

Empowering People through Public Policy Intervention: A Study of MGNREGA in District Anantnag, Jammu, and Kashmir.

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Abstract

The National Rural Employment Guarantee Scheme (NREGS) now identified as Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has approached as one of the essential tools for rural progress and development. The core rationale of the NREGS that has been in execution since February 02, 2006 is to develop income/ salary employment besides natural resource management for sustainable development through works that deal with the causes of firm poverty. This Act presents an official assertion of 100 days of wage-employment in a fiscal or financial year to every rural family (household) whose adult member's aid to do unqualified manual work at the minimum wage rate reported for agricultural labor prescribed in the State or else an unemployment allowance. The scope of the study extends to the District Anantnag of Jammu and Kashmir State. The goal of this paper is to study the existing status of MGNREGA in the area under review and to study the socio-economic impact of MGNREGA on households in the preferred area. This paper is an attempt to afford imperative suggestions for practical or realistic exploitation of the scheme.

Keywords: MGNREGA, Households, Impact, Jammu and Kashmir.

1) Introduction

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has moved towards as one of the important tools for rural development and expansion. The main and the most important objective of the NREGS are to improve wage employment besides natural resource management for sustainable development through works that deal with the source of stable dearth or poverty. This is a historic and unique legislation restating government's duty to employee safety and security of the people in the rural areas.

The National Rural Employment Guarantee Act 2005 is a well-known vision proposal in the history of poverty reduction approaches in India. This scheme provides uneducated and inexperienced wage work to the poor at the base addresses the worst form of poverty in the rural India. The Act provides a legal Guarantee of 100 days of wage-employment in a financial year to every rural household whose adult members volunteer to do unskilled manual work at the minimum wage rate notified for agricultural labor prescribed in the State or else an unemployment allowance. The objective of the Act is to supplement wage employment opportunities in rural

areas and in the process also build up durable assets. The Act was reported on 7 September 2005 and inaugurated in 200 districts from 2nd February 2006 and expanded to 130 more districts from 1st April 2007. The Act has been extended further to all the remaining 266 districts with effect from 1st April 2008.

Targeting poverty through employment production using rural works has had a long history in India that began in the 1960's. After the first three decades of experimentation, the government launched major schemes like Jawahar Rojgar Yojana, Employment Assurance Scheme, Food for Work Program, Jawahar Gram Samridhi Yojana and Sampoorna Grameen Rojgar Yojana that were forerunners to Mahatma Gandhi NREGA. The theme of government approach had been to merge old schemes to introduce new ones while retaining the basic objective of providing additional wage employment involving unskilled manual work and also to create durable assets. The major responsibility of execution was also gradually more transferred to the Panchayati Raj Institutions.

1.1 The key features of the Act are:

- Time-bound guarantee of 100 days of work at a programmed (fixed) minimum wages to each household that demands unskilled physical work as well as reimbursement of an unemployment income, which will be one-third of the specific least wages, in the event the work is not provided in time.
- Bottom-up development of works and their accomplishment.
- Another advantage in terms of the condition of minimum facilities at the worksite, medical treatment, and payment in the amount of an injury or any damage at work, unemployment allowance if work is not provided etc.
- Provision of regular fund flows.

1.1.2 Salient Features of the Act:

➤ Registration

Adult members of a rural household ready to do unskilled manual work may apply for registration either in writing or orally to the local Gram Panchayat (GP). The unit for registration is a household. Under the Act, each household is entitled to 100 days of employment every year.

➤ Job Card

After due verification of place of residence and age of the member/s (only adult members are suitable for employment), the registered household is issued a Job Card (JC). Job Card forms the basis of identification for demanding employment. A Job Card is to be issued within 15 days of registration. Each Job Card has a unique identification number. The demand for employment in the Gram Panchayat, or at a block level has to be made against the Job Card number.

➤ Application for Work

A written application seeking work is to be made to the Gram Panchayat or Block Office, starting the time and duration for which work is sought.

➤ **Unemployment Allowance**

In the case of employment is not provided within 15 days, the state (as per the Act) will pay an unemployment payment to the receiver.

➤ **Provision of Work**

While assigning work, the below-mentioned contemplation is followed. Work is given within 5 Km radius of the village. In case, work is provided beyond 5 Kms, further wages of 10 percent are payable to meet additional transportation and living expenses.

➤ **Wages**

Earnings are to be paid as per the State- Wise Government of India (GOI) notified MGNREGA wages. Wages are also paid as per the Schedule of Rates. Payment of wages has to be done on a weekly basis and not beyond a fortnight in any case.

