

IMPLEMENTATION OF MGNREGA SCHEME: A CASE STUDY OF TISSA DEVELOPMENT BLOCK OF DISTRICT CHAMBA OF HIMACHAL PRADESH

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Abstract

The National Rural Employment Guarantee Act is a significant stage toward giving security of work to rural workers by giving no less than 100 days of ensured wage business yearly to each family whose grown-up individuals volunteer to embrace untalented manual work. The fundamental goal of the MGNREGA is to improve occupation security of individuals in provincial regions by ensuring hundred days of wage employment in a financial year, to a rural family whose individuals volunteer to accomplish untalented manual work.

The NREGA was sent off on 2nd February 2006 from the Anantpur Area of Andhra Pradesh. In the stage I (2006-07), the demonstration was presented in 200 most in reverse areas of the country. It was extended to 330 during the stage II (2007-08). The inclusion was reached out to all rural regions of the country in the stage III (2008-09). At present plan currently cover 714 areas 7,143 blocks and 2, 68,849-gram Panchayats in the financial years 2020-2021. On 2nd October 2009 a correction was made in National Rural Employment Act, 2005 to change the terminology of the Act from NREGA to MGNREGA.

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In present study data were collected from primary as well as secondary sources. Primary data were collected from structured interview and secondary data were collected from books, articles and official report of the Govt.

Keywords: MGNREGA, Tissa, Chamba, Himachal Pradesh.



INTRODUCTION

NREGA has been imagined according to the point of view of 'right to work' and ensures 100 days' work at least fixed wage rate, yet more critically it presents a privilege. The Act plays likewise recognized parts and responsibilities regarding the Central and State legislatures, locale and block organizations and the Panchayats. The onus of ensuring 100 days of business rest with the public authority and the candidate can interest for joblessness recompenses on the off chance that he/she doesn't get work. Aside from production of work open doors, the Act likewise accommodates essential offices at the worksite specifically creche, safe drinking water and clinical aid.

The notable elements rotate around acknowledgment of the right and respect to work. These include, A right based structure, with work on request. Something like 120 days of ensured wage work in a monetary year to each family. For those whose grown-up individuals volunteer to attempt untalented manual work.

NREGA is the very first regulation universally, that ensures wage work at an extraordinary scale. The essential target of the Act is to enable work by creating business a right by which the provincial specialists can request for employment. Its primary objective is to fortify normal asset the board through works that address reasons for ongoing neediness like dry season, deforestation, soil disintegration and consequently to empower feasible turn of events. The Act expects to give work through open works, which would prompt advancement of framework, land improvement, water system and development. The cycle results incorporate fortifying grass root cycles of a

vote-based system and mixing straightforwardness and responsibility in administration.

OBJECTIVES OF THE STUDY

- To examine the implementation of NREGA in Tissa Development Block.
- To assess the benefits and identify the factors affecting the implementation of NREGA Tissa Development Block.

NEED OF THE STUDY

Present study was conducted in development block Tissa, District of Chamba. Chamba is aspirational District in Himachal Pradesh. Tissa Block is interior area in district Chamba. People in Tissa Block are economically backward. MGNREGA is wide scheme which decrease poverty and uplift economic condition of the people of Tissa block. Tissa Block was selected to study “implementation of the MGNREGA scheme”.

RESEAECH METHDOLOGY

In the present study both primary and secondary data was collected.

Primary data- Primary data was collected using a pre-tested schedule. The primary data was collected with the help of schedule questionnaire from 100 households. Primary data was collected by conducting interview of elected representatives of Panchayati Raj Institutions. In addition to schedule focus group discussion technique was also used to make the present study more effective.

Secondary data- Secondary data was collected from books, journals, articles, Census reports, Reports of the National Sample Survey Organization (NSSO), reports of the Ministry of Rural Development of the Government of India, Department of Rural Development and Panchayati Raj of the Government of Himachal Pradesh

Sampling design and sampling Procedure- The interview with cross-section of 100 job card holders was carried out to collect the required information. 2 Panchayats were selected through purposive sampling method and 50 respondents were selected from each Panchayat to constitute 100 respondents.

The secondary source included newspapers, monthly magazines and journals, published books, articles, etc. The data collected from both the sources formed the basis for qualitative and quantitative analysis.

Tools and Techniques- For the analysis of data simple statistical and mathematical tools were used. In addition to these tools flow chart, diagrams, tables were used in the study. Chi-Square test was also applied in present study.

PROFILE OF DEVELOPMENT BLOCK TISSA

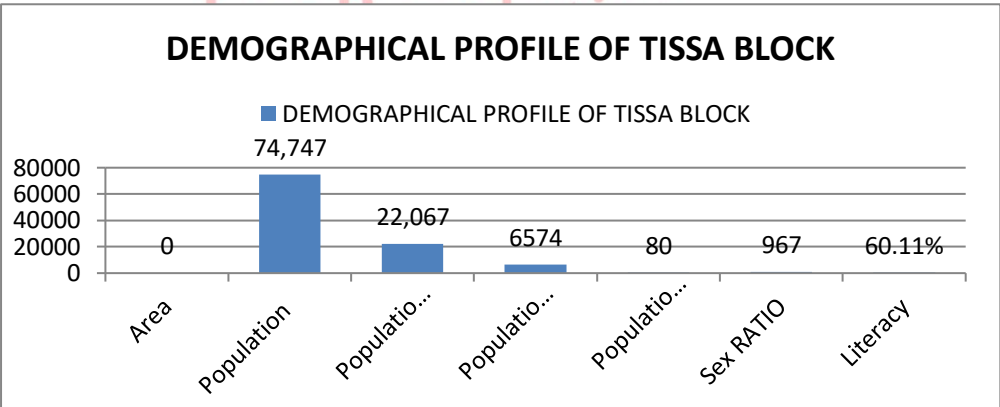
TISSA Development Block is situated in one of the remote corners of north India, State of Himachal Pradesh District Chamba. It covers a total geographical area of 996.51 Sq kilometres and has a population of 70697 as per 2011 census. It comprises of 264 revenue villages and 42 Gram Panchayats. Scheduled caste population in TISSA Block was 20,338 which is 28.77 of total population. Scheduled tribe in Block was 6,574 which

comprise 8.56 Of total populations (2011 Census) Sex ratio in TISSA block is 967, and literacy rate is 60.11%.

1.1 DEMOGRAPHICAL PROFILE OF TISSA BLOCK

1.	Area	99651 km ²
2.	Population	74,747
3.	Population SC	22067
4.	Population ST	6574
5.	Population Density	80
6.	Sex Ratio	967
7.	Literacy	38537

Source: Census of India 2011



Source: Census of India 2011

Above table shows that total area of TISSA block is 99651km. Population as per census 2011 was 74,747. SC/ST population was 22067,6574 respectively. Population density in TISSA block was 80. Sex ratio was 967 women per 1000 man which is satisfactory comparatively. According to the census 2011 38537 people are literate.

