

## **Right to Work – The Dream Come True Through MGNREGA**

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### **Abstract**

India is single exception in the world that provides right to work to its citizens and in 2005 introduced the legislation called mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) that aims at livelihood security of the unorganised labour living in rural areas that

guarantees a minimum of 100 days of employment per year to each household whose adult members volunteer to do unskilled manual work. It started in 200 districts in February 2, 2006 and had included all the districts of India from April 1, 2008. Labour intensive tasks like creating infrastructure for water harvesting, drought relief and flood control are preferred in providing employment. The act also provides a minimum limit to the wages to be paid with gender equality either on time rate basis or on a piece rate basis.

This conceptual paper aims to outline the progression of this public policy all through these years, highlighting its benefits, shortcomings and evaluating this act in the context of upliftment of informal /unorganised rural labour in India.

The study was conducted in the state of Rajasthan in India. Data was collected through secondary and primary sources with reference to unorganized labour employed under MGNREGA.

## **Introduction**

The **National Rural Employment Guarantee Act 2005** (NREGA), later renamed as the "Mahatma Gandhi National Rural Employment Guarantee Act" (or, MGNREGA), is an Indian labour law and social security measure that aims to guarantee the 'right to work'. The MGNREGA was initiated with the objective of "enhancing livelihood security" in rural areas by providing at least 100 days of wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. This is the flagship programme of the Government of India that directly touches lives of the poor and promotes inclusive growth. It comes at a time when there was a severe rural livelihood distress due to drought and flood-proofing of Indian agriculture.

It had started with 200 districts on February 2, 2006 and covered all the districts of India by April 1, 2008. The statute is hailed by the government as "the largest and most ambitious social security and public works programme in the world". In its World Development Report 2014, the World Bank termed it a "stellar example of rural development". The Act has also proved to be a significant vehicle for strengthening decentralization and deepening processes of democracy by giving a pivotal role to the Panchayati Raj Institutions (PRIs) in planning, monitoring and implementation

Along with the aim of providing social security MGNREGA has also created durable assets (such as roads, canals, ponds, wells) in the rural areas that has helped in providing water for drinking and irrigation, water harvesting, connectivity to the remote areas to name few. The physical outcomes have helped in protecting the environment, empowering rural women, reducing rural-urban migration and fostering social equity.

The government launched major schemes like Jawahar Rozgar Yojana (JRY) in 1977, National Rural Employment Programme (NREP) in 1980, Employment Assurance Scheme (EAS), Food for Work Programme (NFFWP) in 2004, Jawahar Gram Samridhi Yojana (JGSY) and Sampoorna Grameen Rozgar Yojana (SGRY) were launched as forerunners to Mahatma Gandhi NREGA. But unlike its precursors, the Mahatma Gandhi NREGA guaranteed employment provides employment as a legal entitlement.

Employment is to be provided within 5 km of an applicant's residence, and minimum wages are to be paid. If work is not provided within 15 days of applying, applicants are entitled to an unemployment allowance. MGNREGA is to be implemented mainly by Gram Panchayats (GPs). The act explicitly mentions the principles and agencies for implementation. The involvement of contractors is banned. The law provides many safeguards to promote its effective management

and implementation - list of allowed works, financing pattern, monitoring and evaluation, and most importantly the detailed measures to ensure transparency and accountability. Labour-intensive tasks like creating infrastructure for water harvesting, drought relief and flood control are preferred.

What makes the MGNREGA distinct from any other public employment programme is that it is a *universal* and *enforceable* legal right concurrent with some of the provisions of Article 39 and Article 41 of the Directive Principles of State Policy in the Indian Constitution that enshrine the ideals of the Right to Work.

### **Overview**

Shah (2007) rightly pointed out that, even after 60 years of the independence of India, almost 80 percent people suffer from malnutrition and availability of per capita food grain has reduced as compared to 1950s. According to the Eleventh Five Year Plan (2007–12), the number of Indians living on less than \$1 a day, called Below Poverty Line (BPL), was 300 million that barely declined over the last three decades ranging from 1973 to 2004, although their proportion in the total population decreased from 36 per cent (1993–94) to 28 percent (2004–05) and the rural working class dependent on agriculture was unemployed for nearly 3 months per year. The plan targeted poverty through MGNREGA which promised employment as an entitlement.

