

Impact of MGNREGA on Employment and Community assets creation: A comparative Case study between Mokokchung and Mon districts of Nagaland.

Abstract

MGNREGA is an Indian labour law and social security measure that aims to guarantee the 'right to work'. It aims to provide livelihood security in rural areas by providing at least 100 days of wage employment in a financial year to every household whose adult members are willing to work for manual work under the scheme. This study covers the performance of MGNREGA in regard to socio-economic status, employment generation and community asset creation in the districts of Mokokchung and Mon under Nagaland. This research study is purely based on primary data which was collected during the 2015-16. The study found that MGNREGA has impact on employment of beneficiaries and community asset creation in the sample districts. The study revealed that the average annual mandays generation from MGNREGA was found highest in Aliba village with an average of 50.89 mandays under Mokokchung district while under Mon district it was found in Chenwetnyu with an average of 50.14 mandays. The overall average annual mandays generated under Mokokchung district was found at 47.44 from MGNREGA while under Mon district it was 46.75 average mandays during the study period. About 60% works were done for the construction of roads, 15% land development, and 25% for water conservation, plantation, environment protection and minor irrigation works. The field survey revealed creation of community assets such as road connectivity, footsteps, water tank, social forestry, and retaining / protection wall, cardamom cultivation in some selected villages, drainage construction and minor irrigation particularly in Mon district. Therefore the comparative analysis shows that Mokokchung district performs better than Mon district in terms of employment generation to beneficiaries and community assets creation.

Key words: *MGNREGA, employment, DRDA, BDO, community assets, VDB, pre-joining and post-joining.*

Introduction

Rural development implies both the economic betterment of people as well as greater social transformation. Increased participation of people in the rural development programmes, decentralization of planning, better enforcement of land reforms and greater access to credit are envisaged to provide the rural people with better prospects for economic development.

As Mahatma Gandhi remarked, “India lives in the villages”. It is true more than 75 percent of Indian population lives in villages. Mahatma Gandhi defined Rural Development as “Rural Self-Reliance”. He was of the opinion that village life must be touched at all points as it is through rural development that the entire process of decentralization and distribution can be facilitated. He wanted that the forced idleness of Indian farmers should go and they should be provided work of a permanent nature. With this end in view, in the recent years, the government, private and NGOs have initiated several measures such as IRDP, MNREGA, simulation of farm re-search, adoption of new technology etc., and provision of chief institutional finance. The renewal of interest in integrated rural development with accent on “growth” and „better living conditions of the masses“ can be basically traced to the „self – reliance“ concept of Mahatma Gandhi¹.

One such friendly programme is Nation Rural Employment Guarantee Act (NREGA) which was enacted in 2005 and came into effect on 2 February 2006 in most 200 backward districts of India. Since 2008 onwards this Act has been implemented all over India. Consequently this programme was named after Mahatma Gandhi and now it is known as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2nd October 2009. MGNREGA is an Indian labour law and social security measure that aims to guarantee the ‘right to work’. It aims to provide livelihood security in rural areas by providing at least 100 days of wage employment in a financial year to every household whose adult members are willing to work for manual work under the scheme. The act stipulates that wages will be equal for men and women workers. This Act is also ensuring that at least 33 % of the workers shall

¹ Lalthanmawii, Role of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) for economic development of rural workers: A study in Serchhip block, Mizoram, Int. Journal of Management and Development Studies 4(3): 264-269 (2015) ISSN (Online): 2320-0685. ISSN (Print): 2321-1423

be women. One of the most unique features of MGNREGA is its approach towards empowering citizens including women citizen to play an active role in the implementation of the scheme, through Gram Sabha, social audit, participating planning and other activities. Apart from providing economic security and creating rural assets MGNREGA can help in protecting the environment, empowering rural women, reducing rural-urban migration and fostering social equity, among others.

The Act provides many safeguards to promote its effective management and implementation. The Act explicitly mentions the principles and agencies for implementation, list of allowed workers, financing pattern, monitoring and evaluation, and most importantly the detailed measures to ensure transparency and accountability.

Because of its tough hilly topography and geographical constraint as face by the people in the development process, the employment schemes like the MGNREGA holds an important position in the hilly state like Nagaland. Rural People in the hills area of Nagaland face challenges like unemployment and poverty which remain a matter of concern to the policy makers. Therefore, The introduction of wage scheme like MGNREGA in the area have helped to provide a thrust to the development process and can therefore be termed as a boon for the rural people due to its demand oriented approach which makes the authorities responsible and as well as accountable for providing employment to individuals².