1.2 Socio-Economic status in TISSA Block

1.	Agriculture Occupation	Total Population - 75,747 Main workers – 31890 Marginalised workers- 41,578 Non agriculture -9388 Total =41,278	
2.	Animal husbandry	Animal Hospital -2 Veterinary and other animal institutions -45	
3.	Electricity	No of electrified villages -172	100%
4.	Drinking Water	No. of villages having drinking water-172	100%
5.	Health institutions	Citizen Hospital-1 PHC-7 CHC-0 Health sub centre-18	Population per institution =2913
6.	Ayurvedic institutions	15	Population per institution = 5050

7.	Primary school	159 (2011)	Population per thousand=2.09
8.	Middle school	37	Population per thousand=0.49
9.	High school	4	Population per thousand=0.05
10.	Secondary school	21	Population per thousand=0.28
11.	College	1	Total population =75,747
12.	Technical institution	1	Total population =75,747
13.	Banking facilities	7	Per bank population =10,821
14.	Cooperative societies	34	Per cooperative society population=2,228
15.	Fair price shops	69	Per shop population=1,098
16.	Post offices	32	Per post office population =2,367

Source: <http://himachalservices.nic.in/economics/en-IN/index.html>

As per the socio-economic profile of Development block Tissa, the population is 75,747 and among them 31890 are main workers, 31890 marginalised workers, 41,578 non agriculture -9388 it has depicted in the above analysis that main occupation in TISSA block is agriculture around 55% total population depends on agriculture for their livelihood. Animal husbandry was second occupation resource in TISSA block.

There were hundred percent electrified villages (i.e. 172 villages) it had shown in economic and statics department that whole TISSA block is fully electrified. Drinking water is insufficient. There was only one civil hospital in TISSA it shows that health services are very poor and need to improve health institutions in which major population of the block get health facilities.

In TISSA block education infrastructure were quite good primary school, middle school, high school, and senior secondary schools were sufficient for total population. lack of higher institutions only one college were there for whole population, only one vocational centre in TISSA it shown that higher and vocational education should be promoted in TISSA block.

Banking facilities were also very poor in TISSA block all banks were situated in headquarter of TISSA block it shown that financial institutions should be set up in TISSA block in every panchayat.co-operative society and post offices services were in good for total population.

In the Tissa Development Block, the two Gram Panchayat that were identified also based on the performance of the scheme in terms of completed and on-going works. This study covers various dimensions in terms of allocation of funds, employment generation, types of works carried out or infrastructure created under the scheme, the quality of the works, the system of maintaining the muster-rolls (attendance register of the labourers), mode of payment variation in payment, facilities provided at the work site, functions of the village council (Gram Sabha) and Gram Panchayat, the process of social audit, role of officials, etc. Similarly, the study focused on the process of issuing job cards to employment seekers, the awareness and perception of the workers about the scheme, the employment provided to

the people, including women, etc. To assess the performance of the scheme and measures taken on the state parameters, the study focused on two Gram Panchayats namely, TikriGarh, TISSA-1. During the discussions, the beneficiaries, officials both technical and non-technical, etc. were mobilised. The study concentrated on the performance of the scheme between 2018-19, 2019-2020 and 2020-2021.

1.3 Physical progress of the scheme in block Tissa FY 2018-2021

Name of Block	FY 2018-2019		FY 2019-2020		FY 2020-2021		Total Completed works
	Total Approved works	No. of works completed	Total Approved works	No. of works completed	Total Approved works	No. of works completed	
	1173	1172	2514	953	2405	1499	3,624
Total	1173	1172	2514	953	1405	1499	3,624

Source of data: www.nrega.nic.in

Table 1.3 shows that in financial year 2018-2021 total Physical progress of the Scheme in block Tissa in FY 2018-2019 total works approved 1173 and works completed 1172. That means in year 2018-19 the progress was very good. In year 2019-2020 out of 2514, 953 works completed & year 2020-2021 out of 2405, 1499 works completed. The table shows that in these five year 3624 work totally completed.

1.4 Financial Allocation of the scheme in Tissa Block FY 2018-2021 (In Lakhs)

Name of block	2018-2019	2019-2020	2020-2021	Total
Tissa	2796.7	2842.84	3469.14	9,108.68
Total	2796.7	2842.84	3469.14	9,108.68

Source of data: www.nrega.nic.in

Financial allocation under the scheme for Tissa Block for the FY years 2018-2021 is depicted in this table. It is evident from the table that there is a continuous increase in financial allocation under NREGA for Tissa Block. It is clear from the table that funds allocated for the scheme in 2018-2019 were 2796.7 lakh, which increased to 2842.84 lakh in 2019-2020 and further increased to 3469.14 lakhs in 2020-2021.

1.5 Physical progress report of the scheme in different blocks in Chamba district, H.P. FY 2019-2020-2021-2022

Name of Block	FY 2019-2020		FY 2020-2021		FY 2021-2022		Total Completed works
	Total works Taken up	No. of works completed	Total works taken up	No. of works completed	Total Approved works	No. of works completed	
Bharmour	418	418	961	961	209	209	1588
Bhattiyat	1028	1028	1838	1838	701	701	3567
Chamba	727	727	1349	1349	541	541	2617

Mehla	1480	1480	2168	2168	854	854	4502
Pangi	215	215	234	234	89	89	538
Salooni	1669	1669	2168	2168	1050	1050	4887
Total	5537	5537	8718	8718	3444	3444	17699

Source of data: www.nrega.nic.in

It is evident from above data that in Chamba there were seven blocks in the district, Physical progress report of the scheme in different blocks in Chamba district, H.P. that in FY 2019-20 maximum works has been taken up in Mehla Block that is 1669 and maximum works had completed in Mehla Block. There were two blocks lied in schedule tribe areas that are Pangi and Bharmour. Total works in FY 2019-20 had done 5537. In FY 2020-21 Salooni block again stood no. one in taken up works that were 2168 and completed whole taken works.

1.6 Financial Allocation of the scheme in different blocks in Chamba district, H.P FY 2019-2021 (In Lakhs)

Name of block	2019-2020	2020-2021	2021-2022	Total
Bharmour	670.51	1153.65	384.51	2208.67
Bhattiyat	1731.89	3943.34	1304.43	6979.66
Chamba	1332.06	2404.14	1001.33	4737.4
Mehla	2261.28	3036.81	1227.12	6525.21
Pangi	1151.48	1650.47	391.06	3193.01
Salooni	1925.63	2946.83	1263.56	6136.02
Total	9072.85	15135.23	5572	29779.97

Source of data: www.nrega.nic.in

It is depicted that Financial Allocation of the scheme in different blocks in Chamba district, H.P FY 2019-2021 (In Lakhs) ,It is analysed from above data that Bhattiyat block had allocate maximum financial allocation that were 6979.66 lacs and less budget had allocated to Bharmour block that were 2208.67 lacs. Total budget had allocated in FY 2020-21 2021-22 were 29779.97 lacs for seven blocks in district Chamba.