### ***Design Features***

Key design features of NREGA in the context of social security and unemployment support:

- *Guaranteed Employment* - Any adult member of a rural household applying for work under the Act is entitled to employment. Every rural household is entitled to not more than 100 days of employment.
- *Guaranteed Wages* - Wages are to be paid on a weekly basis and not beyond a fortnight. Wages are to be paid on the basis of:
  1. Centre- notified, state- specific MGNREGA wage list
  2. Time rates and Piece rates as per state- specific Schedule of Rates (SoRs)
  3. In any case, the wage cannot be at a rate less than Rs. 100 per day.
- *Unemployment Allowance* – If work is not provided within 15 days of applying, the state is expected to pay an unemployment allowance which is one- fourth of the wage rate.
- *Provision of Work* – Work is to be provided within a 5km radius of the applicant’s village, else compensation of 10 per cent extra wage is to be provided to meet expenses of travel.
- *Gender Equity* and women empowerment – There are three important provisions for women in the Act.

Men and women are entitled to equal payment of wages. One- third of all employment is reserved for women, worksite facilities like creches are to be provided at all worksites.

- *Financial Inclusion* – Since 2008, all wage payments have had to be transferred to bank or post office accounts of beneficiaries.
- *Social Security Measures* – In 2008, a provision was created which made it possible to cover beneficiaries under either the Janashree Bima Yojana (JBY) or the Rashtriya Swasthya Bima Yojana (RSBY).

- *Transparency and Accountability* – All MGNREGA- related accounts and records documents have to be available for public scrutiny.
- *Rights- based, demand- driven approach* – Estimation and planning of work is conducted on the basis of the demand for work. Hence, beneficiaries of the scheme are enabled to decide the point in time at which they want to work.

## **Funding**

The central government of India has recognized a finance known as the Nationwide Career Assurance Fund, from which funds are released straight to the Zones. The Central Government funds 100% of wages for unskilled manual work, 75% of the material cost of the schemes including payment of wages to skilled and semi skilled workers. State Government funds 25% of material including payment of wages to skilled and semi skilled workers cost. It also funds 100% of unemployment allowance.

## **Provisions Under NREGA:**

Adult member of a non-urban family, willing to do unskilled manual labor, are necessary to create listing in writing or verbally to the home Gram Panchayat.

1. The Gram Panchayat following appropriate confirmation will provide a Job Card (free of charge). Photograph of every adult person of the family willing to work in NREGA This job card is to be provided within fifteen days of application the Job Card.
2. A Job Card owner may present a printed request for service to the Gram Panchayat, citing the time & period for which labor is hunted. Fourteen days of service is the least.

3. A dated receiving of the printed request for service will be issued by the Gram Panchayat, against it. This ensures employment within fifteen days.
4. If Employment is not provided within fifteen days of request for job then joblessness grant for each day will be provided as per the Rule, States are accountable for the imbursement of joblessness stipend.
5. Work must generally be given inside five km of village radius. If the work is given outside the five km, extra pay of ten percent is allocated to convene extra moving & living expenditure.
6. As per the Minimum Wages Act 1948, Wages are to be salaried for farming manual worker in the State, except if the Centre sees a wage price that should not be fewer than INR60 (US\$1.09) every day. Both men & women to be given same wages.

The initial adaptation of the Rule was approved with Rs 155 per day as the least income that requires to be given in NREGA. Though, several of Indian states previously have pay policy with minimum salary set at over INR100 (US\$1.81) each day. NREGA's least pay has since been altered to INR130 (US\$2.35) every day.

7. Salary is to be rewarded as per the portion rate or every day rate. Payment of wages is required to be carried out weekly & in any case not further than a fortnight.
8. For a village the project shelf will be suggested through gram sabha & zilla panchayats must permit it.
9. At least fifty percent facility will be prearranged to Gram Panchayats for implementation.
10. Gram Sabha will carry out the Social Audit.
11. Grievance redressal machinery has been placed to ensure a receptive execution of the procedure.