Profile of MGNREGA

Year	Particulars
August 2005	Parliament passed an act called as NREGA
February 2006	came into force in 200 districts
April 2007	130 more districts included
April 2008	Universalization of the scheme
October 2008	Wage transaction through banks/post offices
February 2009	MOU with the postal department
2nd October 2009	Name changed to <u>MGNREGA</u>

Source: <http://www.nrega.net>

² Rahul Bahugana, Akhilesh Chandra pandey, Vishal soodan, A study on socio-economic impact of mGNREGA on beneficiaries in RUDRAPRYAG district of Uttarakand-India, International Journal of Management and Applied Science, ISSN: 2394-7926 ,Volume-2, Issue-10, 2016.

1.2. Features of MGNREGA

- (i) Gives legal guarantee of wage employment to the adult members of rural households who are willing to do unskilled manual labour subject to a maximum of 100 days per household.
- (ii) Applicable for all villages in the District.
- (iii) Every rural house hold has the right to register under MGNREGA.
- (iv) Job cards issued within 15 days from the date of receipt of application for the job card registration.
- (v) Equal payment for men and women.
- (vi) No contractors and machinery allowed.
- (vii) 1/3 beneficiaries should be women.

Review of literature

Ashok Kumar H, (2016) his Study mainly concentrated on to study the Performance and progress of MGNREGA in the study area to assess the Job card issued and employment generation, to assess the financial inclusion of MGNREGA and to analyse the constraints and to suggest remedial measure for improve the MGNREGA in Mysuru District. His study found that MGNREGA is performing well in improving the livelihood of the beneficiaries along with the sustainable development of assets.

Lalthanmawii (2015) examine the economic impact of MGNREGA on rural workers by selecting some of the dependent variables. He found that 51.67% household earning annual income below Rs.5000 and only 13% earned above Rs.10000. The study revealed that wage rate has increased, more economic independence, increase work opportunities, increase in durable assets, increase in rural connectivity, decrease indebtedness etc.

Lamaan Sami and Anas Khan (2016) study the impact on employment, income and consumption level of beneficiaries through MGNREGA. Their research found a significant increase in the employment, income and consumption in the study area.

Santosh Singh and R. S. Negi(2017) in their research paper impact of MGNREGA on Poverty and Ameliorate Socio-economic Status: A Study in Pauri Garhwal District of Uttarakhand, have studied about the impact of MGNREGA on employment and income generation by adopting regression model analysis. Their study has found that MGNREGA have significant positive impact on the study area both in employment as well as income generation.

Sunil (2015) in his dissertation thesis discuss about the attitude and empowerment of MGNREGA beneficiaries. He found that 39.17 % of the sample respondents were belongs to high socio-political empowerment. His study shows that after working under MGNREGA the change in income was (192.22 %), expenditure (64.77%), assets possession (74.25%), savings (192.22 %), credit availed (-55.50%), value addition in education (189.43 %) and migration was found reduced(-71.35 %).

Vasa Praphakar (2016) study the impact of MGNREGA on rural development where he examine the employment generation, wage rate, consumption and saving from MGNREGA. The study revealed that 35% had met expenses on home needs and 30% done for savings between the range Rs.500-750. He further found that about majority 80% respondent are not satisfied with the existing wage rate.

Statement of problems

Nagaland state is a rural economy with 71% population lives in rural areas as per the 2011 census. In 2011 census the average literacy rate was recorded at 75.35% in rural areas of Nagaland. People in the rural area were mostly engage in agriculture for their livelihood. Agricultural system in Nagaland is seasonal and uncertain in nature and could not guaranteed sustainable employment throughout the year, as a result people remained in idle a part of the year particularly during the lean season. Work opportunities from organized sector are very negligible and from unorganized sector are unstable or uncertain as well and therefore the income level of the people was very low in the rural areas. Very limited manual work was available which was not sufficient to absorb the large increasing population. Since employment in the agriculture was not sustainable and manual labour wage work was rare and therefore people were forced to migrate to urban areas in search of better job for their

livelihood and better living standard particularly the productive workers. As such rural economy has been deteriorating. In such a rural agrarian, people are much more vulnerable to chronic unemployment and chronic poverty. Hence, to alleviate the rural poverty through provision of sustainable employment and income to rural population, the government of India has initiated many rural development programmes and such like was MGNREGA to fight against rural unemployment and to reduce rural poverty. So, this research paper has study about the performance of MGNREGA in regard to socio-economic, employment generation and assets creation in the sample study area. This study was conducted on a comparative study between Mokokchung and Mon districts of Nagaland.