➤ **Planning**

Plans and decisions regarding the nature and choice of works to be undertaken. Works that are inserted at Block and District levels have to be approved and assigned a priority by the Gram Sabha before administrative approval can be given.

➤ **Cost Sharing**

The Government of India bears the 100 percent wage cost of unskilled manual labor and 75 percent of the material cost, including the wages of skilled and semi-skilled workers.

➤ **Transparency and Accountability**

Transparency and Accountability in the program are ensured through the following;

Social Audit, 7 to examine all the records and works under the Scheme are to be conducted regularly by the Gram Sabha. Grievance redressed mechanisms and rules have to be put in place for ensuring a responsive implementation process. All accounts and records relating to the Scheme should be available for public scrutiny.

2) **Review of Literature**

Indian Village Life is a mixture of harmony, tranquility (calmness), quietude (peacefulness) and innocence. Along with many small and big grass fields, several rivers, the chirping of birds, swinging of emerald trees, speaking in a low voice the tale of languishment and love to the big and clear blue sky give a mesmerizing, captivating and bewitching effect to the Indian villagers. The heart of India lies in its villages. The village life in India is hallowed with its purity, innocence and uncomplicated (simple) story making the village quaint, archaic, mystic yet charming places to rediscover nature.

Whereas an Indian Village economy is largely dependent on the agriculture where one person or few persons own the land and other villagers work as laborers in their lands. Karl Marx says, "The history of the humanity is

the history of exploitation of man by man. He divides society into two classes, one is the exploiter and other is the exploited. Some own the means of production (land), others live by them and this is the reality of Indian villages.”

Marx and Engels wrote in the Communist Manifesto, “the history of all hitherto (till now) existing society is a history of class struggle.” The conflict is there because of those, who own the means of production, exploit the workers because of poor economic conditions to their own advantage. They give minimum possible wages to the workers and extract maximum possible labor. Since labor class lacks the necessary resources to produce for themselves, they are forced to work for others. Thus, during the feudal era, landless serfs were forced to work for the landowning person in order to gain a livelihood.

Haralambos and Herald (2006) viewed that, “members of both social classes are largely unconscious of the true nature of their situation, of the actuality of the relationship between ruling and subject classes. Members of the ruling class imagine that their fastidious interests are those of society as a whole, members of the subject class accept this view of reality and regard their situation as part of the natural order of things.”

Mahatma Gandhi NREGA is playing a major role in poverty alleviation and eradicating unemployment with the development of the related rural region. The need, therefore, is to share the experiences and materials which will help not only in understanding successes and failures but also provide knowledge and guidelines to strengthen and expand MGNREGA program. Some previous work done in the related field is presented next.

R. and Nayak, N. (2009) have found out in their study which is based on fieldwork in six States in 2008, the socio-economic consequences of the NREGA for women workers. In spite of the drawbacks in the implementation of the legislation, significant benefits have already started accumulating to women through better access to local employment, at minimum wages, with relatively decent and safe work conditions. The paper also discusses barriers to women’s participation.

Dr. Madhuri Verma (2010) states in her study, “that MGNREGA proves very helpful in the economic empowerment of women. In her study, she states that after participating in this program the rural women’s condition is improved and now they hold a strong position in their home because now they will also able to earn their livelihood.”

Joshi H.C. and Lohani Jitendra Kumar (2013) in their study entitled, “Role of MNREGA in Women Empowerment in Uttarakhand” reveals that the economic condition differs in both social group, the general social group women has more higher economic status in comparison to second social because of the social and economic distribution of the society from ancient times. The first group belongs to high caste so they have lands while the other group has very less or deprived of the lands in villages.

Kundu Amit (2015), investigated in his study entitled “Effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme to check Migration among the rural Households”, the effectiveness of this program to reduce the intensity of migration of the rural poor households to urban areas. The survey is done in Mandir Bazar block, Parganas district of West Bengal, India. This is one of the country’s 250 economically most backward districts selected in 2006 (at the time of introduction of MGNREGA). The results of this survey show that expansion of this employment program provides supplementary income for them and is able to

reduce the uncertainty in the local job market during the time of seeking employment. They are now able to stay with their family instead of moving away for survival purposes.

2.1 MGNREGA and LIVELIHOOD

Some of the field studies articulate, people are happy with the act and it is helping them make use of the agricultural off-season period to obtain work under MGNREGA. They feel the act is a useful instrument to reduce migration. MGNREGA was providing vital employment opportunities to the rural poor and helping to revive the local economy. “MGNREGA is the most successful program of the poverty alleviation.” (Sengupta, MGNREGA. nic. in/news). The Centre for Science and Environment (CSE) conducted an assessment of 2 initial years of implementation study of MGNREGA in 9 states and 12 districts. MGNREGA is not just about drought relief but relief against drought, says CSE. MGNREGA has huge potential for regenerating village economy in India, but only if its focus remains on the creation of productive assets, the study argues.