12. For public scrutiny every accounts & lists concerning to the Scheme are available.

Quantitative achievements of MGNREGA :

1. Since its inception in 2006, around 1,10,000 crore (about USD\$25 billion) has gone directly as wage payment to rural households and 1200 crore (12 billion) person-days of employment has been generated. On an average, 5 crore (50 million) households have been provided employment every year since 2008.
2. Eighty per cent of households are being paid directly through bank/post office accounts, and 10 crore (100 million) new bank/post office accounts have been opened.
3. The average wage per person-day has gone up by 81 per cent since the Scheme's inception, with state-level variations. The notified wage today varies from a minimum of ₹122 (USD\$2.5) in Bihar, Jharkhand to ₹191 (USD\$4) in Haryana.
4. Scheduled Castes (SCs) and Scheduled Tribes (STs) have accounted for 51 per cent of the total person-days generated and women for 47 per cent, well above the mandatory 33 per cent as required by the Act.
5. 146 lakh (14.6 million) works have been taken up since the beginning of the programme, of which about 60 per cent have been completed.
6. 12 crore (120 million) Job Cards (JCs) have been given and these along with the 9 crore (90 million) muster rolls have been uploaded on the Management Information System (MIS), available for public scrutiny. Since 2010–11, all details with regard to the expenditure of the MGNREGA are available on the MIS in the public domain.
7. Financial allocations for the NREGA increased steadily between 2006-2010 when it touched nearly Rs. 40,000 crores. Since then, however, allocation for NREGA has

stagnated just below Rs. 40,000 crores. In 2014-15, allocations were cut dramatically to less than Rs. 30,000 crores.

## **Rajasthan and NREGA**

Geographically Rajasthan is the largest among 29 states in the country with 33 districts. Of the total area 66% is a desert. Single crop is grown in 70% area and agriculture is rainfed. It suffers from recurrent droughts. It has only 1% of the country's water resources. Livestock population in this state is more than the human population. People residing in Rajasthan constitute 5% of country's population. 66% of the total population depends on Agriculture & Animal Husbandry for their livelihood. There is low productivity, highly instability in agriculture as cultivation is dependent on monsoon and has experienced poor growth rate around 2 percent in the last decade. Farms have become unviable due to partition of land among family members which has reduced them to small and marginal size resultantly does not provide enough profits from crop cultivation.

The state has very low level of literacy and the status of women is also low. 22% population lives below poverty line. High birth rate, infant & maternal mortality rate are few other characteristics of the state. In this background NREGA holds a great potential to dent rural poverty and has emerged as a boon to the state over the years. The table below shows the yearwise progress of NREGA in the state of Rajasthan.

### Yearwise Progress of NREGA in Rajasthan

S.No.	Description	2011-2012	2012-2013	2013-2014	By 2014-15 Feb- 2015
1.	<b>Benefited families (in millions)</b>	95.88	99.47	99.22	98.7
2.	<b>Work on the planned number of households (in millions)</b>	48.57	42.17	36.46	34.43
3.	<b>Total generating man-days (in millions)</b>	2042.62	2202.33	1838	1407.8
	<b>1. For SC-generated man-days(in millions)</b>	421.08	407.49	364.64	277.06
	<b>2. For ST generated by man-days (in millions)</b>	533.65	524.44	480.85	382.71
	<b>3. For Women, created by man-days (in millions)</b>	1424.29	1518.51	1245.52	956.45
4.	<b>number of households to complete 100 days (in millions)</b>	2.85	4.21	4.46	1.48
5.	<b>Average employment days (per family)</b>	42	52	51	40.89
6.	<b>Expenditure Amount (Rupees in millions)</b>	3130.57	3176.63	2594.48	2688.54
7.	<b>The average labor rate per man-day</b>	94	100	110	117
8.	<b>The average expenditure per district (Rs in millions)</b>	94.86	96.26	78.6	81.47
9.	<b>The average expenditure per Panchayat Samiti (Rupees in millions)</b>	12.62	12.81	10.46	10.84
10.	<b>The average expenditure per gram panchayat (in millions of rupees)</b>	34.11	34.62	28.3	29.3
11.	<b>The average cost per man-day</b>	153	144	141	190.97