Significance of the study

Nagaland being a rural economy where large number of population reside in rural areas with predominant unemployment problem and rural poverty has been purposively selected to examine the extent of employment generation to unskilled labour and asset creation under the Act in Mokokchung and Mon district of Nagaland.

Objectives of the study

The present study was designed with the following objectives.

1. To study the socio-economic status of beneficiaries.
2. To examine the employment and community asset creation through MGNREGA.
3. To suggest policy measures.

Research Methodology

Nagaland state overview

As per the Census 2011, the total Population of Nagaland is 19.8 Lacs. Thus the population of Nagaland forms 0.16 percent of India in 2011. Nagaland has total population of 1,978,502 in which males were 1,024,649 while females were 953,853. Total area of Nagaland is 16,579 square km. Thus the population Density of Nagaland is 119 per square km which is lower than national average 382 per square km. The total literacy rate of Nagaland is 79.55% which is greater than average literacy rate 72.98% of India. Also the male literacy rate is 82.75% and the female literacy rate is 76.11% in Nagaland. As per the Census 2011, the Average Sex Ration of Nagaland is 931 which are above than national average of 943 females per 1000

males. Also the child sex ratio (age less than 6 years) of Nagaland is at 943 which is higher than 918 of India. In Nagaland out of total population, 974,122 were engaged in work activities. 76.1% of workers describe their work as Main Work (Employment or Earning more than 6 Months) while 23.9% were involved in Marginal activity providing livelihood for less than 6 months. Of 974,122 workers engaged in Main Work, 420,379 were cultivators (owner or co-owner) while 22,571 was Agricultural labourer. As per the Census 2011 out of total population of Nagaland, 28.86% people lived in urban regions while 71.14% in rural areas. The average literacy rate in Nagaland for urban regions was 89.62 percent in which males were 91.62% literate while female literacy stood at 87.4%. The total literate population of Nagaland was 1,342,434. Similarly in rural areas of Nagaland, the average literacy rate was 75.35 percent. Out of which literacy rate of males and females stood at 78.96% and 71.51% respectively. Total literates in rural areas of Nagaland were 896,663. As per the Census 2011, Nagaland is divided into 11 districts (zilla) which act as the administrative divisions. Dimapur is the largest district of Nagaland by population, while the least populated district of Nagaland is Longleng³.

Locale of the study

Selection of the district: Mokokchung and Mon districts was selected for the study purposively, which former was one of the most advance district while the later was less advance district in Nagaland. In both the district MGNREGA is implementing successfully. Initially, the Government of India allotted one District for implementation of NREGA in the State. Accordingly, Mon District with it's backward status was selected as Phase-I MGNREGS District for implementation of the scheme during 2005-2006. However, the actual implementation could start during 2006-07 only. In the subsequent year i.e. 2007-2008, 4 more Districts viz. Kohima, Mokokchung, Wokha and Tuensang were declared as MGNREGS Districts. Thus, a total of 5 districts are covered under MGNREGS, including Mon (Phase-I), from the fiscal 2007-08 onwards. The Government of India, vide their notification have declared all the Districts in the Country to come under MGNREGS District w.e.f 1st April, 2008. Accordingly the programme is being implemented in the remaining Districts as well, viz. Dimapur, Phek, Zunheboto, Longleng, Kiphire and Peren.

³[Nagaland Population Census 2011, Nagaland Religion, Literacy, Sex Ratio - Census India](#)

All Districts in the State are covered under the National Rural Employment Guarantee Scheme (MGNREGS) from fiscal 2008-09 onwards. (Vide GOI Notification)⁴.

Selection of Rural Development Blocks and Villages: Under the Mokokchung district, four Blocks i.e, Ongpangkong North, Ongpangkong South, Kubolong and Chuchuyimlang RD Blocks were selected purposively based on socio-economically better off. From each Block two villages i.e, Ungma and Chuchuyimpang village from Ongpangkong North, R.D Block, Chungtia and Aliba village from Ongpangkong south, R.D. Block, Mopunchuket and Sungratsu village from Kubolong Block and Chuchuyimlang and Mongsenyimti village from Chuchuyimlang RD Block were purposively selected owing to better accessibility for data collection and equally developed villages where MGNREGA is being successfully implemented. From Mon district, four Blocks namely Mon Sadar, Wakching, Chen and Phomching Rural Development Blocks were purposively selected based on socio-economic and location of the Block from the Urban Mon down. Mon sadar RD Block and Chen RD Block was close proximity to Urban Town whereas Wakching RD Block and Phomching RD Block were far from the Urban Mon Town. Subsequently, two villages from each Block are selected purposively. Chui and Goching villages from Mon Sadar Block, Wakching and Tanhai villages from Wakching RD Block, Chenwetnyu and Chenmoho villages from Chen Block and Sheanghah Chingnyu and Sheanghah Wamsa from Phomching RD Blocks owing to better accessibility for data collection.