1.7 Households Completed hundred days in chamba DISTRICT FY 2019-2021

S.NO.	Block	Household Employed in FY 2019-2020	Hundred days completed in FY 2020- 21
1	Bharmour	843 (3.34%)	1238 (4.56%)
2	Bhattiyat	4235 (16.81%)	4178 (15.39%)
3	Chamba	2820 (11.19%)	3309 (12.19%)
4	Mehla	5797 (23.01%)	5023 (18.50%)
5	Pangi	3461 (13.74%)	4453 (16.40%)
6	Salooni	3412 (13.54%)	3839 (14.14%)
7	Tissa	4617 (18.33%)	5098 (18.78%)
	Total	25185 (100%)	27138 (100%)

Source of data: www.nrega.nic.in

It is evident from above data those Households Completed Hundred days in FY 2019-2021. In Mehla block has completed maximum hundred days that were 4178 and total households completed hundred days 27138 in district Chamba.

1.8 Employment Generated During the Financial Year 2019-2020

Name Of Blocks	SC's	ST's	Others	Total	Hundred days completed
Bharmour	792	4777	193	5762	843
Bhattiyat	2143	4246	7328	13717	4235
Chamba	3015	3113	4845	10973	2820
Mehla	2616	3114	11364	17094	5797
Pangi	561	4201	126	4888	3461
Salooni	3528	898	12111	16537	3412
Tissa	4373	1595	11764	17732	4617
Total	17028	21944	47731	86701	25185

Source of data: www.nrega.nic.in

It is depicted from above table that employment generated during the financial Year 2019-2020, for different category and community that were SC's ST's and others in seven blocks in district Chamba SC population got employment 17028, ST 21944 and others 47731. It is analysed from above data that others category got more employment in 2019 -20 FY and SC population got less employment rather than other category.

1.9 Employment Generated During the Financial Year 2020-2021

Name Of Blocks	SC's	ST's	Others	Total	Hundred days completed
Bharmour	856	5509	227	6592	1238
Bhattiyat	2426	5034	8653	16113	4178
Chamba	3311	3294	5128	11733	3309
Mehla	2417	3258	11329	17004	502
Pangi	587	4557	145	5289	4453
Salooni	3665	925	13059	17649	3839
Tissa	4392	1522	12337	18251	5098
Total	17654	24099	50878	92631	27138

Source of data: www.nrega.nic.in

It is depicted from above table that employment generated during the financial Year 2020-2021, for different category and community that were SC's ST's and others in seven blocks in district Chamba SC population got employment 17654 ST 24099 and others 50878. It is analysed from above data that others category got more employment in 2020 -21 FY and SC population got less employment rather than other category.

1.10 Employment Generated during the year 2018-2019 Gram Panchayat Tikri Garh and Tissa-I

Sr. No	Item	Households/ Persons	2018-19		2019-20		2020-21	
			Tikri Garh	Tissa-I	Tikri Garh	Tissa-I	Tikri Garh	Tissa-I
1.	No. of Registered	Households	706	437	762	470	793	537

	HHs and Person	Persons	1773	916	1904	955	1943	1041
2.	Job Card Issued	SC	156	120	170	120	176	121
		ST	102	0	111	0	112	0
		Other	448	317	480	350	504	385
		Total	706	437	761	470	792	506
3.	Employment Demanded	Household	427	236	609	293	496	333
		Persons	594	303	985	399	645	405
4.	Employment Offered	Household	427	236	609	293	496	333
		Persons	594	303	985	399	664	405
5.	Employment Provided	Household	342	220	549	272	551	323
		Persons	454	275	839	355	594	384
6.	No. of Family Completed 100 days	Household	11	20	48	99	12	146
7.	Persons Days		1023 6	1176 2	2570 9	1967 5	1585 8	2622 9

Source: www.nrega.nic.in

The above table depicts the employment generated in Gram Panchayat Tikri Garh during financial year 2018-2019. It is evident from the table that there were 706 households registered and 1773 persons registered. As far as job cards are concerned 156 job cards were issued to SC Households, 102 for ST and 448 for others. Employment was demanded by 427 households and 594

persons. It is evident from table that employment was provided to 342 households and 456 persons and total 10236 Person days were generated. It is also evident from the table that 12 families in Tikri Garh and 146 in Tissa-I completed 100 days in FY 2020-21.

1.11 Block wise Allopathic Health Institution and per institution population

Sr. No.	Name of the block	Population	Number of the Health Institutions					Per Institution population
			Civil Hospital	PH C	CH C	S C	Total	
1.	Chamba	74575	0	8	1	29	38	1963
2.	Mehla	84745	0	3	1	31	35	2421
3.	Bhattiyat	113423	0	13	1	43	57	1990
4.	Tissa	75747	1	7	0	18	26	2913
5.	Salooni	76506	2	9	0	22	33	2318
6.	Pangi	18868	1	4	0	16	21	898
7.	Bharmour	39108	1	2	1	19	23	1700
Total		482972	5	46	4	178	233	2073
Total (including urban		519080	8	46	4	178	236	2199

population)							
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Source: Development Bock Index, 2019-20, Economics and Statistics Department, Government of Himachal Pradesh

Table shows that in block Bhattiyat there are highest number of PHCs that's 13, one CHC and 43 Sub Centre. Above table shows that there are 57 health institutions in Bhattiyat block of District Chamba which covers 1990 person per institution. After Bhattiyat block the highest number of health institutions are available in Chamba block which consist of 8 PHCs, One CHC and 29 Sub Centre. The total no. of health institutes are 38 in number. There are 35 health institutions in Mehla block which consist of 3 PHCs, one CHC and 31 Sub centre. In Salooni block there are 33 health institutions which consist of PHCs, CHC and Sub Centre 2,9,22 respectively. There are two civil hospitals in Salooni block. In Tissa block total number of health institution are 26 which consist of civil hospital, PHCs and Sub centre 1,7,18 respectively. In tribal areas of district Chamba Pangi and Bharmour area consist of 21 and 23 health institution respectively.

1.12 Block wise Ayurvedic Health Institution in Chamba District

Sr. No.	Name of the block	Population	Number of the Health Institutions			
			Hospital	Health Centre	Total	Per Institution population
1.	Chamba	74575	1	19	20	3729
2.	Mehla	84745	0	8	8	10593
3.	Bhattiyat	113423	0	16	16	7089

4.	Tissa	75747	0	15	15	5050
5.	Salooni	76506	0	22	22	3478
6.	Pangi	18868	0	7	7	2695
7.	Bharmour	39108	1	18	19	2058
Total		482972	2	105	107	4514
Total (including urban population)		519080	2	107*	109	4762

Source: Development Block Index, 2019-20, Economics and Statistics Department, Government of Himachal Pradesh

Table shows the Ayurvedic health institution in Chamba district of Himachal Pradesh. From the above table shows that Salooni block has highest number of Ayurvedic health institution which is 22 in number. In second place Chamba block consist of 20 Ayurvedic health institutions. Bharmour, Bhattiyat, Tissa, Mehla and Pangi consist of 19, 16, 15, 8, 7 Ayurvedic health institution respectively.

