

# Systematic Process from Work Selection to Allotment under Mgnrega – Case Study

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**ABSTRACT:** The National Rural Employment Guarantee Act was passed by Indian parliament in 2005 and the Scheme (each state was expected to design its own scheme based in the National Guidelines) designed under the Act was implemented in 200 districts on India in February 2006. The coverage of the Act was expanded gradually and since 2008-09 MGNREGA covers the entire rural India. As is well known, MGNREGA provides a legal guarantee of 100 days of wage employment at the minimum wage rate (prevailing in the concerned state) to every rural household living in rural India. The main objectives of MGNREGA are to guarantee 100 days of work at the legal minimum wage to each household that demands work in rural India. MGNREG brought several changes in the lives of the rural poor people in general and vulnerable sections of the rural population in particular by securing their livelihood. MGNREGA has an objective to enhance livelihood security to the rural poor by providing at least one hundred days of wage employment to every household whose adult members are ready to do unskilled manual work.

The main objective of this case study is to study actual work process and planning effectively all the works in rural area an attempt has been made in Sonkhadke village, Block Navapur, District Nandurbar, State Maharashtra. In this case study a brief planning for MGNREGA scheme is prepared so that minimum 100 days employment should be available for people throughout the year.

**KEYWORDS:** MGNREGA, Mandays, Employment

## I. INTRODUCTION

MGNREGA is an important scheme for government in order to reduce poverty condition. In rural area unskilled manpower should be used in order to reduce poverty, illiteracy, malnutrition etc.

the selected case study is in Sonkhadke village, of Block Navapur, District Nandurbar, State Maharashtra state. It is purely tribal area where farming is main profession of people and many people works as labour on such farm. After the end cropping season, no work is remained in the hands of people specially those who works on farm of others as a labour. In such condition due to poverty condition huge amount of migration of people is happened. These people went to metro cities in order to generate source of income for their families. But children from such migrated families are not able to get enough proper education. Living condition of such people is very unhygienic as well as poor. It creates their health issue. They have to work for many hours in industry's even though they earn money but they get less wages as compared to working hour. Poverty condition is remained same and due to lack of nutrition problem like malnutrition is occurred in children.

In order to prevent such migration condition and generating employment for such people in their own village MGNREGA scheme plays a vital role. To aware people about MGNREGA scheme and employment benefits of this scheme a proper plan should be prepared so they can get employment for whole year. People can take benefits from 262 works comes under MGNREGA such as cattle shade, goat shade, fruit plantation, etc. so that they can create their own assets to fulfill their own needs and live stable life.

In this case study procedure of work selection under MGNREGA scheme to work allocation is studied in order to prepare a plan to for village in such a way that employment must be generate for next 10 years.

In MGNREGA total 262 works can be taken by beneficiary. In those 262 works some works are for individual purpose and some works are in public interest. Individual works such as shade for cattle, goat, poultry shade, fruit plantation,

irrigation well etc can be taken. Public works such as terrace cultivation, building of earthen roads, concrete, bituminous as well as paver block roads, storage building, Gram panchayat office, kitchen shade for school etc can be taken. Public works benefits socially as such structure can be used by all the people in village. Individual works creates assets along with farming so that after the farming season another way of earning is available for peoples.

When any individual or any public work is approved then local unemployed manpower is used as labour and they get paid with Rs. 256/day. In this mandays are created so that we get idea of no. of days employment generated in such village. Toempowers the village through MHNREGA so that social as well as individual living must rise, mandays should be generated in large amount.

Each work of individual and public work has some particular estimated cost. This expenditure cost has some amount of skilled expenditure cost as well as unskilled expenditure cost. It is necessary to maintain this skilled as well as unskilled expenditure ratio in order to start work in village. This skilled and unskilled expenditure ratio must be maintained in 60:40 proportion. This proportion must be maintained at Gram Panchayat level for whole year. Government agency which implements MGNREGA on ground level is very aware to maintain this proportion. If skilled ratio is higher than unskilled then it is difficult to maintain this 60:40 proportion. So, it is necessary to maintain this proportion so that all people get benefits of these works.

Even though MGNREGA is provides people 262 works including public as well as individual works, every work is sanction by government authority individually. For every work there should be same procedure must be followed by beneficiary. Because of that time and money wasted and interest of people is lost.