Selection of respondents: A sample size of 480 beneficiaries was selected by adopting purposive random sampling for the present study. Majority of the beneficiaries was head of household and some few numbers of women who were mostly widow or single was taken into consideration for the study.

Research variables: Employment at pre and post-joining MGNREGA and asset creation were used as research variable to study the impact of MGNREGA programme among the beneficiaries and for the development of villages.

Primary data: For the quantitative study, data was collected from all the stake holders of MGNREGA. By means of pre-tested interview schedule and questionnaire

⁴ [Mahatma Gandhi National Rural Employment Guarantee Scheme \(MGNREGS\) & Nagaland | Nagaland Journal \(wordpress.com\)](#)

methods, primary data were collected from the respondents/Beneficiaries. Focus group discussion is held with the beneficiaries. Observation method is also used in collection of data on participation of people in village meeting and the quality of social audit done in village meeting. To collect the primary data at the village level from beneficiaries a list of all beneficiaries household of each selected villages were collected from VDB secretary and were drawn randomly. The head of village and VDB secretaries accompanied by the concerned Block Development Officers were also interviewed to collect data. Transect walk into the MGNREGA worksites were conducted to have firsthand experience on the MGNREGA works at the community level.

Analysis and interpretation of the data

This research is descriptive in nature. Both the quantitative and qualitative data is tabulated and analyse by simple statistical tools like frequency, average and percentage and interpreted the results below:

Comparative analysis of Socio-Economic profile of Sample Respondents under Mokokchung and Mon Districts.

This study was conducted in Mokokchung and Mon district of Nagaland to study socio-economic of beneficiaries, impact of MGNREGA on employment and community asset creation. The study presents a comparative analysis between Mokokchung and mon district.

1. Age composition

Majority of the beneficiaries belong to age group of 41-50 years (36.25%) and 30.0% under Mokokchung and Mon districts respectively.

Table.1, Distribution of respondents age Composition under MGNREGA in Mokokchung and Mon districts.

Age(Years)	Mokokchung	Mon
	No. of respondent	No. of respondents
Below 30	7 (2.91)	33 (13.75)
31-40	59 (24.58)	71 (29.58)
41-50	87 (36.25)	72 (30.0)

51-60	47 (19.58)	47 (19.58)
61 and above	40 (16.67)	17 (7.08)

Source: Field survey, 2015-16. Figures in parenthesis indicate percentage to total.

From table. 1, it is evident that maximum numbers of beneficiaries falls at prime age group of 31-60 years to the total beneficiaries in both the districts. Since majority of the people falls in the category of productive age and energetic, we can inferred that there is ample scope for the rural economy to grow in the sample districts. However, even aged person were found to perform manual work under MGNREGA. Therefore, MGNREGA has providing work to all the age group of adult people in villages of both the sample districts.

2. Educational status

The Education aspect has been made on the basis of the level of education attained by the head of the household.

Table 2, Distribution of respondent's Educational status under MGNREGA in Mokokchung and Mon district.

Mokokchung		Mon	
Educational status	Numbers	Educational status	Numbers
illiterate	21 (8.75)	illiterate	72 (30.0)
Primary	28 (11.67)	primary	50 (20.83)
Elementary	53 (22.08)	Elementary	61 (25.42)
Secondary	97 (40.42)	Secondary	54 (22.5)
P.U/ Hr.sec	12 (5.0)	PU/Hr.Sec	3 (1.25)
Others/Degrees	9 (3.75)	Others/Degrees	---

Source: Field survey, 2015-16. Figures in parenthesis indicate percentage to total.

Table 2, explains the poor socio-economic life of the beneficiaries to avail better education in both the districts. In Mokokchung district majority of the beneficiaries have attend secondary while majority of beneficiaries were illiterate under Mon district. Some few numbers of beneficiaries has attended degree level and none has attended degree course under Mokokchung and Mon district respectively. It is found that those with higher education in the village were taken at high respect as they are source of knowledge and wisdom for the villagers. Nevertheless, it is found that

beneficiaries are benefitted from MGNREGA irrespective of their educational status in both the districts.