The main objective of MGNREGA is to make available not only hundred day’s employment to the rural people but also offers livelihood safety and strong and sustainable assets to the villages. The Act itself says- “An Act to provide for the enhancement of livelihood security of the households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work and for matters connected therewith or incidental thereto.” (<http://rural.nic.in/rajaswa.pdf>). Regions of India where scores of farmers have been committing suicides and children are dying of starvation now have something to look forward to (Shankar, et. al, 2006).

As per the Census 2001, there are 54008069 rural households in all 27 States where the MGNREGA Scheme is being currently implemented, out of which an estimated 16570504 families are living below the poverty line. Hence, a Scheme-like MGNREGA is the need of the hour to address the economic constraints of such a huge population in a sustainable manner (Roy, 2007).

Talking about MGNREGA, let us first see the nature of work being conducted. (nrega.net 2009) provides useful insight into work patterns in India. Work in MGNREGA is divided into two broad categories:

- 1) **Work on Community Land**
- 2) **Work on Private Land.**

- 1) The second category of work is only allowed for Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Castes (OBC), BPL farmers and beneficiaries of various land reform programs by the government. Works on Community Land involve water conservation, water harvesting, irrigation, drought proofing, maintenance of tanks and other works to develop rural infrastructure.
- 2) Work on Private Land involves developing irrigation facilities for own farmers, cleaning of land and horticulture plantation. Looking at the data provided by (MGNREGA Outcomes for 2009- 2010, 2011) it can be seen that water conservation has accounted for around 50% of total works in MGNREGA in fiscal years 2006- 2011. Also, Work on Private Land has increased from 10% of the total works in 2006- 2007 to 20% in 2009-2010. Looking at this increase in agricultural productivity, the Centre for Science and Environment (NREGA: Opportunities and Challenges 2008) conducted a survey in two MGNREGA participating States in India and found that, around 55% of its respondents reported an increase of 150 hectares of land under crops. Also, 80% of respondents agree that MGNREGA has lead

to increased water availability. A study by (ISWSD 2006) reports increased groundwater level and stabilization of crop cycles thoroughly timely provision of water, in eight different States and participating in MGNREGA.

3) Research Objectives

The study shall be carried out with the following specific objectives:

- 1) To study the existing scenario of MGNREGA in the area under investigation.
- 2) To study the socio-economic impact of MGNREGA on households in the selected area.
- 3) To provide valuable suggestions for effective utilization of the scheme.

4) Research Methodology

The present study is empirical in nature. The scope of the study is limited to the district Anantnag of Jammu and Kashmir State. In order to make the sample representative, a sample size of 50 was selected, from different areas of the district. The respondents of the study were the beneficiaries of MGNREGA. Convenient sampling technique was used for the selection of sample respondents. In order to achieve the objectives of the study, the data was collected from primary source as well as secondary sources. The primary data was collected using a self-survey instrument. The survey instrument was framed on the basis of variables which were identified from the centrally sponsored schemes of Government of India for the socio-economic upliftment of the people. Five points Likert scale was used in the survey instrument ranging from strongly disagree to strongly agree. The secondary data was collected from books, journals, magazines, prominent search engines etc.

4.1 Demographic Profile of the Respondents

Table 4:1

Gender of the Respondents

Gender	Frequency	Percent
Male	35	70
Female	15	30
Total	50	100

Note. The above table represents demographic profile of employees

The respondents were asked to fill the demographic profile. It was found that 70 percent were males while as 30 percent were females (see Table 4:1). The demographic profile of employees is as shown in Table 4:1.

