

Employment Generation under MGNREGA in Tribals Andhra Pradesh Testimony of Five Years

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Abstract: *The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) an ambitious mass employment guarantee scheme implemented since the five years intends to sustain income and consumption in Indian rural outback. The large programme backed by budgetary allocation promises 100 days of manual work to households who register and apply. The objective of the paper is to examine the extent to which the intended programme has reached the tribals people in terms of employment generation, asset creation and wage accruals through involving MGNREGA works for the last five years of the programme at the village level in Parvathipuram Integrated Tribal Development Agency (ITDA), Parvathipuram Mandal, Budurvada village. This is located in Vizianagaram district, Andhra Pradesh. This is a higher tribal participating village in Parvathipuram Mandal under the MGNREGA. The reference period for the analysis is from 2006-07 to 2010-11. The data is collected from secondary sources for this study it includes the information available on the official websites of MGNREGA and APNREGA. Simple averages, ratios, and percentages have been used to carry out my objective. The major findings of the study are no household in tribal of the village completed 100 days employment in first three years of the programme, above 50 % employment sharing by the tribal women in every year in this village.*

Key words: *Employment, ITDA, MGNREGA, Tribals*

I. Introduction:

India has the largest concentration of tribal people anywhere in the world except in Africa. India, with a variety of ecosystems, presents a varied tribal population throughout its length and breadth. The areas inhabited by the tribal constitute a significant part of the under developed areas of the country. According to 2001 census, the population of scheduled tribes in the country was 84.3 million, consisting about 8.19% of total Indian population. The greatest challenge that the Government of India has been facing since independence is the proper provision of social justice to the Scheduled Tribe people, by ameliorating their socio-economic conditions. Scheduled Tribes constitute the weakest section of India's population, from the ecological, economic and educational angles. They constitute the matrix of India's poverty, they are particularly deprived of formal education and with little access to capital, they fail to find work, either self-employed or within regular jobs, ending up in casual employment or in agriculture. The relation between unemployment and poverty is everlasting unless we treat former with utmost strategy. Most of the tribal people have a low economic profile. Economic empowerment is a powerful tool against poverty, to improve the conditions of the tribals, centre as well as state governments have been implemented the special programmes from first five year plan.

Inclusive growth strategy aims at reducing inequalities and ensures social justice by helping the marginalized sections of the society. The approach of the XI five year plan lays emphasis on "faster and inclusive growth coupled with reduction of poverty and unemployment, removal of interregional and urban-rural disparities, ensuring equity and brining measurable benefits to SC/ST, minorities and other excluded groups". The generation of productive and gainful employment, with decent working conditions on a sufficient scale to absorb our growing labour force must form a critical element in the strategy for achieving inclusive growth. Employment guarantee scheme like the National Rural Employment Guarantee Act is perceived as a part of the inclusive growth strategy which aims at reducing social and economic inequalities by providing gainful employment opportunities at the local level. The NREGS focused on labour intensive creating asset works which could tackle the problem of unemployment as well as agricultural growth. The NREGA-2005 is being considered as one of the important components of the inclusive growth strategy of 11th Five year plan. The present study aims at to know the extent to which the intended programme has reached the tribal people in terms of employment generation.

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II. Review of Literature:

Meera Reddy (1990) examines and highlights the effect of TRYSEM on rural employment and development. The conclusions of the study are: i. TRYSEM is able to make only a limited dent on the problems of rural unemployment and poverty. ii. The author suggests that the strategies of self-employment and wage employment programme are two components of the poverty alleviation strategy in rural areas.

Krishna Kumar (1996) paper was aimed at measuring not only the incidence of poverty but also the effectiveness of poverty alleviation programmes by choosing a better measure of poverty that is suited for such a purpose.

Thakur. Et.al examined the impact of the integrated tribal development programmes on the socio-economic parameters of the tribals and assessed the specific problems encountered during the implementation of the programmes.

Ashok Pankaj and Rukmini Tanka (2010) examined the effects of the MGNREGA on rural women empowerment in Bihar, Jharkhand, Rajasthan and Himachala Pradesh. They find that women workers have gained from the scheme primarily because of paid employment opportunity and benefits have been realized through income- consumption effects, house hold effects and the enhancement of choice and capability.