To overcome this problem in this paper actual process of work selection to allocation is studied.so that we can prepare plan and sanctioning body can sanction all those work and speed of implementation should increase. This make effective implementation of MGNREGA in rural area and the problem due to poverty must be reduce.

In this case study demand procedure from demand of work to allocation is discuss. Also 10 years plan is prepared in order to maintain skilled unskilled ratio at Gram Panchayat level so that its easy for responsible government agency to approvethose works. Plan is prepared on considering type of work demand from individual and public work suggested by Gram Panchayat member body, senior villagers and as per needs of village as per observation.Details of responsible agency of

MGNREGA and process of work allocation is discussed in further.

## II. PROCESS OFWORK DEMAND TO WORKALLOCATION UNDER MGNREGA

MGNREGA offers 262 types of work which are both individual as well as public. If any kind of work must be start, it must be demanded by beneficiary in authenticate way. A demand form is available in Gram Panchayat office. By filling necessary information and type of work demand this form should be submitted to Gram Sevak. At the time of Monthly joint meeting of villagei.e., Gram Sabha, all demand rises by peoples for individual as well as public works are kept in discussion. After the approval in Gram Sabha, a resolution having Notting of all demands of works is sanction with seal of Gram Panchayat by Gram Sevak who act as a Gram Panchayat secretary and responsible person for maintaining employment register at Gram Panchayat level. Gram Sevak must have to submit this monthly resolution having demand of MGNREGA works and the demand form of villagersto BDO office i.e., Panchayat Samiti.

Block Development Officer is responsiblefor maintaining employment register at Panchayat level. Block Development Officer transfer such demand of work and resolution pass in Gram Sabha to MGNREGA department for checking technical feasibility of work. further process for checking technical feasibility and sanction is process by MGNREGA department.Block Development Officer is Administrative Sanctioning authority for such demand of work after technical sanction by MGNREGA department.

MGNREGA department having Assistant Program Officer, program officer and operator. Program officer have to report APO as well as BDO. Program officer check the demand from village as per resolution and visit place where work should start. At site visit feasibility of location form work is checked by Program officer. If its suitable then PO takes measurement and prepare estimate for work. If such work location is not feasible for work, then that person is reported and also reporting is to be doneto the BDO in written.

After the site visit, Program officer has to prepare an Estimate for demanded work. Estimate rates are taken as per the government guidelines. Operator under program officer generated copies of muster and measurement book having present sheets of labours which can be filled by Gram Rojgar Sevak Sevak.

After the Technical sanction by MGNREGA department, Block Development officer gives administrative sanction. After Administrative sanction work can be start. Also, after administrative sanction, fund required for the work is approved.

Gram Rojgar Sevak is responsible for collecting administrative file for further process. After the muster and measurement book is received by Gram Rojgar Sevak from panchayat samiti MGNREGA department, from start of work daily attendance of labour should be marked in muster. Its duty of Gram Rojgar Sevak to fill daily attendance muster and kept watch on work whether it is per estimate or not. After every 7 days muster must be submitted at MGNREGA department of Panchayat Samiti and new muster should be issue for next week. Weekly payment of labours is credited in their bank account. Also, any payment regarding question is asked from labour then its duty of Gram Rojgar sevak to inform this issue to Gram Sevak.

After the completion of work, a Work Completion Certificate is filled by Program officer and Assistant Program officer. Completion certificate is submitted to Block Development Officer so that work file is closed.

This work sanction process is applicable for each and every work which is to be start in village. In particular This increases work load on department. It is not possible for program officer to check feasibility of each work. Also, it consumes lot of time. That's the reason speed of work sanction is slow due to which less mandays are created. In order to overcome this problem a proper work selection and implementation plan should be prepare so that it's easy to recognize the required necessary work and sanction them at a time. Knowing the need of this plan, a 10 years plan is prepared by maintaining 60:40 ratio at Gram Panchayat level. This plan is discussed further.

### III. DEVELOPMENT OF 10 YEAR PLAN FOR IMPLEMENTATION OF MGNREGA

Main objective behind this plan is to increase mandays as compared to previous data, maintain 60:40 ratio of skilled and unskilled expenditure and increasing the speed of work sanction through MGNREGA department so that employment generated for whole year.