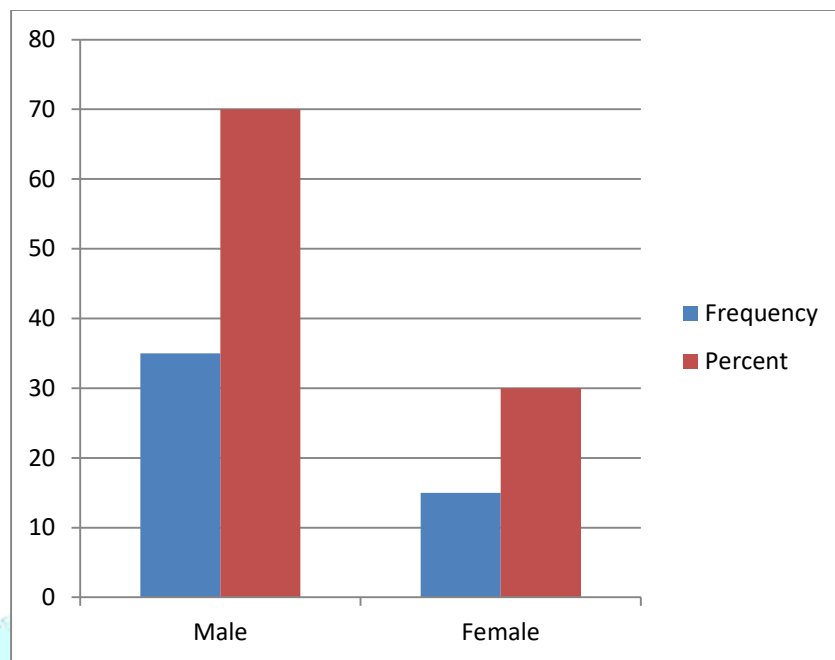


Figure 4:1. The figure represents Gender wise distribution of the respondents

Table 4:2

Marital Status of the Respondents

	Frequency	Percent
Single	17	34
Married	33	66
Total	50	100

Note. The Table represents the Marital Status of the employees

In terms of the marital status of the respondents, 34 percent were single and 66 percent were married (see Table 4:2).

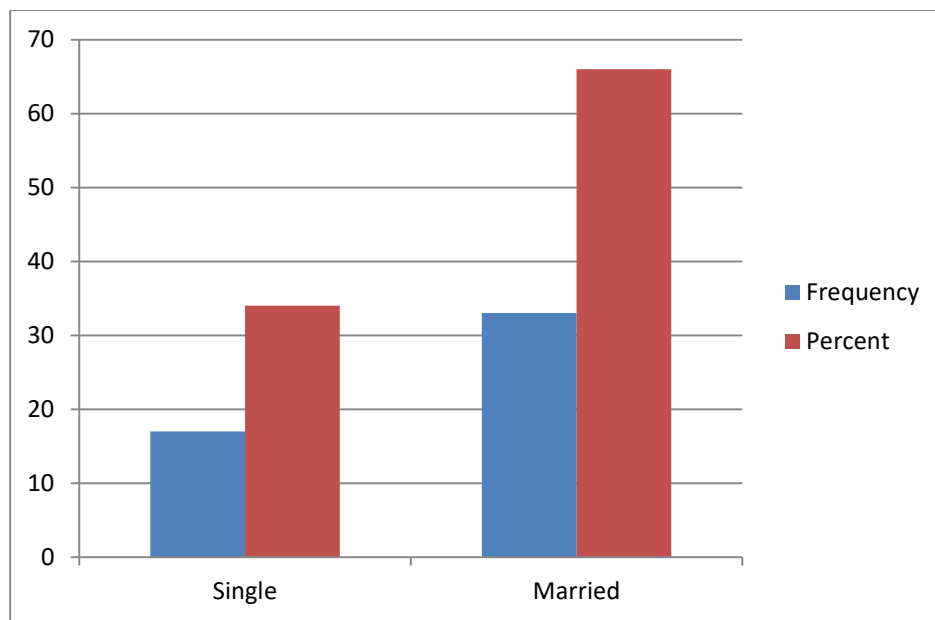


Figure 4:2. Marital Status of the Respondents

Table 4:3

Age of the Respondents

	Frequency	Percent
20- 30	19	38
30- 40	25	50
Above 40	6	12
Total	50	100

Note. The Table Represents the age of the respondents

In terms of age of the respondents 38 percent were in the age group of 20 – 30, 50 percent were in the age group of 30 -40, 12 percent of the respondents were in the age group above 40 (see Table 4:3).