Subhasish Dey and Arjun S. Bedi (2010) they examined selected aspects of the functioning of the MGNREGA in Birbhum district of West Bengal those are proportionately more job- days during the agricultural lean season and wages should be paid in timely manner.

Kaustav Benerjee and Partha Saha (2010) their study enquires about the working of NREGA in backward areas and Maoists activities in such areas in terms of developmental woes of the Indian state.

III. Methodology and Sampling:

The present study is focused in Budurvada village tribals only it is come under Parvathipuram ITDA which is located in Parvathipuram Mandalam, Vizianagaram district, Andhra Pradesh. The selected village has high tribal work participation rate under the MGNREGA with the covering of 262 households out of 272 households. The study covers the tribal households only and excluded the 10 non- tribal households to understand employment generation, asset creation and wage accruals in the community by participating in the programme at gross-root level. The study is based on secondary data collected from MGNREGA beneficiaries through the official website (www.apregs.gov.in) of the programme and Simple averages, ratios, and percentages have been used to carry out my objective.

IV. Objective:

Many studies done in the past on the tribal development programmes as well as many studies have been carrying out on the existing programme. Early studies on the programme focused mainly its implementation and employment point of view. The objectives of this paper is to examine the extent to which the intended programme has reached the tribal people in terms of employment generation, asset creation and wage accruals through involving MGNREGA works in selected sample village.

V. The National Rural Employment Guarantee Act, 2005

The most important change NREGA represents is that it gives a legally binding response by the state to right to work that is, after NREGA, enshrined in law. This is a commitment by the state that is unprecedented in the history of independent India-both as a legally enforceable right and in terms of financial resources. The National Rural Employment Guarantee Act, 2005 was passed by the Indian parliament on 23rd August 2005. The basic objective of the NREGA is to “enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work”. This work guarantee can also serve other objectives: generating productive assets, protecting the environment, empowering rural women, reducing rural-urban migration and fostering social equity, among others.

5.1 Salient features of the NREGA

The various provisions of the NREGA following: It provides at least one hundred days of guaranteed wage employment in every fiscal year for at least one adult member of every household prepared to do unskilled manual labour at the wage rate specified by the state government.

- (a) Adult members of a rural household may apply for employment if they are willing to do unskilled manual work. Such a household will have to apply for registration to the local Gram Panchayat.
- (b) Employment will be given within 15 days of application for work by an employment seeker. If employment is not provided within 15 days, daily unemployment allowance, in cash has to be paid. Liability of payment of unemployment allowance is of the states.
- (c) At least one-third of persons to whom work is allotted work have to be women.

Wages are to be paid according to minimum wages as prescribed under the minimum wages act 1948 for agricultural labourers in the state, unless the centre notifies a wage rate which will not be less than Rs.60/ per day.

- (d) Disbursement of wages has to be done on weekly basis and not beyond a fortnight.
- (e) Panchayat Raj Institutions (PRIs) have a principal role in planning and implementation.
- (f) The selected works to provide employment are to be selected from the list of permissible works. The different categories of permissible works are as follows:
 - Water conservation and water harvesting;
 - Drought proofing (including afforestation and tree plantation);
 - Irrigation canals including micro and minor irrigation works;
 - Provision of irrigation facility to land owned by households belonging to the Scheduled Castes and Scheduled Tribes or to land of beneficiaries under the Indira Awas Yojana;
 - Renovation of traditional water bodies including desilting of tanks;
 - Land development;
 - Flood control and protection works including drainage in water logged areas;
 - Rural connectivity to protection to provide all weather accesses; and
 - Any other work which may be notified by the central government in consultation with the state government.

The shelf of projects has to be prepared on the basis of priority assigned by Gram Sabha. At least 50% of works have to be allotted to gram Panchayat for execution. A 60:40 wage and material ratio has to be maintained. Contractors and use of labour displacing machinery is prohibited.