3. Size of the family

Among the total of 240 beneficiaries small size family (50.42%) comprised the majority of the respondents under Mokokchung district. While under Mon district, it is found that majority i.e.,50.83% beneficiaries has a medium size family.

Table 3, Size of family in the sample districts of Mokokchung and Mon.

Mokokchung		Mon
Size of family	Nos.	Nos.
Small(1-4 members)	121(50.42)	60 (25.0)
Medium (5-7 members)	95 (39.58)	122(50.83)
Large (8 and above)	24 (10.0)	58 (24.17)

Source: Field survey,2015-16. figures in parenthesis indicate percentage to total.

Particularly in Mon district a good number of households have large size family members. And it was largely found among the poor family. It was observed that Poor parents see benefits in having more hands for subsistence agri-business. They believe that one more person in the family will be a helpful in their work and family earnings.

4. Type of house

The table 2.26, Shows that majority of the households owned ketcha type (72.08%) and (68.75%)of house under Mokokchung and Mon districts.

Table 4, Type of house own by the respondent under MGNREGA in Mokokchung and Mon.

Mokokchung		Mon	
Category	Numbers	Category	Numbers
Thatched	9(3.75)	Thatched	29 (12.08)
Kuccha	173(72.08)	Kuccha	165 (68.75)
Semi-RCC	48 (20.0)	Semi-RCC	39 (16.25)
RCC building	10 (4.17)	RCC Building	7 (4.36)

Source: Field survey,2015-16. figures in parenthesis indicate percentage to total

The data reflected the poor living standard of the beneficiaries under both the districts particularly in Mon district.

5. Source of income

At the time of conducting the field survey, the beneficiaries were drawn their income from agriculture and allied, wages, stone quarrying, business etc. in both the districts.

Table 5, Sources of income of Respondent.

Mokokchung district		Mon district
Sources	Number of respondent	Number of respondent
Agriculture and allied	101(42.08)	148 (61.67)
Other activities	139(57.92)	92 (30.33)
MGNREGA	240 (100)	240 (100.0)

Source: Field survey, 2015-16. Figures in parenthesis indicate percentage to total.

The data show that the shares between agriculture and allied with the other activities is about like 50:50 under Mokokchung district after working under the programme. While under Mon district the shares between agriculture and allied with that of other activities 62:30 percent after MGNREGA. Majority of the beneficiaries were engaged in agri-allied activities and was an assistance source of livelihood with MGNREGA work.

6. Employment generation

MGNREGA scheme has been targeted to provide employment to rural household adult members who are willing to do manual work at a fixed wage rate and entitle to get to work for 100 days employment in a year. The employment generation by beneficiaries under the MGNREGA has been discussing below:

Table 6, Village-wise distribution of Average annual employment of Beneficiaries at Pre- and Post- joining MGNREGA program.

Mokokchung District (N=240)					
Villages	Pre-joining	Post-joining			Average increment
Mongsenyimti	166.51	Agri-allied& other	154.18	203.58	37.07 (22.26)
		MGNREGA	49.40		
Chuchuyimlang	167.48	Agri-allied& other	155.07	204.34	36.86 (22.01)
		MGNREGA	49.27		
Sungratsu	166.03	Agri-allied& other	152.89	199.76	33.73 (20.31)
		MGNREGA	46.87		
Mopungchuket	164.94	Agri-allied& other	154.45	202.36	37.42

		MGNREGA	47.91		(22.69)
Ungma	162.78	Agri-allied& other	157.60	202.34	39.56 (24.30)
		MGNREGA	44.74		
Chuchuyimpang	161.96	Agri-allied& other	161.22	204.99	43.03 (26.57)
		MGNREGA	43.77		
Chungtia	164.82	Agri-allied& other	162.02	208.7	43.88 (26.62)
		MGNREGA	46.68		
Aliba	162.2	Agri-allied& other	149.66	200.55	38.35 (23.64)
		MGNREGA	50.89		
Total average	164.59	Agri-allied& other	155.89	203.33	38.74 (23.54)
		MGNREGA	47.44		

Source: Field survey,2015-16. Figures in parenthesis represent percentage increased.