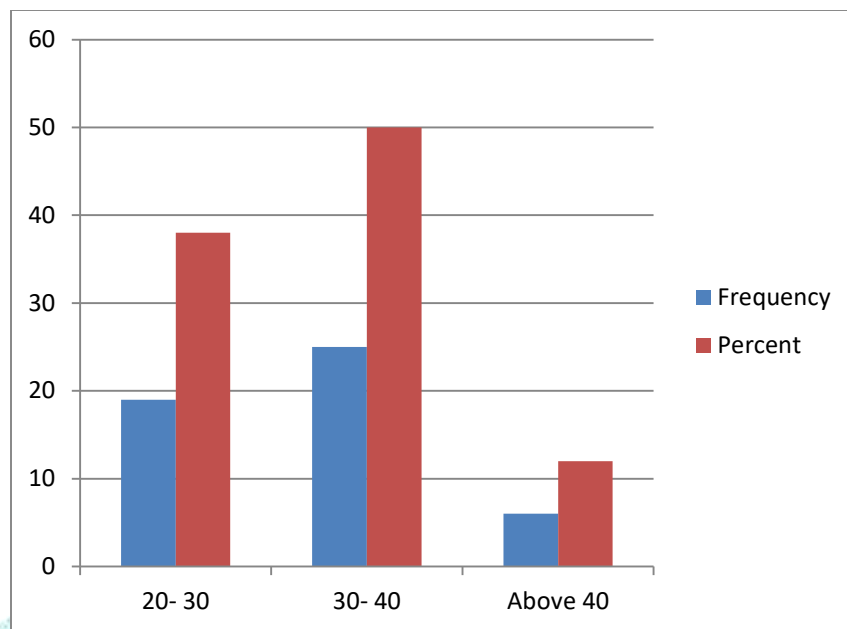


Figure 4:3. Age Distributions of the Respondents

Table 4:4

Educational Qualification of the Respondents

	Frequency	Percent
Illiterate	13	26
Up to 10 th	37	74
Total	50	100

Note. The Table Represents the Educational Qualification of the employees

Next question was asked on the educational qualification of the respondents 26 percent of respondents were illiterate and 74 percent were in the qualification up to 10th (see Table 4:4).

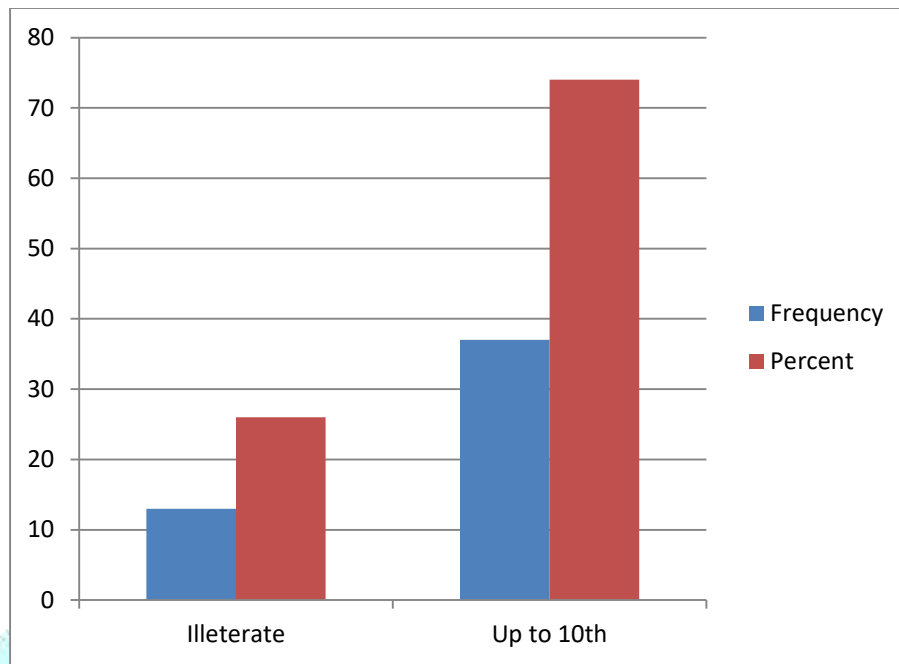


Figure 4:4. Educational Qualifications of the Respondent

Table 4:5

Income of the Respondents (Rs/ Month)

	Frequency	Percent
Below 5000	23	46
5000- 10000	21	42
10000- 15000	6	12
Total	50	100

Note. The Table Represents the Income of the employees.

In terms of income 46 percent of the respondents accounted for below 5000, 42 percent of the respondents accounted for 5000- 10000 and 12 percent of the respondents accounted for 10000- 15000 (see Table 4:5).