- (g) Employment shall be provided within a radius of five kilometers of the village where the applicant resides at the time of applying. In case where employment is provided outside of such radius, it must be provided within the block, and the laborers shall be paid 10 per cent of the wage rate as extra wages to meet additional transport and living expenses.
- (h) Work site facilities such as crenche, drinking water, shade have to be provided to workers.
- (i) Social audit has to be done by the Gram Sabha.
- (j) Grievance redressal mechanisms have to be put in place for ensuring a responsive implementation process.
- (k) All accounts and records relating to the scheme are to be made available to any person desirous of obtaining a copy of such records, on demand and after paying a specified fee.
- (l) Provisional for regular inspection and supervision of works taken up under the scheme shall be made to ensure proper quality of works as well as to ensure that the total wage paid for the completion of the work is commensurate with the quality and quantity of work done.

VI. MGNREGA Performance in India and Andhra Pradesh

6.1. MGNREGA in India

The National Rural Employment Guarantee Act came into effect on 1st April 2006, what it was launched by Prime Minister, Dr.Manmohan Singh, in Bandlapalli village in Andhra Pradesh. The act is applicable to areas notified by the central government and will cover the whole community within five years. In first phase, it was notified in 200 districts across the country. In the second phase the act has been notified in the financial year 2007-08 in an additional 130 districts, up to March, 2010 totally 660 districts are under this scheme.

Table 1 MGNREGA performance in India

particulars	2006-07	2007-08	2008-09	2009-10	2010-11
Employment demanded by households (in crores)	2.21	3.43	4.54	5.28	5.57
Employment provided to households (in crores)	2.10	3.39	4.50	5.25	5.49
Person-days (in crores)	90.51	143.68	216.04	283.59	257.15
Total available funds (in crores)	12073.56	19278.78	36263.46	45682.47	52648.89
Expenditure(in crores) (% of utilization)	8823.36 (73.08 %)	15858.44 (82.24 %)	27180.63 (74.95 %)	37909.78 (82.99 %)	39377.27 (74.79 %)

Source: www.nrega.nic.in

Since inception, the coverage of the Mahatma Gandhi National Rural Employment Guarantee Programme tremendously widened throughout India. In 2006-07, 2.12 crores of households have demanded in respective year, but this programme covered almost 2.10 percent of households effecting areas (200 districts under phase-I). In this period 90.51 crores of person-days were generated under this scheme. For the period of 2007-08, 3.43 of households demanded employment from the 330 districts under phase-II of the NREGS. In this period, 3.39 crores of persons-days were created. By the period of 2010-11, MGNREGS covers of remaining districts uncovered earlier, over all India. The people have demanded employment in this period 5.57 crores of households, 5.49 crores of households were benefited, with 257.15 crores of person-days under This MGNREGA.

Government also put fully fledged focus about this scheme, that the budget allocations for the scheme have been increased drastically. In the initial stage of the programme, that is the first year of implementation of NREGA, Rs 11,300 crores were allocated in the budget of 2006-07. In the later period, Rs. 12,000 crores and Rs. 16,000 crores in 2007-08 and 2008-09 budgets respectively. Currently the government has given big push for this programme that is the allocation of MGNREGA raised to Rs.40, 000 crores in 2011-12 budgets. It shows that the employment target is fixed by adding the increase in the labour force and backlog of unemployment and the focus and direct attack laid down to removal of poverty and unemployment.

During 2006-07 against the total available funds of Rs. 12073.56 crores with the states, Rs. 8823.36 crores (73.08 %) was utilized. In the period of 2007-08, the total funds available Rs. 19278.78 crore with the states, Rs. 15858.44 crores (82.24 %) was utilized. And during 2010-11, against the total available funds of Rs. 52468.89 crores, but the utilization in this period is 74.79 % that is Rs.39377.27 crores. The utilization of funds for MGNREGA implementation doesn't fall with the expensive coverage of the programme as target of employment provision.

6.2. MGNREGA in Andhra Pradesh

In accordance with the guidelines of NREGA-2005, the government of Andhra Pradesh has also formulated the scheme called Andhra Pradesh Employment Guarantee Scheme (APNREGS) and implemented in initially in 13 backward districts viz, Adilabad, Ananthapur, Chittoor, Kadapa, Karimnagar, Khammam, Mahbubnagar, Medak, Nalgonda, Nizamabad, Rangareddy, Vizianagaram, and Warangal in the state. Later the scheme was extended to six more districts (east Godavari, Guntur, Kurnool, Prakasam, Nellore, and Srikakulam) totaling to 19 districts for the period of 2007-08. From April 2008 remaining three districts, Krishna, Visakhapatnam and west Godavari are covered under the MGNREGA.