1. The above table shows that there has been considerable increase in average expenditure per panchayat samiti, average employment days per family, average labor rate per man day, no. of households to complete hundred days etc over the years (2011-14). There has been decline in average cost per man day, total mandays generated for STs and SCs which depicts the extent of its success over the years (2011-14) But there has been great variation in year 2014-15 as there has change in government in the general elections held in May 2014. After which Mr. Nitin Gadgaari new Union Rural development Minister had, proposed to limit MGNREGA programmes within tribal and poor areas. He also proposed to change the labour:material ratio from 60:40 to 51:49. As per the new proposal the programme is being implemented in 2,500 backward blocks coming under Intensive Participatory Planning Exercise. These blocks are identified per the Planning Commission Estimate of 2013 and a Backwardness Index prepared by Planning Commission using 2011 census. This backwardness index consist of following five parameters - percentage of households primarily depended on agriculture, female literacy rates, households without access to electricity, households without access to drinking water and sanitation within the premises and households without access to banking facilities. In 2014-15, allocations to NREGA have been cut to less than Rs. 30,000 crores.

**For Fiscal Year 2014-2015 Labor, Materials Ratio Analysis (Per Million)**

S.No.	District	Gram Panchayat.		Panchayat Level		Total Works		
		Level Works		Works				
		The component		The component		The component		
		The labor	Content	The	Content	The labor	Content	A total

				labor		(%)	(%)	
1	Ajmer	9984.18	4814.4	31.57	26.62	10015.75 (67.42)	4841.02 (32.58)	14856.77
2	Alwar	2839.3	525.16	0	0	2839.3 (84.39)	525.16 (15.61)	3364.46
3	Banswara	15934.38	7007.55	26.04	12.57	15960.42 (69.45)	7020.12 (30.55)	22980.54
4	Baran	5128.18	782.53	0	0	5128.18 (86.76)	782.53 (13.24)	5910.71
5	Barmer	21376.29	12893.41	70.48	57.21	21446.77 (62.35)	12950.62 (37.65)	34397.39
6	Bharatpur	3124.98	836.94	2.35	9.68	3127.33 (78.7)	846.62 (21.3)	3973.95
7	Bhilwara	8949.84	3521.38	295.22	239.29	9245.06 (71.08)	3760.67 (28.92)	13005.73
8	Bikaner	8365.55	6243.21	7.28	3.66	8372.83 (57.27)	6246.87 (42.73)	14619.7
9	Bundi	2936.52	757.9	0	0.28	2936.52	758.18	3694.7

						(79.48)	(20.52)	
10	Chittorgarh	3313.51	1005.73	0	0	3313.51 (76.72)	1005.73 (23:28)	4319.24
11	Churu	4033.98	2075.02	200.23	162.59	4234.21 (65.43)	2237.61 (34.57)	6471.82
12	Dausa	2519.9	838.67	0	0.02	2519.9 (75.03)	838.69 (24.97)	3358.59
13	Dholpur	2450.39	1278.23	0	0	2450.39 (65.72)	1278.23 (34.28)	3728.62
14	Dungarpur	14945.05	8132.93	2.05	7.54	14947.1 (64.74)	8140.47 (35.26)	23087.57
15	Hanumangarh	6597.76	2141.43	0	0	6597.76 (75.5)	2141.43 (24.5)	8739.19
16	Jaipur	3750.97	1519.31	0	0	3753.22 (71.18)	1519.31 (28.82)	5272.53
17	Jaisalmer	5629.15	2189.28	0	0	5629.15 (72)	2189.28 (28)	7818.43
18	Jalore	6359.32	3545.48	17.67	2.32	6376.99	3547.8	9924.79