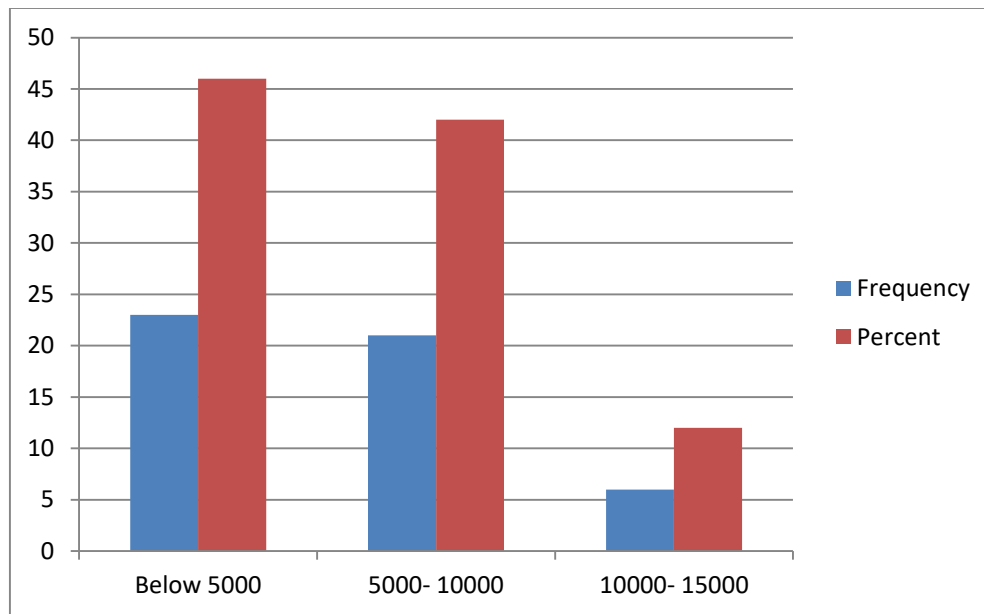


Figure 4:5. Income of the respondents

Description	Frequency	Percent
Are you aware of MGNREGA?	50	100
From which source do you come to know about MGNREGA?	(Gram Panchayat-39) (Media-11)	78 22
From which source you are getting information about MGNREGA work?	(Gram Panchayat-50)	100
Are you working in a village you are living in?	50	100
How many days of employment were given to you this year?	(Less than 20) - 22 (20 to 40) -10 (40 to 60) - 17 (60 to 80) - 1	44 20 34 2
Do you think you need more than 100 days of employment from MGNREGA?	50	100
What is the per day wage given to you?	(100- 200 rs) 50	100

How are the wages paid to you?	(Bank Account Transfer) 50	100
Within how many numbers of days, the payment is received?	(2 to 3) – 22 (above 5) – 28	44 56
How do you spend the wage money received from MGNREGA?	(On Food) 11 (On Children education) 15 (Health Expenditure) 11 (Others) 13	22 30 22 26
Are there people who do not have job cards but are interested in working under MGNREGA?	(Yes) 48 (No) 2	96 4
Is any facility provided at work site?	(Yes) (No) 50	100
Is work always given within 5 Km of the village?	(Yes) 11 (No) 39	22 78
Are there specific jobs for females?	(Yes) (No) 50	100
Has MGNREGA brought any dramatic change in the living Standards of women?	(Yes) (NO) 50	100

As per the study carried out of the total respondents, 35 were males which are 70% and 15 were females which are 30%. The study consists of 50 employees, most of them were in the age group of 30- 40, followed by the age group of 20- 30 and above 40. 38% fall in the age group of 20- 30, followed by 50% of the respondents which fall in the age group of 30- 40 and 12% of the respondents fall in the age group of above 40. Out of the respondents, 33 were married which are 66% and 17 are single which are 34%. In terms of the level of education, 13 were illiterate which are 26% and 37 were having the education up to 10th which are 74%. Out of the respondents, employees having below 5000 income are 23 which are 46% and the employees having 5000-10000 incomes were 21 which are 42%, followed by 10% of the employees having 10000- 15000 income which is 12%.

Out of the respondents, 50 were aware of this scheme (MGNREGA) which is 100%. 78% of the respondents came to know about MGNREGA through Gram Panchayat and 22% of the respondents came to know through media. Moreover, 100% of the respondents were getting information about MGNREGA through Gram Panchayat. 100% of the respondents were working in a village they are living in. Out of the respondents, 44% of the employees were provided with an employment of fewer than 20 days while 20% of the employees were provided with an employment of (20- 40) days, followed by the employees provided with an employment of 34% (40- 60) days, and than 2% of the employees provided with an employment of (60- 80) days. All the 50 respondents which are 100% think that they need more than 100 days of employment from MGNREGA. Moreover, 100% of the respondents were given a daily wage rate of Rs 100- 200. All the 50 employees I, e

100% was given the wages through bank account transfer. Out of the total respondents, 44% were given the payment within 2- 3 days, while as 56% of the respondents were given the payment after 5 or more days. 30% of the respondents spend their wage money on the education of their children while as 22% spend on food, 22% of the respondents spend their wages on health expenditures, followed by 26% of the respondents who spend their wage money on other things. Moreover, 96% of the respondents are interested in doing their job without job cards and only 4% of the employees are interested in job cards to work under MGNREGA. All the employees i, e 100% mentioned that no facility is being provided at work sites under MGNREGA. Out of the respondents, 22% responded that work is always given within 5 Km of the village while as 78% responded that the work is not always given within 5Kms of the village. 100% of the respondents mentioned that no specific jobs are reserved for females. Moreover, 100% of the employees mentioned that MGNREGA does not bring any dramatic change in the living standards.