A survey is conducted in Sonkhadke village, Taluka Navapur, District Maharashtra. Basic information of village is collected. In the selected Sonkhadke village where a case study is conducted, total 313 families are living with total

population 1462. Village is purely in tribal area and farming and farming related work is the main source of earning for the villagers. After the end of farming season peoples start to migrate in industry area for earning. In order to benefit them by MGNREGA scheme a survey is conducted with the help of a form contain details of their family members like age, resources of earning, annual income, no. of cattle's, total agricultural land, crop pattern on agricultural land, provision of type of irrigation system they have in their farm.

Also, their demand from 262 works of MGNREGA is also taken in consideration. As per their requirement and need, maximum works out of 262 works should be given. Demand of works like cattle shade, goat shade, poultry shade, irrigation well is more as compared to other works. During survey according to suggestion and need of villager's individual and public works are suggested. Public works like plantations, Construction of Gram Panchayat Bhavan, cement check dam, gabion check dam, cement road, earthen road, paver block etc. are need to be taken as per observation.

### IV. ANALYSIS AND PLANNING

As per circular of government of Maharashtra from planning department dated 2 September 2020, every work under MGNREGA has certain Mandays and skilled and unskilled expenditure. According to the circular total expected mandays are calculated which fulfil the objective of creating 100+ mandays in village itself for whole year.

In the mentioned government circular work name and expenditure on execution of work as well as mandays require for them is given. With references to that some works are selected as per villager's demand and as per site condition. These works are distributed in 10 years in such a way that all the demand work from people's is fulfill and 100+ labours get work for every day for whole year.

While preparing plan landless peoples who depends upon farm of others as a labour a specially focused because they have no assets for living. Plantation, Bihar type plantation and other public works give them employment for whole year. After earning and saving through the wages obtain on these works, individual can create assets like goat farming, poultry etc. These assets increase income of family and family or family stop from migration and live a stable life.

Taking care of all these factors taking into consideration a proper plan is prepared as per below table.

Table No1. Details of works and their Expenditure

Sr	Work Name	Unit	Man days	Year →										
				22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30	30-31	31-32	
1	Agricultural produce storage building	No	2765	1	0	0	0	0	0	0	0	0	0	0
2	Boundary line Plantation First Year	100 plant	35	1500	0	0	1000	0	0	4500	0	0	0	
3	Boundary line Plantation Second Year	100 plant	35	0	1500	0	0	1000	0	0	0	0	0	
4	Boundary line Plantation Third Year	100 plant	35	0	0	1500	0	0	1000	0	0	0	0	
5	cattle resisting trenches	100 m	123	0	1000	0	500	0	0	0	0	0	0	
6	Cattle Shelter	No.	26	15	25	35	35	0	40	5	25	35	35	
7	Community Cattle shelter for Bachatgat	No.	90	0	1	0	0	0	0	0	1	0	0	
8	Compound wall for government schools 100 m.	m	1057	0	100	0	0	0	0	0	0	0	0	
9	Crematorium	No.	453	0	1	0	0	0	0	0	0	0	0	
10	Cement Nala Bandh (10 m.X 1.20 m.)	m	3203	1	0	1	0	0	1	0	100	1	1	
11	Concrete Road (100 m. X 3.00 m.)	m	471	0	100	100	400	0	100	0	100	100	100	
12	Continues Counter Trench	Hector	186	0	25	15	25	5	20	0	0	20	20	
13	farm pond / forest pond	m	1246	2	0	2	0	0	2	2	2	2	2	
14	Gabion Check Dam (17 m. X 3 m.)	m	2445	0		2	0	0	1	2	2	1	1	
15	Goat Shelter	No.	18	10	5	10	12	0	15	0	10	5	5	
16	Gram Panchayat / Panchayat Bhavan Building	No.	2349	1	0	0	0	1	0	0	0	0	1	
17	Irrigation Well	No.	915	5	3	5	2	2	5	5	5	4	4	
18	Multi Unit Toilets for School and Anganwadi	No.	230	1	0	0	0	0	0	0	2	0	0	
19	NADEP Compost pit	No.	85	25	18	25	19	0	25	8	25	25	25	
20	Pavour Block Road (100 m.)	100m	77	0	0	100	200	0	0	200	100	100	100	
21	Plantation By Bihari Pattern First Year	100 plant	182	4500	0	0	3500	0	0	4500	0	0	0	
22	Plantation By Bihari Pattern Second Year	100 plant	182	0	3500	0	0	3500	0	0	0	0	0	
23	Plantation By Bihari Pattern Third Year	100 plant	182	0	0	4000	0	0	3500	0	0	0	0	
24	Public Soak Pit	No.	14	0	5	10	7	0	7	0	0	10	10	
25	Recharge of Well	No.	80	0	1	1	1	0	5	0	0	1	1	
26	Repair and maintainance of crematorium	No.	1048	0	1	0	0	0	0	0	0	0	0	
27	Sludge removal from Nala	100 m	75	1200	1000	0	1000	1000	500	1300	1000	0	0	
28	Soak Pit	No.	7	25	0	0	0	0	0	68	25	25	25	
29	Terrace cultivation	Hector	700	10	15	0	15	10	15		5	18	20	
30	Wasteland line plantation First Year	100 plant	26	2000	0	0	1000	0	0	2000	0	0	0	
31	Wasteland line plantation Second Year	101 plant	26	0	1500	0	0	1000	0	0	2000	0	0	
32	Wasteland line plantation Third Year	102 plant	26	0	0	2000	0	0	1000	0	0	2000	0	
	<b>Total Unit per Year →</b>			9295	7311	8348	7229	10218	5752	10124	10028	8349	8351	
	<b>Mandays x Total Unit = Total Mandays in a Year</b>			40147	40405	40412	40513	40509	40616	40699	41490	41512	42917	