The table.6 shows the average employment of beneficiary's village wise per annum. MGNREGA employment was an additional employment in all the sample villages. Apart from MGNREGA work the beneficiaries was also involved in other economic activities. The beneficiaries post-joining MGNREGA economic activities were divided into two category- Agri-allied & others and MGNREGA work. The village wise employment was found highest in Chungtia at the post joining MGNREGA of beneficiary. It was found that before joining the scheme it is 164.82 average days and has increased to 208.7 days by an increment of 43.88 and in terms of percentage it was 26.62% under Mokokchung district. While the lowest average employment was recorded in Sungratsu village with an average of 199.76 days at post joining. At pre-joining it was recorded 166.03 days and found the average increment by 33.73 with percentage increase of 20.31%. The highest employment from MGNREGA program is found in Aliba village with an average of 50.89 days and the lowest employment was found in Chuchuyimpang village with an average of 43.77 days. Therefore the average employment before joining was 164.59 days and was increased to 203.33 days after joining the MGNREGA programme under Mokokchung district.

Table.7, Village-wise distribution of average annual employment of Beneficiaries at Pre- and Post- joining MGNREGA program.

Mon District (N=240)					
Villages	Pre-joining	Post-joining			Average increment
Chenwetnyu	165.33	Agri –allied&other	148.94	199.08	33.75 (20.41)
		MGNREGA	50.14		
Chenmoho	164.12	Agri –allied&other	148.10	196.15	32.03 (19.52)
		MGNREGA	48.05		
Sheanghah Chingnyu	167.97	Agri –allied&other	156.32	203.58	35.61 (21.20)
		MGNREGA	47.26		
Sheanghah Wamsa	164.41	Agri –allied&other	150.80	196.25	31.84

		MGNREGA	45.45		(19.37)
Wakching	166.71	Agri –allied&other	150.32	198.42	31.71 (19.02)
		MGNREGA	48.1		
Tanhai	168.97	Agri –allied&other	155.26	201.69	32.72 (19.36)
		MGNREGA	46.43		
Chui	165.19	Agri –allied&other	154.84	200.91	35.72 (21.62)
		MGNREGA	46.07		
Goching	163.52	Agri –allied&other	152.10	194.59	31.07 (19.00)
		MGNREGA	42.49		
Total average	165.78	Agri –allied&other	152.08	198.83	33.05 (19.94)
		MGNREGA	46.75		

Source: Field survey, 2015-16. Figures in parenthesis represent percentage increased.

The table.7 shows the average employment of beneficiaries village wise per annum. MGNREGA employment is an additional employment in all the sample villages. The beneficiaries' economic activities after joining the MGNREGA was categorized into two- Agri-allied & other and MGNREGA work. The post-joining employment was found highest in Chui village with an average of 200.91 days by an average increment of 35.72 days. The post joining employment was found to be increase by 21.62%. While the lowest employment generation at post-joining MGNREGA was found in Goching village. In Goching village, the average employment before joining MGNREGA was 163.52 days and was increase to 194.59 days with an average increment by 31.07 days and 19% increase). The employment from MGNREGA program is found highest in Chenwentyu village with an average of 50.14 days and lowest employment from MGNREGA program is found in Goching village with an average employment of 42.49 days. Therefore, the average over all employment under Mon district before joining was 165.78 days and the post-joining MGNREGA was 198.83 days.

The comparative analysis between Mokokchung and Mon district in regard to employment generation shows that Mokokchung district provides more employment to beneficiaries under the MGNREGA scheme.

7. Community Assets creation

Before the implementation of MGNREGA in the villages there witnessed a less development in the village as per the respondents report. There is no proper connectivity before the implementation of MGNREGA in the sample villages.

Table 8, Community Assets creation through MGNREGA program in the sample villages of Mokokchung and Mon District during the years 2006-2016 periods.