Data obtained through Analysis

Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
MGNREGA has made dramatic changes in the economic status of people involved in it.	0	2	15	6	27
MGNREGA has helped people to improve the quality of life.	0	2	15	8	25
MGNREGA has helped people in making their land productive by improving fertility options.	0	0	7	15	28
MGNREGA has helped people in improving irrigation and change in cropping patterns.	0	2	5	12	31
MGNREGA has helped people in incorporating Gobar gas plants at the household level.	0	0	0	16	34
MGNREGA has helped to improve the educational status of children of sample households of 6-14 years of age.	0	1	0	16	33
MGNREGA has changed the saving behavior of sample households.	0	1	8	10	31
MGNREGA has been able to provide adequate livelihood to people involved in it.	0	1	3	9	37
MGNREGA has to lead to an increase in bargaining power and dignified choice of work.	0	1	0	5	44

Overall, MGNREGA has a significant impact on living standards of the people.	0	1	1	1	47
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Result and Interpretation

As per the results available, 54% of the respondents strongly disagreed with the statement that MGNREGA has made dramatic changes in the economic status of people involved in it, while as 4% of the respondents agreed with the same statement. 50% of the respondents strongly disagreed with the statement that MGNREGA has helped people to improve quality of life while as 4% of the respondents agreed with the same statement. Moreover, 56% of the employees were strongly dissatisfied with the statement that MGNREGA has helped people in making their land productive by improving fertility options while as 14% of the employees were neutral about the same statement. 62% of the respondents strongly disagreed with the statement that MGNREGA has helped people in improving irrigation and change in cropping patterns while as 4% of the respondents agreed with the same statement. 68% of the respondents strongly disagreed with the statement that MGNREGA has helped people in incorporating Gobar gas plants at household level while as 32% of the employees disagreed with the same statement. 66% of the respondents strongly disagreed with the statement that MGNREGA has helped to improve the educational status of children of sample households of 6- 14 years of age while as 2% of the respondents agreed with the same statement. 62% of the employees strongly disagreed with the statement that MGNREGA has changed the saving behavior of sample households while as 2% of the employees agreed with the same statement. Moreover, 74% of the employees strongly disagreed with the statement that MGNREGA has been able to provide adequate livelihood to people involved in it while as 2% of the employees agreed with the statement. 88% of the respondents strongly disagreed with the statement that MGNREGA has lead to an increase in bargaining power and dignified choice of work while as 2% of the respondents agreed with the same statement. 94% of the employees strongly disagreed with the statement that overall MGNREGA has a significant impact on living standards of the people while as 2% of the employees agreed with the same statement.

Descriptive Statistics

Variable	Mean	Standard Deviation
MGNREGA- economic status of people.	1.8	.99
MGNREGA- improved quality of life	1.8	.98
MGNREGA- helped in making the land productive.	1.5	.73
MGNREGA- helped people in irrigation.	1.5	.83
MGNREGA- helped people in incorporating Gobar gas plants at the household level.	1.3	.47
MGNREGA- helped to improve the educational status of children.	1.3	.60
MGNREGA- changed the saving behavior of sample households.	1.5	.83
MGNREGA- provided adequate livelihood to people.	1.3	.69
MGNREGA- led to an increase in bargaining power and dignified choice of work.	1.1	.51
MGNREGA- overall impact on living standards of people.	1.1	.52

MGNREGA has made dramatic changes in the economic status of people scored a mean value of 1.8 with a standard deviation of .99

MGNREGA helped in improving quality of life scored a mean value of 1.8 with a standard deviation of .98

MGNREGA helped in making land productive scored a mean value of 1.5 with a standard deviation of .73

MGNREGA helped people in irrigation and changing crop patterns scored a mean value of 1.5 with a standard deviation of .83

MGNREGA helped people in incorporating Gobar gas plants at household level scored a mean value of 1.3 with a standard deviation of .47