In above table mandays column shows the mandays consider for particular work as per government circular. According to that mandays column by multiplying them with total units of work taken per year Total Mandays generated is obtain. While planning this per year skilled and unskilled ratio is also maintained.

### V. COMPARING THE MANDAYS DATA OBTAINED AS PER PLAN WITH PREVIOUS YEAR DATA

Previous year mandays data of our case study i.e., Sonkhadke village from government official website. Mandays generated in previous

year is not that much satisfactory. According to previous four years data obtained, per year on an average near about 4000 mandays are generated. As per our planning 40000+ mandays per year can be generated. It means that peoples in village get continuous employment as well as they can create their own assets so they can fulfill their daily needs. Also achieves minimum 100 manday guaranteed employment for unemployed peoples of rural area. Increasing mandays means surety of employment in village.

Here a comparison chart is given below. It compares previous year mandays created before planning and mandays should be generated after planning.

**Table No 2. Data Analysis**

Year	Mandays
2018-2019	707
2019-2020	4636
2020-2021	5239
2021-2022	5593
2022-2023	40147
2023-2024	40405
2024-2025	40412
2025-2026	40513
2026-2027	40590
2027-2028	40616
2028-2029	40699
2029-2030	41490
2030-2031	41512
2031-2032	42917

**Before Planning**

According to above the mandays

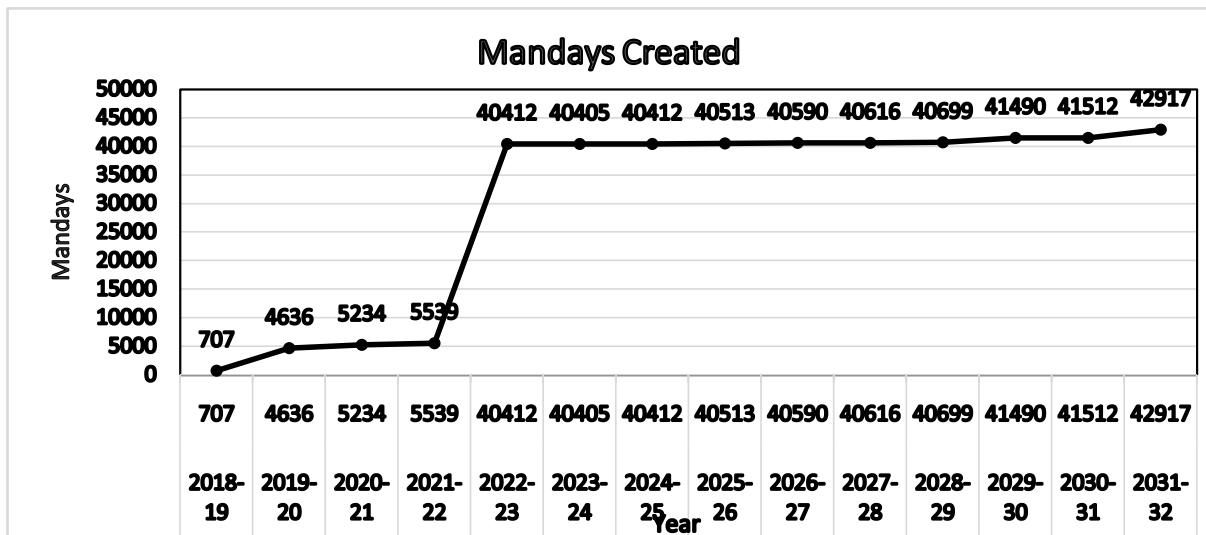
employment generated before the planning is