Table 2 MGNREGA performance in Andhra Pradesh

year	Employment provided to households (in lakhs)	Person-days (in lakhs)
2006-07	21.61	678.77
2007-08	48.04	2010.28
2008-09	57.00	2735.45
2009-10	61.58	4044.3
2010-11	62.00	3351.61

In case of Andhra Pradesh, in 2006-07, MGNREGA covered 21.61 lakhs households with 678.77 lakhs of person-days in 13 districts of first phase. For the period of 2007-08, it covered the total 48.04 lakhs in 19 districts. During the period of 2010-11, the employment provided under MGNREGA is 62 lakhs of households and total person-days created under MGNREGA is 3351.61 lakhs, entire Andhra Pradesh except Hyderabad.

VII. Tribal scenario in Andhra Pradesh

Andhra Pradesh is home to 35 communities officially designated as Scheduled Tribes (STs). They numbered 50, 24,104 in the 2001 Census. This constitutes 6.59 % to the state's population of 7, 62, and 10,007. The STs of Andhra Pradesh constitute 6.75 percent of India's tribal population, they account for the largest tribal concentration in Southern India. The Scheduled Areas of Andhra Pradesh, covered by the Tribal Sub-Plan (TSP) approach, are spread over 31,485 sq km in 5936 villages (11,855 habitation) in the districts of Srikakulam, Vizianagaram, Visakhapatnam, East Godavari, West Godavari, Warangal, Khammam, Adilabad and Kurnool. The 35 reported ST communities are mainly concentrated in nine districts declared as Scheduled Areas by special government order in 1950. Sixty percent of the STs live in forest areas in the Eastern Ghats, on the banks of the river Godavari. Two-third of the ST population in the State of Andhra Pradesh lives in these areas. This constitutes 11% of the total geographical area of the state.

In some districts, the tribal population is spread thinly and they live along with non-tribal communities. The indigenous tribes are mostly concentrated in contiguous tracts of the above districts that have been designated as Scheduled Areas administered by the Integrated Tribal Development Agencies (ITDAs). There are around one million ST households in the state and about half of them live in 5,936 villages in the nine ITDA areas. The Scheduled Areas are inhabited by an estimated 2.8 million tribals who are entitled to the benefits of TSP projects and protective legislations. In conformity with the national TSP strategy, Andhra Pradesh tribal population is divided into four categories: (i) those living in tribal concentration areas in the scheduled villages and adjoining areas, i.e., the TSP areas administered by ITDAs. Each of the above nine districts has one ITDA named after the tribal concentration block where it is headquartered; (ii) PTGs, i.e., communities who live in near isolation in inaccessible habitats in and outside the Scheduled Areas who are at the pre-agricultural stage of the economy; (iii) those living in small pockets outside the scheduled areas, i.e., Modified Area Development Agency (MADA) areas and tribal clusters; and (iv) Dispersed Tribal Groups, i.e., those dispersed throughout the state.

Table 3 Basic Information about Scheduled Tribes in the State

Andhra Pradesh population (2001 Census)	762 lakh
ST population	50.24 lakh (6.59%); Male - 25.48 lakh, Female - 24.76 lakh
ST population in tribal areas	30.47 lakh
ST population in plain areas	19.77 lakh
Tribal groups	35 tribal groups
Primitive Tribal Groups (PTGs)	8
Integrated Tribal Development Agencies (ITDA)	10 Seethampeta, Parvathipuram, Paderu, R.C. Varam, K.R. Puram, Bhadrachalam, Eturunagaram, Utnoor, Srisailam and Nellore
ITDA area	31,485,34 sq kms
Modified Area Development Approach (MADA) pockets	41
Clusters	17
Scheduled villages	5938
Non-Scheduled villages	809
No. of habitations in ITDA areas	11855
Total No. of SHGs in tribal areas	475646
Total No. of ST members enrolled	10,46,371

(Source: Office of the Registrar General, India 2001)

VIII. Profile of Parvathipuram Integrated Tribal Development Agency (ITDA)

The main objectives of ITDAs i.e. socio-economic development of tribal communities through income generating schemes allied with infrastructure development programmes and protection of tribal communities against exploitation. The ITDAs are in operation in eight districts viz: Srikakulam, Vizianagaram, Visakhapatnam, East Godavari, West Godavari, Khammam, Warangal, and Adilabad. The researcher has chosen Parvathipuram ITDA, Vizianagaram district. It was established in 1979, spreading over an area of 1740.98 sq km and with the 153897 population in 14 mandalas.