IMPLEMENTATION OF MGNREGA IN TISSA BLOCK OF DISTRICT CHAMBA: PRIMARY DATA ANALYSIS

This part of the study explains the empirical results of the study taking in to consideration of the objectives of the study in view, the sampling method.). The present data aims to study implementation of MGNREGA in TISSA Block. Primary data was collected from the MGNREGA workers. The data was collected from the 100 respondents in two Panchayat.

From each of the Panchayat 50 job card holder were selected randomly. So, response from total of 50 each from Panchayats was included for the study. Hence, the total 100 size of the study was 100 (all were job card holder

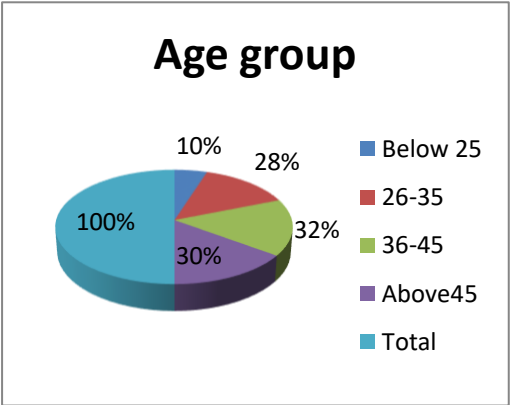
AGE GROUP: It is one of the characteristics of demography of any area. It is defined as no. of people in particular age. On the basis of age group population of particular area is classified in to three group child group (0-14), adult group(15-60) and old age group (above 60). Present study trying to represent adult group.

AGE GROUP

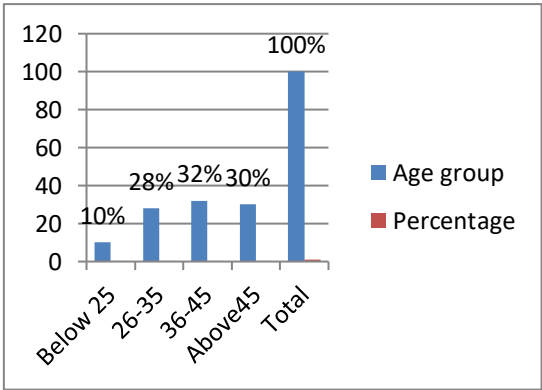
Table 1.13

Sr. No	Age group	Frequency	%
1	Below 25	10	10
2	26-35	28	28
3	36-45	32	32
4	Above 45	30	30
	Total	100	100

Source: Primary Data



Source:
Primary
Data



It is evident from above analysis of the table no. 1.13 that 10 percent of the respondents were in the category of below 25 years age group. 28 percent of the total respondents were in the category of 26-35 years age group. 32 percent of the total respondents were in the category of 36-45 years group. Remaining 30 percent of the total respondents were in the category of above 46 years age group.

Thus, it is clear from above analysis that majority of the respondents in NREGA were of 36-45 years old. It is observed from above analysis that of the age group, there was much to improvement and awareness among old, aged group above 50 years old.

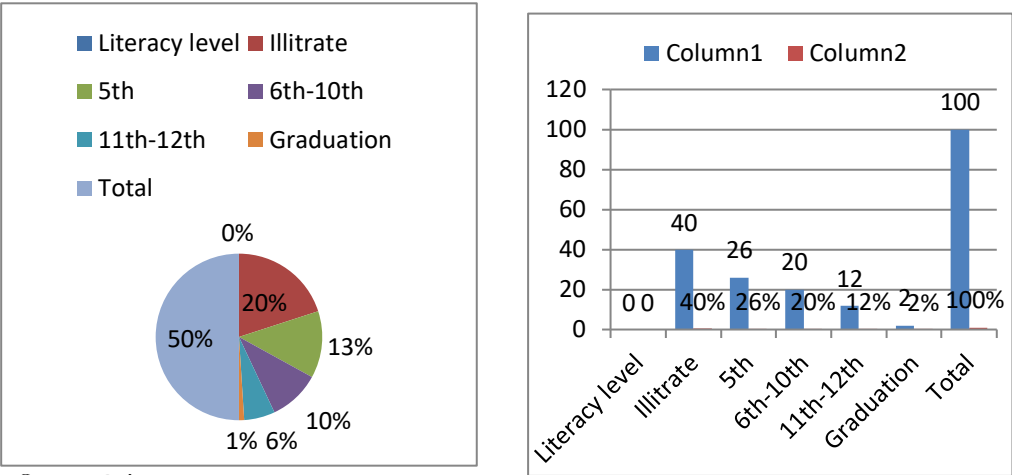
Education: education plays an important role in development of the society. It is associated with the literacy level of the people.

Table 1.14

Educational Status of Respondents

Sr. No.	Literacy level of the respondents	Frequency	%
1	Illiterate	40	40
2	5 th	26	26
3	6 th -10 th	20	20
4	11 th -12 th	12	12
5	Graduation and above	2	2
	Total	100	100

Source: Primary Data



Source: Primary Data

It is evident from above analysis of table no. 1.14 that 40 percent of the total respondents were illiterate. 26 percent of the total respondents were educated up to 5th class. 24 percent of the total respondents were educated up to 5th to 10th class 12 percent of the total respondents were educated upto 10th to 12th class and 2 percent of the total respondents were educated up to graduation level.

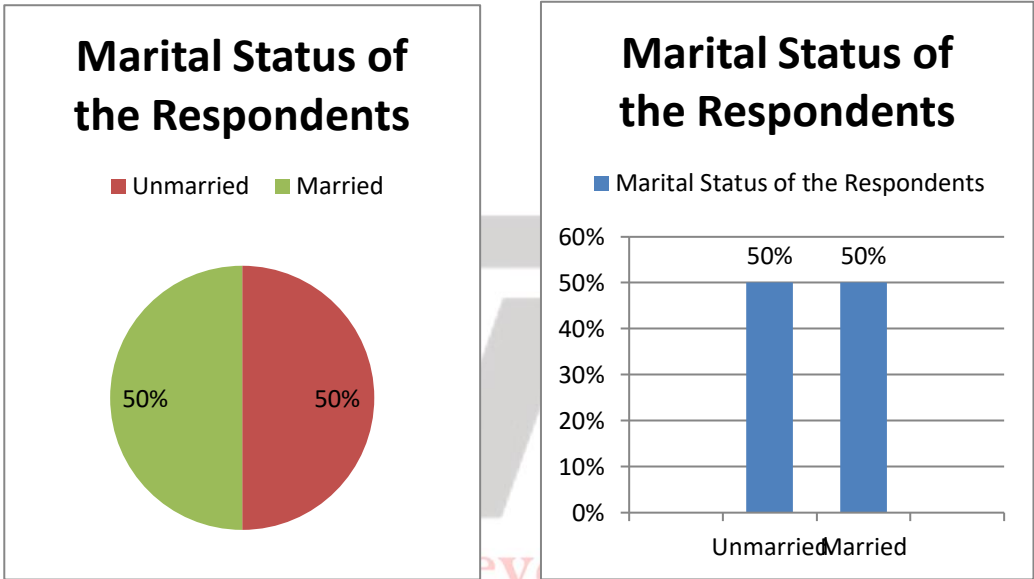
Thus, it is clear that majority of the respondents were illiterate. They have no knowledge of the NREGA act and not aware about process of work apply.