**After Planning**

compared mandays generated

after planning.

In previous 4 years total 16175 mandays are created that means only 11 person gets daily employment all over the year.



Planning from year 2022-2023 to 2031-2032 generates 40000+ mandays per year. It means about 100-110 person get daily employment all over the year. it means that about every person from each family get employment all over the year and ₹.256/Day payment is credited to bank account. This will surely enhance the life style of that family and side by side it develops the village.

#### Graph No. 1 Mandays

As per above graph it clearly observed that as compared to previous years that is from 2018-19 the graph is increasing it means mandays are increasing. From year 2018-19 up to year 2021-22, Mandays generated but it's not sufficient. A per our planning from year 2022-23 mandays are suddenly increasing and sufficient to generate 100+ mandays. Also, it helps in achieving goal of MGNREGA.

### VI. DISCUSSIONS

Implementation of MGNREGA scheme by the previously discussed planning generates tremendous quantity of Mandays, which means more employment and assets created for development.

As compared to previous year Mandays and expenditure, this planning is more sufficient for increasing mandays. It also helps in easily identifying the work to be start after completion of proceeding work. Thus, there is continue work is available for the laborer in village.

From planning on an average 40000+ mandays should be created in a single year. It means that up to 110 Labourer's can get continues work all over the year. this is a huge achievement because it achieves the goal of MGNREGA by generating mandays.

As per futuristic 10-year plan as village is about to get 20+ works it may lead to employability hence improves standard of living.

As per planning every year skilled and unskilled expenditure is ₹. 1.5 to 1.75 crore. Out of total expenditure on an average Rs. 1crore is to be spend on unskilled i.e., on wages of Labourer's. It means that according to daily wages i.e., ₹. 256/day to about 110 Labourer's can work continue all over the year.

As per this planning MGNREGA scheme provides more fruitful to people of low income, by providing employment to minimum 110 people with ₹. 256/- per day for whole year which estimates  $256 \times 110 \times 365 = ₹.3.37\text{Lakh/Year}$  minimum expenditure on labors wages.

After cultivation of crop many Labourer's migrate to city area for because there is no work is

remained in village. After planning all those laborers get employment and they stay in their own village.

### VII. CONCLUSION

MGNREGA is important scheme for employment generation as well as through this scheme various structure like roads, cattle shades, irrigation well, structures like Gram panchayat building, storage house etc. can be constructed. it is not only developing individuals but also results in developed village.

From 10 year planning it can be concluded that if such a plan is implemented then it generates mandays multiple times as comparative to mandays generated in previous year.

Such planning can help in implementing government scheme up to each and every person of village so that problems like increase in malnutrition, migration, illiteracy rate can be reduced by generating employment in village.

In this Sonkhadke village work allocated from the demand determined well before hence it proves more efficient and mandays are created to boost employment.

Because of provision of irrigation as well as structures for animal husbandry, income of farmer can be increase. Every family get enough assets which helps in education, anti-malnutrition, decreasing rate of poverty and prevent family from migration.

Such planning helps government agencies in implementing MGNREGA in a systematic way and improve the implementation method at ground level.

It can be can be concluded that if such planning is implemented in every village, then those villages are capable of generating their own Mandays and prevent villagers from migrating to metro cities in search of employment and fulfilling daily demands.

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