						(64.25)	(35.75)	
19	Jhalawar	5509.55	1156.92	0	0	5509.55 (82.65)	1156.92 (17:35)	6666.47
20	Jhunjhunu	1714.59	360.81	0	0	1714.59 (82.61)	360.81 (17.39)	2075.4
21	Jodhpur	6848.33	3029.4	303.22	186.11	7151.55 (68.98)	3215.51 (31.02)	10367.06
22	Karauli	3338.81	2811.48	0.98	5.12	3339.79 (54.25)	2816.6 (45.75)	6156.39
23	Kota	3663.48	657.43	0	0	3663.48 (84.78)	657.43 (15.22)	4320.91
24	Nagaur	12123.88	7017.45	12:16	12.1	12136.04 (63.32)	7029.55 (36.68)	19165.59
25	Pali	4864.3	2425.65	1.03	0.03	4865.33 (66.73)	2425.68 (33.27)	7291.01
26	Pratapgarh	3283.82	528.07	0	0	3283.82 (86.15)	528.07 (13.85)	3811.89
27	Rajsamand	5182.97	1241.65	32.71	22.8	5215.68	1264.45	6480.13

						(80.49)	(19:51)	
28	Sawai Madhopur	1729.1	688.52	0	0	1729.1 (71.52)	688.52 (28.48)	2417.62
29	Sikar	3505.61	1494.27	4.11	29.41	3509.72 (69.73)	1523.68 (30.27)	5033.4
30	Sirohi	2317.19	470.66	0	0	2317.19 (83.12)	470.66 (16.88)	2787.85
31	Ganganagar	3857.23	1460.07	0	0	3857.23 (72.54)	1460.07 (27.46)	5317.3
32	Tonk	2377.6	449.98	0	0	2377.6 (84.09)	449.98 (15.91)	2827.58
33	Udaipur	8220.67	2943.9	929.23	509.75	9149.9 (72.6)	3453.65 (27.4)	12603.55
<b>A total</b>		196,776.38	86844.82	1936.33	1287.1	198714.96 (69.28)	88131.92 (30.72)	286,846.88

Districtwise Employment Data for Rajasthan for 2014-2015 (Till Feb 2015)

S. No	District	No. of households who have demanded employment	Persondays In Lakhs								Others	Average persons per Household	Number of Households Availed 100 days of Employment
			No. of households provided employment	Total	SCs	% Age of SC participation	STs	% Age of ST participation	Women	% Age of Women participation			
1		2	3	4	5	6	7	8	9	10	11	12	
1	AJMER	253276	237761	138.76	20.6	14.87	3.92	2.83	110.15	79.38	114.21	58.36	22175
2	ALWAR	97577	82969	28.43	8.52	29.97	3.86	13.58	18.84	66.27	16.05	34.27	2242
3	BANSWARA	259944	254887	152.81	5.69	3.72	132.21	86.52	94.16	61.62	14.91	59.95	22414
4	BARAN	97281	86090	43.49	8.42	19.36	11.92	27.41	27.34	62.87	23.15	50.52	7950
5	BARMER	323980	316038	202.01	35.7	17.70	14.20	7.03	123.61	61.19	152.05	63.92	60378
6	BHARATPUR	99485	88719	29.27	8.28	28.29	0.58	1.98	17.65	60.30	20.41	32.99	1431
7	BHILWARA	263449	239488	120.49	22.10	18.34	13.6	11.30	94.61	78.52	84.78	50.31	17832