Marital status: it is one of the dynamic characteristics of demography of the particular area. It is associated with how many people is married/unmarried within total population of an area.

Table 1.15

Marital Status of the Respondents

Sr. No	Status	%
1	Unmarried	50
2	Married	50
	Total	100



Source: Primary Data

It is evident from table no. 1.15 that 100 percent of the respondents were married. Thus, it is clear from analysis that the majority of the respondents were married.

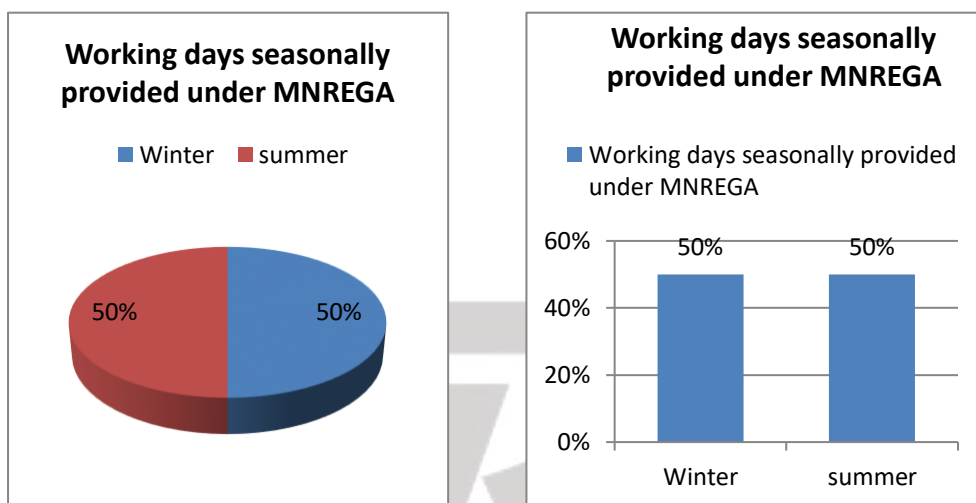
Working days seasonally provided under MNREGA

Table 1.16

Sr. No.	Seasons	%
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1	Summer/winter	50
2	Summer	50
	Total	100

Source: Primary Data



Source: Primary Data

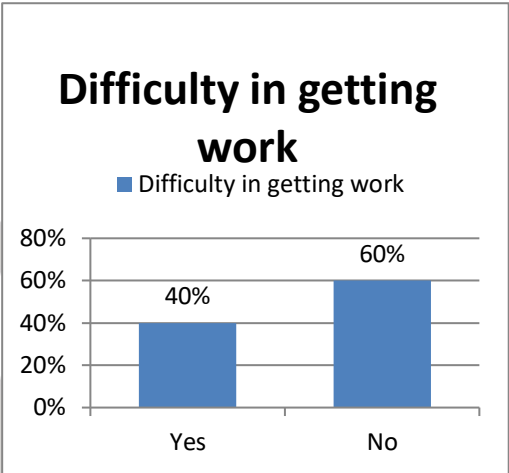
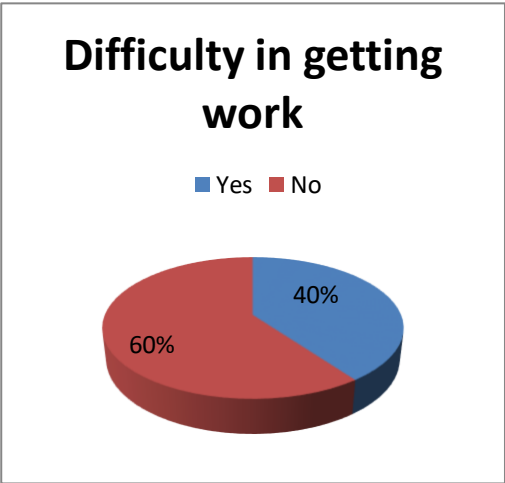
It is analyzed from table no.1.16 (i.e. 50 days) 50 percent of job card says that employment was given in only one season. 50 percent of job card holders say that work was provided in both summer and summer seasons.

Thus, it is clear from above analysis that employment was not provided continuously.

Table 1.17

Difficulty in getting work:

Sr.No	Difficulty in Getting Work	Frequency	%
1	Yes	40	40
2	No	60	60
	Total	100	100



Source: Primary Data

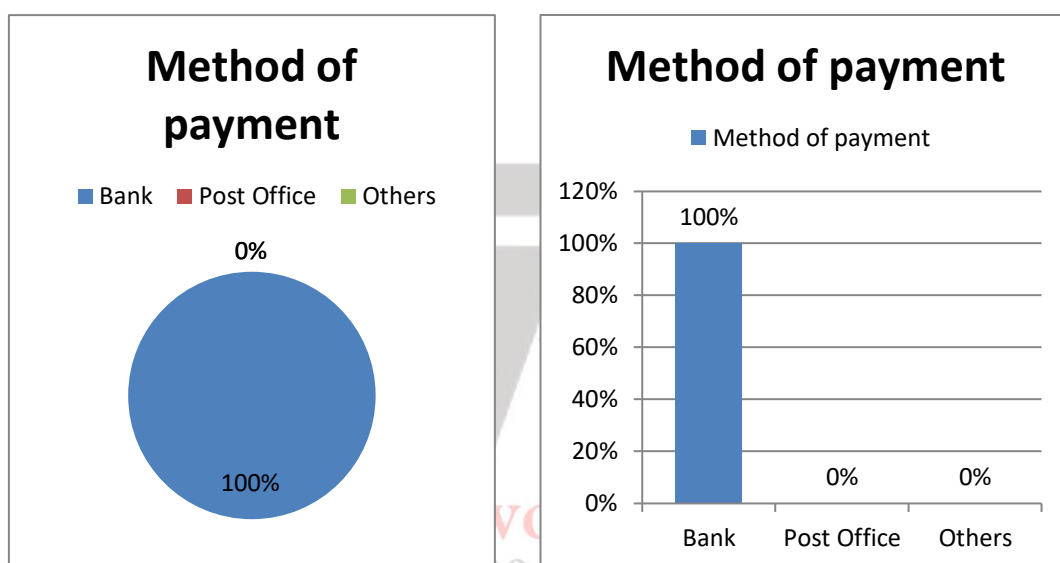
It is evident from table no 1.17 that 40 percent of respondents have difficulty to getting enrolled in work. 60 percent of the total respondents were not any problem to getting enrollment.