Table 4 Basic Data of the ITDA

ITDA	Area In Sq. Kms	No. of Villages		Name of the Mandal Covered		No. Of TSP Villages	Population					
		Sch.	No n-Sc	Fully	Partly		Total	Sch. Tribes				
								Male	Female	Total	%	

		h.									
Parvathipuram	1740.98	298	183	G.L.Puram	124	47265	19331	20934	40265	85	
				Kurupam	90	35727	15601	15737	31338	88	
				Komarada	66	18256	6663	7517	14180	78	
				Pachipenta	38	17757	7697	7681	15378	87	
				Saluru	68	31039	12080	12560	24640	79	
				Makkuva	28	12949	3540	3738	7278	56	
				Parvathipuram	15	8817	2789	2724	5513	63	
				Jiyyamvalasa	15	5286	2540	2250	4790	91	
				Mentada	12	4540	1716	1725	3441	76	
				S. Kota	7	3805	1352	1336	2688	71	
				Bondapalli	2	917	365	368	733	80	
				Rambhadrapur	8	1827	889	845	1734	95	
				Vepada	2	488	220	238	458	94	
Gantyada	6	1573	766	695	461	93					
TOTAL				1	13	481	190246	75549	78348	153897	81

Source: Tribal Welfare Department A.P Hyderabad April 2006

IX. Journey of five years

6.3. Household analysis

6.3.1. Demand and supply of the employment:

Efficiency and the rural appropriate employment in APREGS depend upon the demand and its supply. In the MGNREGA, demand for employment implies a job card that makes an individual eligible for employment. This is followed by an application for employment to be provided by the programme officials with in a period of 15 days. Employment supply, on the other hand, is described by the provision for employment provided to the applicant by the Gram Sabha/Gram Panchayat.

Table 5 Demand and supply of the employment in Buduravada village tribals

Year	Employment demanded & supplied to No. of HHs	Employment provided (in person days)	% of HHs got 100 days employment
2006-07	119	4680	0
2007-08	101	2596	0
2008-09	152	3830	0
2009-10	230	31253	53.94
2010-11	203	9636	9.85

Source: APREGS (www.apregs.gov.in)

Buduravada village was covered in the first phase of NREGA. In 2006-07 of NREGA, employment demanded by 119 households (HHs) from the community. For this period, 4680 person days were generated. But demand for employment and provided in person days were slow down to 101 HHs and 2596 person days (See table 5). During the period of 2009-10, 31253 person days employment provided to 230 households in this community. If we observe the percentage of households got 100 days, first three periods of the programme no household completed 100 days of employment in this people. During the period of 2009-10, 53.91% of households are reached the 100 days of mark. It was suddenly fall down to 9.85 percent in next year (2010-11).

9.1.2 Person days provided per Households

Household perspective clearly speaks that average No. of person days to the work provided HHs is 39.39 percent in 2006-07. During 2009-10 average person days are 135.89 to per household (See Table 6).It is more than guaranteed days by the programme. Which is quite good result for the people where they can have ample of work along with the three meals a day.

Table 6 Person days provided per household

Year	No. of HHs employed	Employment provided (in person days)	Average no. of Person days per HH -work provided
2006-07	119	4680	39.33

2007-08	101	2596	25.70
2008-09	152	3830	25.19
2009-10	230	31253	135.89
2010-11	203	9636	47.47

Source: APREGS (www.apregs.gov.in)