							1						
8	BIKANER	152761	142649	73.78	12.7	17.31	0.81	1.10	37.89	51.36	60.20	51.72	14583
9	BUNDI	72728	61486	23.88	5.23	21.90	6.38	26.72	16.48	69.01	12.27	38.84	2193
10	CHITTORGAR H	110343	94647	44.37	8.59	19.36	9.80	22.09	31.71	71.47	25.98	46.88	6742
11	CHURU	167715	159786	82.70	26.2	31.73	1.07	1.29	50.40	60.94	55.39	51.76	13479
12	DAUSA	82600	71043	25.49	4.02	15.77	5.74	22.52	20.19	79.21	15.73	35.88	2030
13	DHOLPUR	50620	46167	19.77	4.97	25.14	2.44	12.34	9.12	46.13	12.36	42.82	2437
14	DUNGARPUR	242959	236590	164.67	4.51	2.74	125. 88	76.44	117.82	71.55	34.28	69.60	46911
15	HANUMANGA RH	101101	92348	49.70	22.1	44.61	0.20	0.40	32.32	65.03	27.33	53.82	12575
16	JAIPUR	169546	146776	53.44	5.95	11.13	2.55	4.77	43.95	82.24	44.94	36.41	4165
17	JAISALMER	63276	60684	42.24	7.09	16.79	2.34	5.54	25.58	60.56	32.81	69.61	15874
18	JALORE	104924	96981	56.36	13.73	24.36	7.00	12.42	44.04	78.14	35.63	58.11	12964
19	JHALAWAR	124991	113247	48.61	10.00	20.57	5.74	11.81	30.36	62.46	32.87	42.92	5279
20	JHUNJHUNU	49541	44497	23.86	12.86	53.90	0.66	2.77	14.86	62.28	10.34	53.62	7542
21	JODHPUR	226232	216235	114.29	21.0	18.42	3.45	3.02	87.50	76.56	89.79	52.85	16881
22	KARALI	104868	96836	35.91	7.92	22.06	11.0 9	30.88	22.71	63.24	16.90	37.08	3286
23	KOTA	78622	72725	36.48	9.88	27.08	5.11	14.01	24.32	66.67	21.49	50.16	4257

24	NAGPUR	253995	239518	146.02	39.44	27.01	1.25	0.86	105.47	72.23	105.33	60.96	39035
25	PALI	137018	124094	63.33	13.0	20.59	7.01	11.07	52.68	83.18	43.28	51.03	9197
26	PRATAPGARH	83429	78977	38.84	1.69	4.35	31.45	80.97	24.59	63.31	5.70	49.18	5199
27	RAJSAMAND	89971	81166	45.52	5.62	12.35	6.07	13.33	38.10	83.70	33.83	56.08	9345
28	SAWAI MADHOPUR	102693	95864	36.49	8.74	23.95	9.32	25.54	21.09	57.80	18.43	38.06	2347
29	SIKAR	70266	62887	34.93	10.5	30.09	1.38	3.95	25.63	73.38	23.04	55.54	10121
30	SIROHI	51842	47843	22.78	4.41	19.36	8.81	38.67	19.04	83.58	9.56	47.61	3062
31	SRI GANGANAGA R	118740	108479	45.42	22.8	50.29	0.14	0.31	26.53	58.41	22.44	41.87	6527
32	TONK	101599	88263	29.55	6.16	20.85	3.73	12.62	22.62	76.55	19.66	33.48	1025
33	UDAIPUR	228723	215646	106.89	3.77	3.53	80.72	75.52	73.09	68.38	22.40	49.57	17186
	Grand Total	4536095	4201386	2180.58	402.60	18.46	520.44	23.87	1504.45	68.994	1257.54		

Pali, Rajasamand, sirohi, Ajmer, dausa, bhilwara, jaipur are the districts where the percentage of women participation is highest and empowering women to great heights. Participation of labours from Scheduled Tribe (ST) community is highest in Pratapgarh followed by Udaipur. Both the

districts have highest proportion of ST population in Rajasthan. Participation of labours from Scheduled Caste (SC) community is highest in Jhunjhunu followed by Sriganganagar and Hanumangarh.

### **Impact of NREGA in Rajasthan**

As the operational guidelines of NREGA, the main objective of the programme is to eradicate rural poverty, create employment opportunities, check migration and develop rural asset base. While analyzing the success of the programme in Rajasthan it is clear that as compared to other states Rajasthan is far ahead in implementing NREGA. Positive impact of NREGA can be seen especially on the following aspects.

1. Increased participation of women workforce as increased potential for women's empowerment by providing them opportunities for paid work.
2. Impact on land productivity due to land water harvesting.
3. Increase in workforce awareness about the basic entitlements
4. Increase in bargaining power of the working class in private sector - One of the objectives of NREGA is to improve the bargaining power of labour who often faced exploitative market conditions. Studies have found that agricultural wages have increased significantly, especially for women since the inception of the scheme.