Mokokchung District										
Villages	Agri-link road (kms)	Village approach (kms)	Village circular (kms)	Foot step (kms)	Drainage (kms)	Water tank (Qty)	social forestry	Cardamom Cultivation (acres)	Retaining Wall(Km)	Irrigation (kms)
Mongsenyimti	40.0	---	1.5	0.75	1.5	---	--	30.0	0.6	--
Chuchuyimlang	28.5	9.0	1.0	0.17	1.5	---	---	--	0.06	--
Sungratsu	22.0	2.0	4.0	3.5	4.0	---	4.0	--	2.0	--
Mopungchuket	30.0	---	3.0	---	---	4.0	-	--	0.08	---
Ungma	37.0	0.5	0.5	0.5	---	---	---	--	0.17	--
Chuchuyimpang	5.5	---	---	2.0	1.75	---	----	---	0.6	--
Chungtia	40.0	5.0	--	0.2	---	---	--	20.0	0.6	---
Aliba	7.0	---	1.0	0.07	0.15	--	--	---	0.119	---
Total	210.0	16.5	11.0	7.19	8.9	4.0	4.0	50.0	4.229	--
Mon District										
Villages	Agri-link road (kms)	Village approach road (Kms)	Village circular (Kms)	Foot step (Kms)	Drainage (kms)	Water tank (Qty)	Forestry (acres)	Cardamom Cultivation (acres)	Retaining wall(Km)	Irrigation (Km)
Chenwetnyu	10.0	6.0	6.0	2.0	---	2.0	--	--	0.1	---
Chenmoho	17.0	3.0	2.50	2.0	---	----	---	---	---	---
Sheanghah Chingnyu	5.5	7.0		---	6.0	---	1.50	3.0	---	2.0
Sheanghah wamsa	2.6	6.4	1.91	---	---	---	26.3 3	13.79	---	4.07
Wakching	7.0	3.0	--	1.0	--	---	2.0	10.0	---	---
Tanghai	2.0	2.0	--	0.2	---	2.0	---	3.0	0.4	---
Chui	5.0	6.0	--	1.0	--	1.0	2.0	5.0	---	---
Goching	3.0	4.0		1.5	--	2.0		10.0	---	---
Total	52.1	37.4	10.41	7.7	6.0	7.0	31.8 3	44.79	0.5	6.07

Source: Field survey,2015-16.

Table.8: Since, Nagaland is geographically a hilly region; it was very difficult to carry the agricultural products from the field and felt the necessary to have a proper agri-link road and footstep. During rainy season, landslide is very common and therefore construction of retaining wall is necessary. Proper Drainage and culvert construction

is necessary to access better road and plantation of trees is essential for the protection of environment. All these were community assets that the villagers felt need to develop that consumes handsome money which is difficult for the poor villagers to afford. With the implementation of MGNREGA this asset were constructed in the villages. It is found that 60% of the works were done on construction of rural road in the villages particularly in Mokokchung district. The field survey revealed creation of community assets such as road connectivity, footsteps, water tank, social forestry, and retaining / protection wall, cardamom cultivation in some selected villages, drainage construction and minor irrigation particularly in Mon district. Rural connectivity was reached to all the villages under the sample districts and black topping road to village was constructed in all the villages of Mokokchung district. However, in some of the villages under Mon district still lack with proper black topping road to village especially in the far flung villages. But Black topping was constructed in three sample villages i.e, Chenwetnyu, Chui and Goching villages under the Mon district and said to be socio-economically well and develop than the other sample villages under Mon district. Besides, direct impact on employment and income of beneficiaries, field study has reveal MGNREGA indirect benefit to villages in general and beneficiaries in particular. The construction of black topping and cemented footsteps in the villages has made not only convenient for the people to travel but it has also beautify the villages.

For the implementation, functioning and administration of MGNREGA program in the village, village council and VDB has got the overall authority at the grassroot level. At the village level, VDB will consult the Village Council and proposed the project for its village to its concerned BDO. According to the priority needs of the project/work in the village, the BDO will approved the project/works and make a proposal as annual action plan for one year/ perspective plan for 5years to the DRDA. With the proportionate availability of funds as released by the government, the DRDA will allocate the funds to each RD Blocks. With the join signatures of BDO and VDB secretary money is drawn from the bank through cheques and encashed in any public sector bank in the savings account especially open for this purpose. Either VDB secretary or Village Council alone could not draw the money but in presence of both the parties could draw the money from the BDO. The funds will be withdrawn by the

VDB and Village council members and utilized its fund for the said project/work for the village development.

8. Nature of works

Through creation of community assets in the village MGNREGA is providing employment to the beneficiaries. About 60% works were done for the construction of roads, 15% land development, and 25% for water conservation, plantation, environment protection and minor irrigation works.

Table 9, Participation of beneficiaries under MGNREGA work in the sample districts.