It is clear that from above analysis that majority job card holder has no difficulty to getting enrolled in panchayat.

Table 1.18

Method of Payment

Sr. No.	Method of Payment	Frequency	%
1	Bank	100	100
2	Post office	0	0
3	Others	0	0
	Total	100	100



Source: Primary Data

It is evident from above table no. 1.18 that 100 percent of the total respondents were getting payment from banks no third party was allowed to withdraw money from the bank without the due authorization of the workers in writing all data regarding wage payment through bank were recorded in job card.

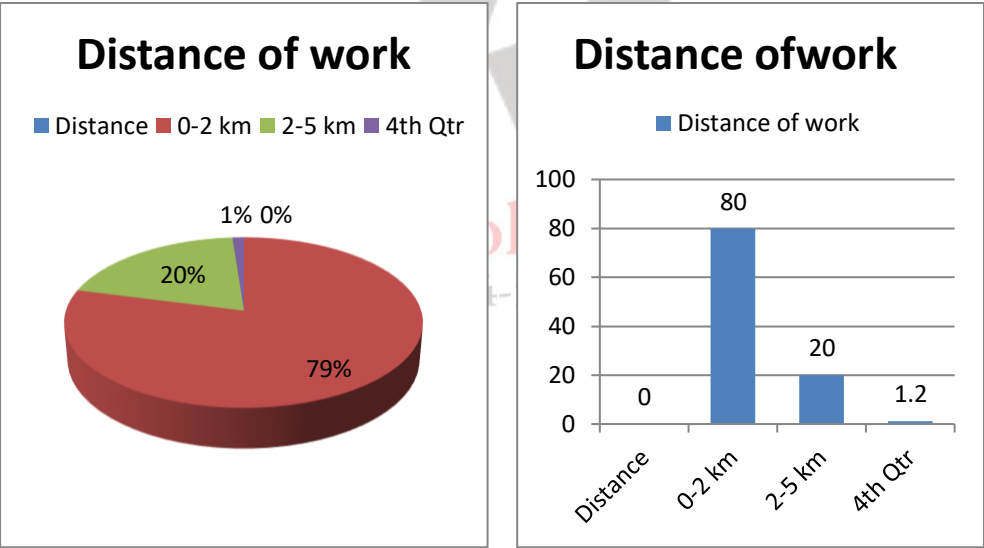
Thus, it is clear from above table that all the job card holders were getting payment from bank. It is observed that banks are playing a vital role in MNRGA.

Table 1.19

Distance of work

Sr. No.	Distance	Frequency	%
1	0-2	80	80
2	2-5	20	20
	Total	100	100

Source: Primary Date



Source: Primary Data

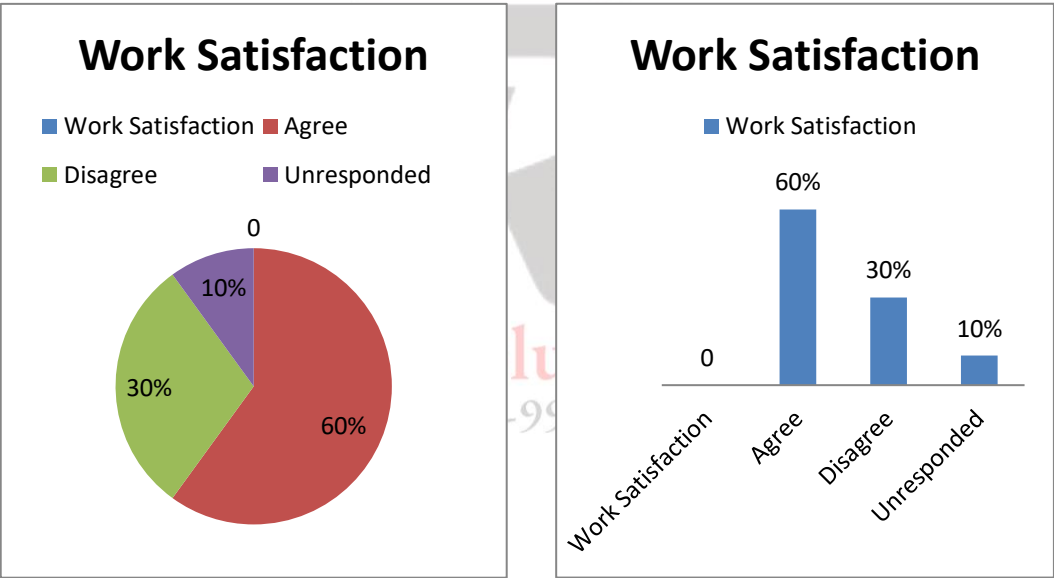
It is observed from above table no. 1.19 that 80 percent of the total respondents work 0-2 kilometer from home.

Table 1.20

Work Satisfaction

Sr.No.	Work Satisfaction	Frequency	%
1	Agree	60	60
2	Disagree	30	30
3	Un-Responded	10	10
	Total	100	100

Source: Primary Data



Source: Primary Data

It is observed from Table no. 1.20 that 60 percent of the total respondent were satisfied with work provided to do.30 percent of the total respondents were disagreed with work required to do.10 percent

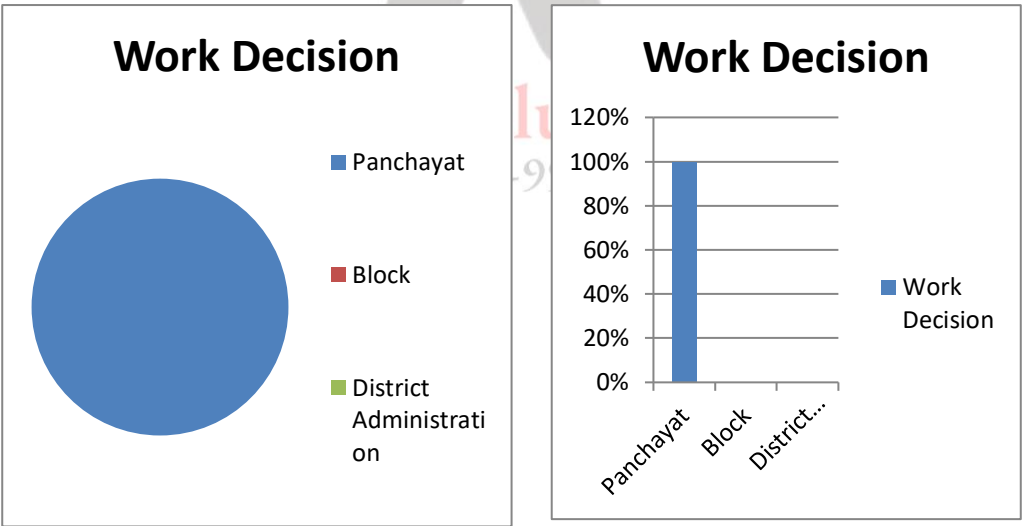
of the total respondents were could not say anything. They don't know about work satisfaction or work condition. it is clear from above table majority of the respondents were satisfied with work provided to do.