This indicates that overall wage levels have increased due to the act, however, further research highlights that the key benefit of the scheme lies in the reduction of wage volatility due to which it is often compared to an effective insurance scheme.

5. Increased wage negotiation capacity of people.

6. Sharp decline in migration - NREGA serves as an effective safety net for the unemployed, especially during years of famine and drought, supplementing household incomes and reducing migration to cities by villagers in search of work. Studies prove that NREGA schemes check villagers' exodus to cities. One study in border villages of Rajasthan, Madhya Pradesh and Gujarat studied the effect on short term migration and child welfare and finds that among children who do not migrate, grade completed is higher. The same study found that demand for NREGA work is higher in these region, even when migrant wages are higher.

7. Creation of rural assets like canals, dams anecuts etc. and other sources of land water harvesting

8. Development of rural infrastructure like community halls, schools, wells etc.

9. Gender and Social inclusion – There has been very high participation of weaker & marginalised sections : Women, SC & ST. Data shows the participation of women in NREGA accounted about 70%

10. The works selected under NREGA were mainly focused on deepening of canals and constructing water-harvesting systems. Since Rajasthan is a dry region, top priority was given to water conservation and related works. The following table shows the priority given to different Works.

## MGNREGA OutComes (Physical:Assets)/Year

<b>MGNREGA OutComes (Physical:Assets)/Year</b>	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
<b>Rural Connectivity</b>							
<i>Taken Up</i>	73456	99418	104680	44134	53008	50688	8847
<i>Completed</i>	11768	26874	6297	1023	19909	15528	1422
<b>Flood Control and Protection</b>							
<i>Taken Up</i>	3704	4398	4579	2209	2969	1895	745
<i>Completed</i>	469	976	247	558	787	809	302
<b>Water Conservation and Harvesting</b>							
<i>Taken Up</i>	40280	63114	72978	31041	29116	33243	17701
<i>Completed</i>	7349	18310	6120	7802	10935	14355	5447
<b>Drought Proofing</b>							
<i>Taken Up</i>	13121	19659	21950	12291	8830	5163	1377
<i>Completed</i>	2025	4310	1220	3114	2118	2092	469
<b>Micro Irrigation Work</b>							
<i>Taken Up</i>	12379	41080	17888	8838	6872	6734	1075
<i>Completed</i>	1683	96988	1446	2485	2718	3295	370
<b>Renovation of Traditional</b>							

<b>Water Bodies</b>							
<i>Taken Up</i>	110059	17754	39033	27070	22580	24995	4810
<i>Completed</i>	21576	5457	2573	6953	7811	7269	1269
<b>Land Development</b>							
<i>Taken Up</i>	18652	113490	31432	12535	6077	8213	2208
<i>Completed</i>	4102	12904	4131	2235	1965	2148	1224
<b>Rural Drinking Water</b>							
<i>Taken Up</i>	17486	31442	0	0	0	0	0
<i>Completed</i>	3477	11583	0	0	0	0	0
<b>Rural Sanitation</b>							
<i>Taken Up</i>	76277	10846	0	0	0	0	0
<i>Completed</i>	21036	506	0	0	0	0	0
<b>Total Works Taken Up</b>	384226	417300	389394	199119	14939	203247	63238
<b>Works Completed</b>	78691	95633	30327	52262	6793	92251	18090
<b>Percentage of Works Completed</b>	20.48	22.92	7.79	26.2	45.5	45.39	28.61

As the table shows Water conservation and harvesting was given priority in the year 2007-08. During the years 2008-09,2009-10, 2010-11and 2011-12 Rural Connectivity was held in high importance of all NREGA works.In the year 2012-13 Land Development has received due

importance whereas renewal of traditional water bodies has received greatest concern during the year 2013-14.