Sl.No	Name of works	Mokokchung district		Mon district	
		No. of respondents	Percentage to total respondents	No.of respondents	Percentage to total respondents
1	Road construction	184	76.67	177	73.75
2	Footstep	25	10.42	90	37.5
3	Retaining wall/protection wall	34	14.17	38	15.83
4	Drainage construction	16	6.67	49	20.42
5	Culvert construction	2	0.83	47	19.58
6	Tree plantation	22	9.17	66	27.5
7	Tea gardenining	1	0.42	---	---
8	Cardomom cultivation	---	---	8	3.33
9	Water tank construction	11	4.58	--	---
10	Cleaning of village	46	19.17	25	10.42

Source: Field Survey, 2015-16.

Table.9: One of the essential elements of development is a good road condition. It is observed that the priority needs in the village is construction of proper road condition. In Mokokchung district, majority of the beneficiaries work in road construction(76.67%), cleaning of village(19.17%), protection wall(14.17%),foot step construction(10.42%) tree plantation(9.17%), drainage construction(6.67%),water tank construction(4.58%), culvert construction(0.83%) and tea gardening (0.42%). While in Mon district, majority of the beneficiaries worked in road construction(73.75%), foot step construction(37.5%),tree plantation(27.5%), Drainage construction(20.42%),culvert construction(19.58%),protection wall (15.83%), cleaning of village(10.42%) and cardamom cultivation (3.33%). Therefore we

inferred that majority of the beneficiaries have involved construction of road in the sample villages under MGNREGA work in both the districts.

In Study sample districts, individual assets creation on private land was not allowed and assets were created only on community based. In exceptional cases if it benefits community, assets creation on individual land is allowed. It is found that cardamom plantation was cultivated in Mon district only in community land. This is another source of employment and income in the sample villages for the beneficiaries under Mon district particularly in Wakching and Sheanghah Chingnyu villages. Village circular road, approach road and agri-link road was given the top priority under MGNREGA during the study period. It is reported that employment and income are generated to the beneficiaries through the conservation of social forestry and tree plantation which being undertaken by the beneficiaries in collaboration with the concerned department in the community land. Not only provide employment and generate income but also protect the environment. The field survey revealed that cleaning of village inside and surrounding is one of work assigned to beneficiaries under MGNREGA particularly to women beneficiaries in both the districts. It is found that durable community assets has constructed in all the villages under the sample districts.

10. Social Audit.

The process of social audit is found satisfactory in all the villages. On an average three to five members constituted the committee for social audit comprising of women leader, church leader, School teacher, youth leader, council members and VDB members. Social audit was done periodically (i.e, once or twice every year) and is made known to the people in Citizens general meeting Convened by the Village Council and a copy of the audit is made available to the project officer by the concerned BDO.

9. Suggestion and policy measures

- One of the reasons for the low demand of MGNREGA work from the beneficiary is the low level of awareness for the provision and entitlement of the MGNREGA scheme as revealed by the field study. It is suggested that awareness

campaign at the village level should be given to the beneficiaries including women in particular through government agency. It would be a good move on the part of the concerned Department to translate the guidelines into local dialect so that every beneficiary will understand their rights and entitlements.

- More employment will be generated if timely release of funds to the villages. Therefore it is suggested that payment of wages should not be delayed for the smooth implementation of MGNREGA scheme in the village.
- It is found that on the priority needs of the village, the works or projects were taken up instead of targeting to create more employment to the beneficiaries. Therefore, it is suggested the concerned implementing agency should target to create more employment for the beneficiaries.
- To boost up the demand for more work from the beneficiaries, the village leader suggested that the wage rate of MGNREGA should increase and should level with the current daily wage rate.
- Any form of Political intervention should be stop.

Conclusion

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is a labour law and social security measure that guarantees the “right to work”. Its main aim is to provide a source of livelihood to the people by providing 100 work days to do unskilled manual work and another important aim is to create durable assets. However, performance of the MGNREGA in the sample districts of Nagaland during the study period could not achieve guaranteed wage employment due to improper planning made in the perspective plan/annual plan, improper implementation, corruption etc. Lack of proper monitoring mechanism in the sample districts and in the outskirts villages in Mon district has adversely affected the proper implementation of scheme. One of the serious grievances reported by the beneficiaries is the delay in payment of funds from the state government to villages particularly in the far flung villages of Mon district. Due to which the beneficiary are unable to receive the full benefits from the programme. No doubt, MGNREGA is a good scheme and the largest scheme that given employment to the unskilled manual labour to the rural household. It is a good scheme for the development of village to create community assets by providing employment to the beneficiaries. If MGNREGA program is

implemented properly it would certainly help the unskilled labour to get employment and income for their living. This scheme would not create only durable assets but also could reduce the rural unemployment and alleviate rural poverty.

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