0)	0 (0)	3 (12)	6 (24)	16 (64)	**25 (100)**
Kairi	0 (0)	2 (8)	1 (4)	7 (28)	15 (60)	**25 (100)**
Sehwan	1 (4)	0 (0)	2 (8)	5 (20)	17 (68)	**25 (100)**
Banala	0 (0)	0 (0)	3 (12)	4 (16)	18 (72)	**25 (100)**
Total	**1 (1)**	**2 (2)**	**9 (9)**	**21 (21)**	**66 (66)**	**100 (100)**

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

The above- mentioned table 4.13 reveals the annual income wise distribution of the respondents. The overall data reveals that out of all respondents 66 per cent were having income above Rs 100,001 per annum followed by 21 per cent respondents having income Rs 75,001 -100,000 and 9 per cent respondents having income between Rs 50,001-75000, 2 per cent having annum income Rs 25,001-50,000 and only 1 per cent were having income below Rs 25000 per annum. It was shows that different income group of households engaged under MGNREGA.

Table 4: Distribution of respondents on the basis of education level

Panchyats	Educational Status							Total
	Illiterate	Below Primary	Primary	Middle	10th	+2	Graduation	
Gorda	6 (24)	5 (20)	3 (12)	5 (20)	3 (12)	3 (12)	0 (0)	25 (100)
Kairi	8 (32)	3 (12)	2 (8)	4 (16)	5 (20)	2 (8)	1 (4)	25 (100)
Sehwan	5 (20)	6 (36)	3 (12)	4 (6)	4 (16)	3 (12)	0 (0)	25 (100)
Banala	3 (12)	4 (16)	4 (16)	6 (24)	5 (20)	3 (12)	0 (0)	25 (100)
Total	22 (22)	18 (18)	12 (12)	19 (19)	17 (17)	11 (11)	1 (1)	100 (100)

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

The analysis of table shows that 22 per cent respondents were illiterate followed by 19 per cent middle, 18 per cent below primary, 17 per cent 10th and rest of 12 per cent were plus two and graduation. After analysis data, it was found that majority of respondent were educated and their participation higher than illiterate under MGNREGA works. In rural areas, mainly the education facilities are provided to male member of the family so this may be the one of reason for illiterate MGNREGA workers. Some workers were educated up to plus two and above still, they were working under MGNREGA lack of employment opportunities at villages.

Table 5: Awareness level in the households of MGNREGA provision in all four panchyat

SL.No	Awareness content	Gorda	Kairi	Sehwan	Banala	Overall %age
1	Gram panchyat official spread awareness about MGNREGA	28	40	24	36	**32**
2	100 days employment in every year	96	100	92	100	**97**
3	Work provides within 15 days	32	20	24	9	**21.25**
4	Equal wage for men and women	100	96	96	100	**98**
5	Payment of wage within 15 days	32	24	40	36	**33**
6	Unemployment allowance	16	24	12	8	**15**
7	Work provides 5km radius	16	24	12	5	**14.25**
8	Availability of worksite facilities	24	36	40	36	**34**
9	Reservation of women	20	12	32	24	**22**

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

To know the level of awareness level of MGNREGA provision among the workers simple yes or no question were asked by investigator. The overall awareness level was very poor on majority of parameters, expect for 100 days employment (97 per cent) and equality of wage rate (98 per cent). The awareness level of other parameters very poor among the workers. Which shows the information asymmetry among the workers about MGNREGA provision. It also a sign of ineffectiveness of gram panchyat.

Table 6: Constraints faced by MGNREGA workers

SL.No	Constraints content	Gorda	Kairi	Sehwan	Banala	Overall %age
1	Corruption in work	68	64	60	44	**59**
2	Payment of unemployment allowance	92	80	88	96	**89**
3	Selection of work	72	84	60	64	**70**

| 4 | Worksite facilities | 64 | 56 | 68 | 60 | **62** |
| 5 | Delay in wage payment | 72 | 88 | 80 | 84 | **81** |

Source: Survey data, Note: - 1) Figure in Parentheses in per cent, Note: - 2) Sample size (n) is 100

Table 6 examined the different constraint faced by MGNREGA respondent in study areas. About 89 per cent of respondent has faced constraint of unemployment allowance followed by delay in payment of wage 81 per cent, selection of work 70 per cent, worksite facilities 62 per cent and corruption in work 59 per cent. These constraints were due to less awareness of MGNREGA provision.

IV. Conclusion

The success and effectiveness of any scheme depend on the awareness of their right and provision. From above the discussion it was found that there is dearth of awareness among MGNREGA workers on the key provision such as awareness of unemployment allowance, work within in 15 days, payment of wage and reservation women and worksite facilities. On the other side various constraints and obstacles are there such as corruption in MGNREGA work and employment, no worksite facilities and delay in payment of wage. It shows the failure of gram panchyat and there member. After 17 year of implementation of MGNREGA in Himachal Pradesh there is dearth of awareness among workers regarding there right and provision. It was concluded that immediately needed strong government intervention at grass root level for effectiveness of the scheme and protecting the right of workers. Further it was highlighted that gram panchyat must spread awareness of MGNREGA provision among the workers for better implementation of the program.

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