Comparison of Employment generated Rajasthan with respect to India under NREGA (Yearwise)

2013-14

			Person Days in Lakhs									
	No. of households who have demanded employment	No. of households provided employment	Total	SCs	% Age of SC participation	ST	% Age of ST participation	Women	% Age of Women participation	Others	Average person days per household	Number of Households Availed 100 days of Employment
India	51765569	47684864	21867.74	4941.37	22.60	3758.22	17.19	11554.60	52.84	13168.15	45.86	4603973
Rajasthan	3947593	3614758 (7.5%)	1838.25	364.64	19.84	480.86	26.16	1245.55	67.76	992.75	50.85	445983 (9.6%)

In 2013-14 average person days per household in Rajasthan is 50.85 which was greater than average of India. The percentage of women participation is also higher as compared to that of India. The total number of households availing 100 days of employment is 9.6% of the total

households in India availing 100 days of employment. 7.5% of the total household provided employment in India were in Rajasthan.

## 2012-13

		Person Days in Lakhs									
No. of households who have demanded employment	No. of households provided employment	Total	SCs	% Age of SC participation	ST	% Age of ST participation	Women	% Age of Women participation	Others	Average person days per household	Number of Households Availed 100 days of Employment
4536095	4201386 (8.6%)	2180.58	402.60	18.46	520.44	23.87	1504.45	68.99	1257.54	51.90	408664 (8.4%)
50411455	48561267	21848.00	4726.75	21.63	3627.81	16.60	11388.51	52.13	13493.44	44.99	4826054

In 2012-13 average person days per household is 51.90 which was greater than average of India.

The percentage of women and ST participation is also higher as compared to that of India. The total number of households availing 100 days of employment is 8.4% of the total households in India availing 100 days of employment. 8.6% of the total household provided employment in India were provided employment in Rajasthan.

2011-12

		Person Days in Lakhs									
No. of households who have demanded employment	No. of households provided employment	Total	SCs	% Age of SC participation	ST	% Age of ST participation	Women	% Age of Women participation	Others	Average person days per household	Number of Households Availed 100 days of Employment
4702443	4523264	2107.73	353.27	16.76	517.23	24.54	1457.99	69.17	1237.23	46.60	326514
Rajasthan	(9.0%)										(8.3%)
50380213	49894603	21170.77	4660.53	22.01	3862.26	18.24	10197.74	48.17	12647.98	42.43	3896589
India											

In 2011-12 average person days per household is 46.60 which greater than average of India. The percentage of women and ST participation is also higher as compared to that of India The total number of households availing 100 days of employment is 8.3% of the total households in India availing 100 days of employment. 9% of the total household provided employment in India have been provided employment in Rajasthan.

2010-11

		Person Days in Lakhs									
No. of households who have demanded employment	No. of households provided employment	Total	SCs	% Age of SC participation	ST	% Age of ST participation	Women	% Age of Women participation	Others	Average person days per household	Number of Households Availed 100 days of Employment
6156667	5859667	3026.2	771.56	25.50	704.6	23.28	206	68.3	1550.1	51.64	495830
Rajasthan	(10.6%)	1	(9.7%)		(13%)		8.14	4	6		(8.9%)
55763244	5495422	25715.7	7875.6	30.63	5361.7	20.85	1227	47.7	12477.7	46.79	5561812
India	5	23	3		79		4.21	3	81		

In 2010-11 average person days per household is 50.85 which was greater than average of India. The percentage of women and ST participation is also higher as compared to that of India. The total number of households availing 100 days of employment is 8.9% of the total households in India availing 100 days of employment. 10.6% of the total household provided employment in India have been provided employment in Rajasthan.

## **Conclusion**

The enactment of rural employment guarantee indeed is a significant development in Indian polity. In other words it symbolizes the triumph of civil society and people's struggle for right to work and livelihood. In Rajasthan the act has been able to change the life of women by empowering her to become independent and rear up her children in a better way by Right to Work. As compared to the figures of India, Rajasthan emerges as one of the most successful state in contributing to the success of the act. NREGA not only been successful in providing employment to its people but is also credited for developing physical assets and facilities in villages. Therefore it is rightly said that it has made the right to work come true.

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