9.1.3. Employment sharing by the women in the community:

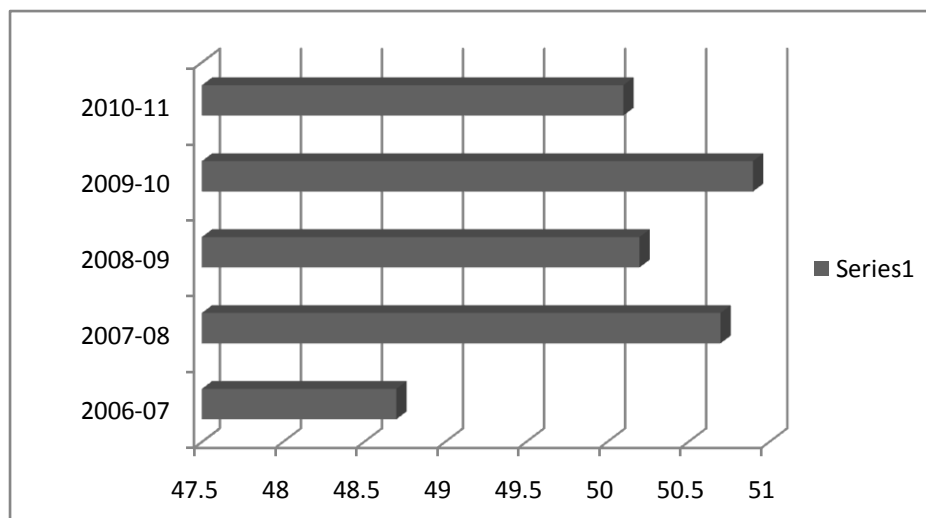
The share of women in total person days is above 50 percent in every year except in 2006-07 (See Table 7). The higher participation of the women in MGNREGA is indicating to women empowerment, such as a greater decision-making role in the family, discretion to spend and control the use of their earnings, and confidence to earn independent of male family members.

Table 7 Employment sharing by the women in the tribal

Year	Employment sharing by women (%)
2006-07	48.7
2007-08	50.7
2008-09	50.2
2009-10	50.9
2010-11	50.1

Source: APREGS (www.apregs.gov.in)

Fig. 1: share of women in employment



9.2 Community Assets Generation in the Buduravada Village:

Efforts under APREGS are focused on innovations that regenerate rural assets and promote building of viable, self sustain rural communities. As per schedule I of the act, the focus of the Rural Employment Scheme (REGS) shall be on the following works: water conservation and water harvesting; drought proofing, including afforestation and tree plantation; irrigation canals, including micro and minor irrigation works; provision of irrigation facility to land owned by households belonging to the SC/STs or to land of the beneficiaries of land reforms or to land of the beneficiaries under the Indira Awas Yojana; renovation of traditional water bodies, including de-silting of tanks; land development; flood control and protection works, including drainage in waterlogged areas; rural connectivity to provide all-weather access. The construction of roads may include culverts where necessary, and within the village area may be taken up along with drains; any other work that may be notified by the Central Government in consultation with the State Government. Having this background, it is identified that water conservation, land development occupies major share of works under taken as well as financial fraction in order to increase the ground level water, land recharging etc. though the strategy of completion is slight varies with the selection of works but it gives an outlook that it is generating productive assets and protecting the environment in Andhra Pradesh. Major works partaken by the drought proofing and plantation, followed by renovation of traditional water bodies in every year in this village (See Table 8).

Table 8 Community Assets Generation in the Buduravada Village

Year	Water conservati on (in %)	Drought proofing and plantati on (in %)	Irrigation canals (micro and minor irrigation works) (in %)	Provisio n of irrigatio n facilities (in %)	Renovation of traditional water bodies (in %)	Land developme nt (in %)	Flood contr ol (in %)	Rural connectivi ty (in %)
2006-07	0	50.0	0	0	50.0	0	0	0
2007-08	3.8	53.8	0	0	30.7	0	0	4.5
2008-09	3.2	45.1	0	6.5	25.8	0	0	19.4
2009-10	2.1	29.8	0	14.9	40.4	0	0	12.8
2010-11	1.4	19.2	0	9.6	54.8	0	0	15.1

Source: APREGS (www.apregs.gov.in)

9.3. Households per Community Assets

The community participation in the creation of assets for the rural society reflects the employment, financial gains by the households i.e. wages and more importantly it gives them that they responsibly involved in upgrading their rural base. No. of HHs participation per work gradually increased from 1.2 % to 1.9 % from 2006-07 to 2007-08(See Table 9). During 2009-10 the share of HHs per work is 4.1. It denotes good fraction in the village level particularly in the community.