MGNREGA helped to improve educational status of children scored a mean value of 1.3 with a standard deviation of .60

MGNREGA changed the saving behavior of sample households scored a mean value of 1.5 with a standard deviation of .83

MGNREGA provided adequate livelihood to people scored a mean value of 1.3 with a standard deviation of .69

MGNREGA led to an increase in bargaining power and dignified choice of work scored a mean value of 1.1 with a standard deviation of .51

MGNREGA has an overall impact on living standards of people scored a mean value of 1.1 with a standard deviation of .52

Limitations of the Study

In social science researchers, initiatives confront multiple limitations during the course of conducting field surveys; this study too has been no different. As a consequence in the completion of the present study, numbers of limitations faced are as under:

- Given the paucity of the resources particularly financial and time, the study was restricted to the District Anantnag of Jammu and Kashmir only.
- For the purpose of data collection, convenient selection of District Anantnag was based on accessibility of beneficiaries of MGNREGA.
- Findings of this study need further validation and inquiry because of being exploratory in nature. However, the findings have provided a foundation and measurement based future studies related to the socio-economic impact of MGNREGA.

Conclusion

The National Rural Employment Guarantee Scheme (NREGS) now renamed as Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has emerged as one of the important tools for rural development. The present study makes several significant contributions by adding an insight to the existing literature on centrally sponsored schemes of Government of India for the socio-economic upliftment of the people. It identifies a comprehensive framework that will help MGNREGA to achieve its objectives. The study not only provides insight regarding the effective and efficient implementation of how MGNREGA influences the beneficiaries.

The study has summarized the literature from different domains to improve the understanding of the scheme at grass root level. Last but not least the study has paved way for the future research in the relevant area.

Suggestions and Recommendations

- The political system, law, and order, effective implementation of the article 370 should be prime focus for the success of MGNREGA because unless and until situation of doing work is not conducive, how can we expect the effective planning and efficient implementation of the Act, so the first suggestion is to solve the problem of uncertainty and law and order in the state.
- As the state is strategically located having international influences, the relations with our neighbors' should be smoothened so as to create an environment for a better life.

- The policy should not be a homogenized policy for the whole nation, rather it should be formulated keeping in mind the geographical conditions, climate, inflation, purchasing power so that a sense of equality can arise among the citizens.
- Although some districts have Panchayat while as most of the districts are without Panchayat, so Panchayat Elections should be held as early as possible.
- Wherever the Panchayat Raj institutions are functional the social audit is not held in all of the GP's, so social audit should be held strictly according to the laid down provisions as it may reduce the delicacy and enhance transparency.
- The act should be provided with adequate staff as provided in other states so that effective and efficient planning and implementation can be achieved.
- Most of the respondents suggested that MGNREGA is a failure. So efforts should be taken to make it a success.
- Some respondents suggested that work under MGNREGA is being conducted but the work is distributed among kiths and kins of concerned officers.
- Some respondents suggested that the concerned Panchayat has taken their account numbers, but those accounts are being used by the officials themselves and they show payment against our accounts which is a big fraud and must be taken into notice by the higher officials.
- From the analysis it was observed that the mean of incorporating Gobar gas plants at the household level is below average, so the major emphasis should be taken on this variable in MGNREGA.
- Also, the response of irrigation facilities available is low, so this variable should be keenly taken into consideration.

From the secondary source of the data, the important limitations which MGNREGA is currently facing were identified. Therefore, MGNREGA should take effective measures in order to enhance the efficiency of the scheme directed towards various stakeholders in the state. The limitations identified are as under:

- **Non- existent Panchayat Raj institutions**

Panchayat Raj Institutions are the primary principle institutions for the planning and implementation of the scheme under National Rural Employment Guarantee Act. At present total NREGA in the state is dancing in the hands of bureaucracy and so-called separatists as only 37.80%. Panchayat Raj Institutions are existent.

- **Social Audit**

It is the auditing of the works done by an auditor or by Gram Panchayat, but because of the limited existence of Gram Panchayat this provision is not implemented properly or if implemented lacks the transparency.

- **Grievance Redressal**

Grievances of the laborers working under NREGA or the job card holders were to resolve/solved by an ombudsman but the powers of the ombudsman are so that he cannot pass any order like an RTI counterpart.

- **Engagement of Inadequate Supporting Staff for MIS and Implementation of the Scheme**

Jammu and Kashmir Government at the time of launching of the scheme conceptualized and imperative that instead of providing separate staff for implementation decided to launch the scheme with existing available

staff with rural development department although if they would have hired professional staff on that would have not only removed the time lag in the planning.

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