Table 1.21

Work Decision

Sr. No	Work Decision	Frequency	%
1	Panchayat	100	100
2	Block	0	0
3	District Administration	0	0
	Total	100	100

Source: Primary Data



Source: Primary Data

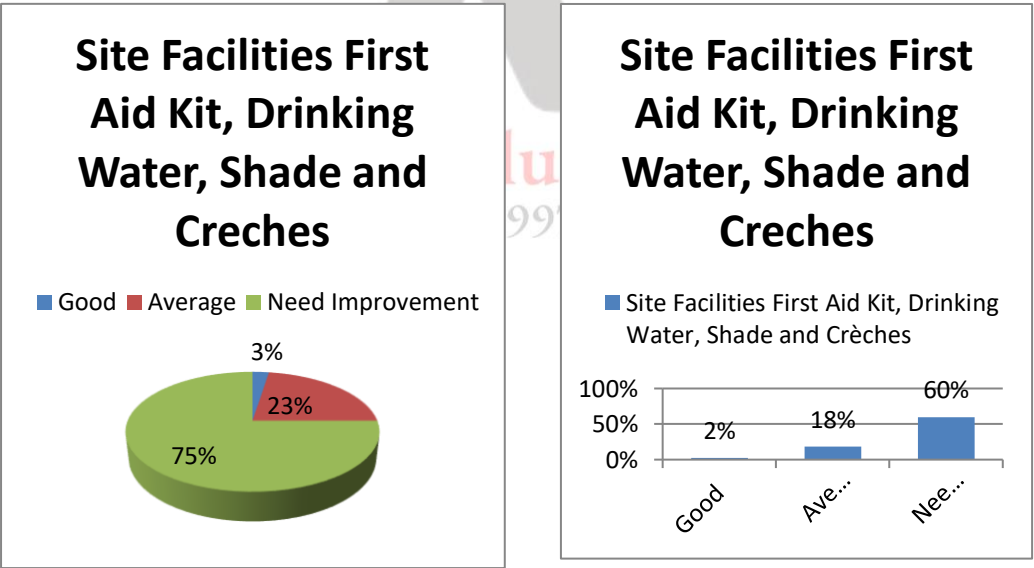
It is observed from table no 1.21 that 100 percent work decision were taken by the panchayat (Gram Sabha) at village level. Not block administrator or political parties interfere in the work decision.

Table 1.22

Site Facilities First Aid Kit, Drinking Water, Shade and Crèches

Sr. no.	Work Site Facilities	Frequency	%
1	Good	2	2
2	average	18	18
3	Need Improvement	60	60
	Total	100	100

Source: Primary Data



Source: Primary Data

It is evident from above table no. 1.22 that 2 percent of the work site facilities that’s drinking water, Crèche; first aid was generally absent in worksite. More over the respondents were hardly aware about the entitlement of the basic worksite facilities awarded to them as per the provision of the scheme. The result of interview shows that awareness about crèche, first aid 2 percent, drinking water 100 percent accordingly. First Aid arrangements in case of injury at work site.

First Aid Facility

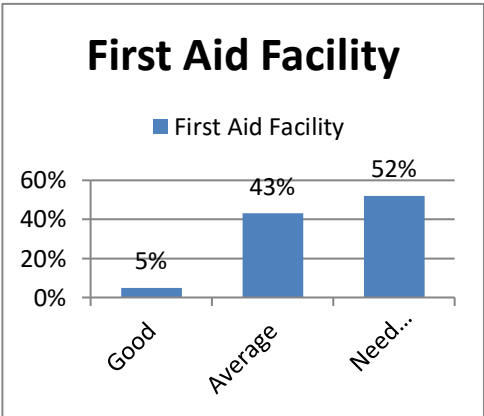
Table 1.23

Sr. no.	First Aid Facility	Frequency	%
1	Good	5	5
2	Average	43	43
3	Need improvement	52	52
	Total	100	100

Source: Primary Data



Source:
Primary
Data



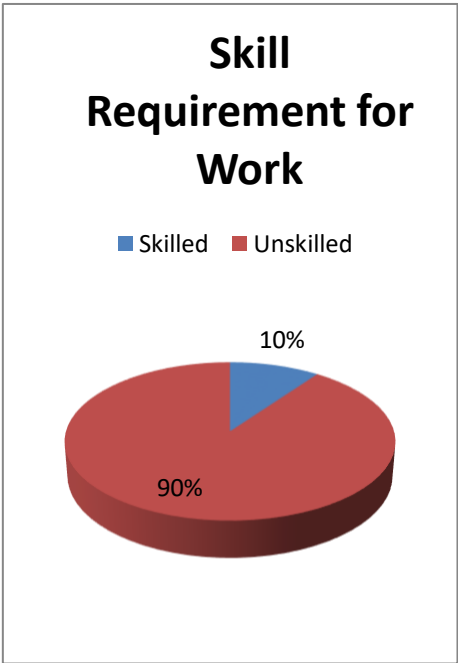
It is evident from above table no 1.23 that 100% percent of the total respondents were suggested that there is good medical (i.e. first aid) related facilities at the worksite should be improved.

Skill Requirement for Work

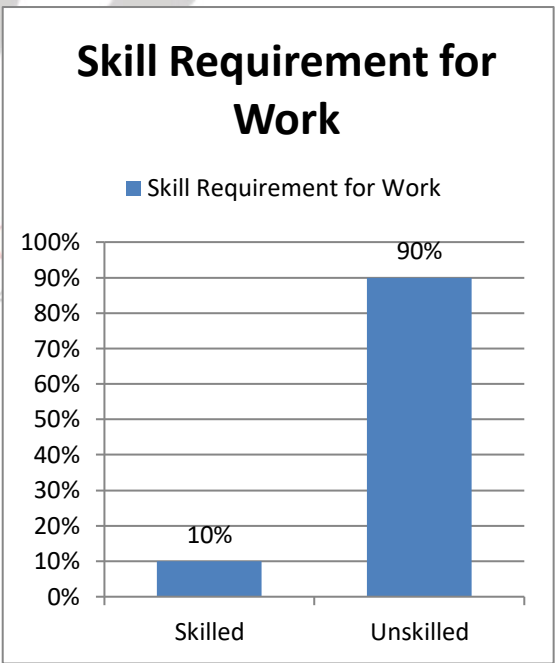
Table 1.24

Sr. no.	Skill/unskilled requirement work	Frequency	%
1	Skilled	10	10
2	Unskilled	90	90
	Total	100	100

Source: Primary Data



Source: Primary Data



It is evident from above table 1.24 that 10% of the respondents required skilled work to do and other 90 %of the total respondent's required unskilled work to do. Thus it is clear from above analysis that majority of the respondent's required unskilled work to do. so it was in need to train MNREGA workers.