Table 9 Share of the households in community assets

Year	No. of Assets created	No. of HHs provided with jobs	No. HHs per work
2006-07	137	119	1.2
2007-08	193	101	1.9
2008-09	257	152	1.7
2009-10	931	230	4.1
2010-11	684	203	3.4

Source: APREGS (www.apregs.gov.in)

9.3 Wage Accruals

If we look at the wage accruals per household the amount of wage accruals is Rs 3073, which is scanty in 2006-07 but rose to Rs 11214 in 2009-10(See Table 10). Optimistic wage accruals per HHs give good impact in the sustainable rural livelihood that there is increase in minimum wages of agricultural labourers.

Table 10 Wage accruals per HH

year	Total expenditure on wage (in Rs.)	No. of HHs provided with jobs	Wage accrual per HH (in Rs.)
2006-07	365671	119	3073
2007-08	183913	101	1821
2008-09	220625	152	1451
2009-10	2579258	230	11214
2010-11	950622	203	4683

Source: APREGS (www.apregs.gov.in)

X. Findings

In household analysis, demand and supply of the employment under this scheme has given the overview that no household in tribal of the village completed 100 days employment in first three years of the programme, even though this village was covered in the first phase of NREGA. And person days per HH i.e. work provided was below 50 days in every year except 2009-10; during this period average No. of person days per HH is 135.89. This gives the picture of the rural tribal households with work in time of agricultural lean season. The operational guidelines specify that priority should be given to women in the allocation of working such a way that at least one-third of the beneficiaries shall be women, exactly following the norms above 50 % employment sharing by the tribal women in every year in this village, which enhance the women empowerment in different ways. Asset generation clearly shows that major works were partaken by the drought proofing and plantation and renovation of traditional water bodies. The share of the tribal HHs per asset has declined. It reminds that there is no inclusion of HHs in the community work in the village level. The wage accruals per HH have been declined from its inception.

Some of the major observations are found in Budurvada village about the NREGA programme are:

1. No awareness

There is no awareness among the tribal people about the National Rural Employment Guarantee Act and they are unable to find it as a sort of right to get employment from officials by demand.

2. No matter of unemployment allowance

Although the gap between employments demanded and supplied to the people, there is no matter of unemployment allowance as stated in NREGS act, 2005.

3. Below the minimum man days and wages

According to the act at least 100 days of employment guaranteed in a financial year to every household, but tribal people guaranteed 25-45 days of employment in every financial year (except 2009-10) for the first five years of the programme. And also wage rate varies between 50 to 90 rupees it is below the minimum wage under the act.

4. Delay in wage disbursement

As per the act, the wages should be paid to workers within 15 days of work done. Otherwise they are eligible for reasonable compensation. But in reality the wages are paid to the workers 20 to 30 days of work done.

XI. Policy implications from village study

- ❖ The MGNREGA is a large socio-economic programme therefore macro level evaluation of the programme may not capture the loopholes evolved in the programme, so that micro level execution is needed to find out problems involved in implementation of the programme in tribal villages.
- ❖ A large number of tribal people have not aware of the programme; hence awareness should be created among tribal villages.
- ❖ The wage calculation and work measurements has problematic under the act therefore it is needed to be revised by the nature of the work, then only they are able to get minimum wage rate.
- ❖ Employment under the programme should provide in regular manner to arrest seasonal and non-seasonal migration at village level.

XII. Conclusion

Since independence, the Government initiated several five year plans, programs, policies and laws and has made efforts for gradual socio-economic development of scheduled tribes, but they still remain the weakest sections of the society. During the various five year plans, there has been a considerable increase in the fund allocation for the tribal areas. But most of the tribals are not able to draw benefit from the facilities provided by government because of large-scale corruption among officials and improper implementation of tribal development schemes. Employment guarantee scheme like MGNREGA is perceived as a part of the inclusive growth strategy which aims at reducing social and economic inequalities by providing gainful employment opportunities at the local level. The MGNREGA focused on labour intensive asset creating works which could help to solve the problem of unemployment as well as agricultural growth.

This employment scheme also becomes sour grapes for the tribal people as compared to those who live in non-tribal areas. Like other schemes, there is a wide gap between the programme and implementation in tribal areas. Without these specific groups improvement we cannot imagine India's development as a whole.

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