OBSERVATIONS

Based on the findings of the study the following observations have made:

- Work or Employment should be provided during the lean season which does not affect the other modes of the beneficiaries' livelihood in terms of agriculture, sericulture, horticulture, animal husbandry, fishing, etc. which are important for the block.
- For effective implementation of the scheme the funds disbursement in one instalment with proper justification may be made so that the gap between the employment and allocation does not disrupt development. As delay in disbursement of wage payment was one of the major grievances of the beneficiaries under the scheme; the delivery mechanism needs to be improved.
- The grassroots level functionaries especially the leaders of Gram Panchayats needs orientation well in advance about the features of the scheme.
- There was low level of awareness among the beneficiaries about the work facilities available in the worksites as well as unemployment allowances. It is therefore suggested that the Panchayat members address the features of the scheme.
- It was observed that people were keen to work and some of them were also registering for work, however, employment could not be

provided according to demand so the implementing agencies need to create works provisions frequently in order to arrest migration.

- The social audit should be a regular feature of the scheme to strengthen vigilance, transparency and accountability. These are some major initiatives that are recommended for adoption while implementing the NREGA in the TISSA Development Block.
- It is important to bear in mind that very effective civil society initiatives needed in the block, these would also succeed if there is any administrative apathy and no political commitment. Moreover, committed administrative machinery with political support is necessary for the adoption and building of appropriate institutional structures for socially fruitful implementation of the NREGA.
- It may seem repetitive, but it is worth concluding that although NREGA enshrines a demand-driven, legally binding right to work, if there is no proactive political and administrative commitment to provide a continuous and adequate supply of productive works, implementation of the scheme may not bring the desired results.
- The NREGA could be made more effective if the above mentioned observations are considered while implementing the scheme in the TISSA development block. NREGA has been welcomed by each and every sections of the society, thus, if implemented in an efficient manner, the scheme can be a channel in transforming the lives of the people in the block.

CONCLUSION AND SUGGESTIONS

Mahatma Gandhi national rural employment guarantee act is considered as a silver shot for killing rural neediness and joblessness, via creating interest

for useful workforce in villages. It gives and elective wellspring of business which will affect lessening relocation, limiting youngster work, reducing neediness and making of water tanks, soil and water preservation work. However, the progress of this act relies on its appropriate execution. A large part of the entanglements of MGNREGA execution can be survived on the off chance that legitimate cycles and methodology are set up. Along these lines there ought to be persistent endeavors towards making sufficient mindfulness on various arrangements of MGNREGA among individuals. Making awareness is fundamental not exclusively to persuade individuals to work under the plan yet in addition to urge them to take part in its preparation and execution.

SUGGESTIONS

- Guarantee demand driven legitimate qualification,
- Lessen trouble movement from rural region,
- Lessen postpone in the installments of laborers,
- Give the essential number of the times of work according to request,
- Work on nature of resources made under MGNREGA and their significance to job of the needy individuals,
- Guarantee full installments of pay specified under MGNREGA,
- Anchor participatory grassroots preparation,
- Support customary progression of assets,
- Fortify complaint redressal component,
- Fortify the cooperative energy among MGNAREGA and rustic work especially in farming,
- Further increase wage rate in MGNREGA,

- Increment number of working days in MGNREGA.

CHALLENGES IN MGNREGA IMPLEMENTATION IN BLOCK TISSA, HIMACHAL PRADESH

MGNREGA of an act, to provide hundred days unskilled work, right to work for every rural household in every financial year. Every household's adult member will be capable to get unskilled manual work. MGNREGA has a most significant tool for inclusive growth of rural India. MGNREGA have impact on social protection, work security, livelihood security, and democratic governance through participation of every household of the rural in PRI's. It has a legal provision to get work, unemployment allowance, compensation from state if not providing work on demand.

Hence it can be easily say that MGNREGA has a significant relevance to strengthen rural growth. In TISSA block of District Chamba has found few challenges to implementation of MGNREGA, described below:

Lack of Planning: MGNREGA is a demand driven programme; plan is most important variable in this programme. It is expected from panchayat that they create their own works needs like infrastructure creation, assets for community. It is found in the study that Peoples are unable to make work site plan at their own village because lack of technical knowledge and understanding of acts frame work.

Awareness among people about MGNREGA Act: It has analyzed that peoples are not much aware about the act. Respondent has no knowledge about the facility provided to the worker at their work site like first aid, drinking water, and crèches. Respondents had no idea about unemployment allowance. Respondents had also no information about the receipt given to

the workers after applying for work. Respondents were also not aware about 10% extra wage is payable to the MGNREGA workers if work is provided within the radius of 5 kilometers from the village. Till now not even single awareness camp has been organized by administration and governance, that has a major challenge.

Role of local administration: according to the study it has been analyzed that the role of MGNREGA implementing agency was pathetic. People were ignored by administration when they approached for the work; applications were not accepted or registered for the demand of work in MGNREGA scheme. Unavailability of muster roll was found on worksite in study area. Only 50% days of seasonal work are provided in the study area. Which it seems that the attitude of the administration in implementing MGNREGA scheme completely disappointing.

Intervention of Local Politics in MGNREGA work: The study revealed that work is not decided in ward sabha, in gram sabha, the work is selected only at the behest of influential people. Ruling parties leader influence the panchayat representatives to take up work for themselves. There is complete interference of local MLA's in the matter of releasing the funds at block level.

Role of Bureaucracy: The study revealed that bureaucracy played the vital role in implementing the MGNREGA; it is found that due to bureaucracy, there was delay in the work demanded by the respective panchayat. Works are not approved at time by office of block development TISSA. Works were declined citing lack of funds. Only influential PRI's elected representatives get work order or approval time to time.

Irregularity of wage payment: The study has analyzed that worker did not getting their wage payment at time, it is the provision in act that wage payment will be made within 15 days, but contrary, there is still a need to improve the process of wage payment. Many times, it has been seen in the study that the wage payments of many job card holder not get their wage since six months.

Ridiculous low wage rate: In the study analyzed that wage rate in MGNREGA is very low it resulted in lack of interest among worker in working for MGNREGA scheme. It is making way for contractors and middleman to take control locally. It is found that peoples are demanding for increment in wage rate in MGNREGA.

Non-payment of unemployment allowance: It has found in the study that there has huge difference between MGNREGA provision regarding unemployment allowance and ground level implementation of act. In the study area no single respondents was getting unemployment allowance in the absence of work. To avoid unemployment allowance issue implementing agency didn't register job card holder's application for work demand.

Lack of technical staff in PRI: In this study revealed that there has not sufficient technical staff in respective Panchayat and development block. Shortage of technical staff affected the work. Only single person handling the whole works even technical or non-technical.

Social audit and accountability: In this study it has been found that there has no social audit conducted in the respective panchayat. Officials shows social audit process only on the papers. In both panchayat TISSA and

Tikri Garh where this study has been conducted peoples are not aware about social audit .The study revealed that government officials are not accountable towards peoples and making corruption by hiding important social audit concept.

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