

## EMPLOYMENT GENERATION IN UTTAR PRADESH AND MGNREGA IMPACT

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### ABSTRACT

*In the modern era, the role of state to provide employment is crucial for the growth and maintaining social justice in economy. MGNREGA has been a quantum leap in the history of India after independence for generating employment and economic empowerment of rural poor. National Rural Employment Guarantee Act (NREGA) Act 2005 which later renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is one of the breakthrough transformative law passed by the parliament in 2005 for ensuring employment guarantee and livelihood security in rural areas with a view to end rural poverty by providing 100 days guarantee work in a year for unskilled work for rural households. The paper focuses on one of the aspect of this legislation i.e., employment generation under MGNREGA act in state of Uttar Pradesh, a major part of largest populated state in country. To perform this objective of paper, secondary data has been used from various sources which reveal after analysis how MGNREGA is playing an important role in employment generation and its effective implementation in rural areas of Uttar Pradesh. It not only focuses on livelihood security in rural areas but also of rural economy development in Uttar Pradesh.*

**Keywords:** Employment generation, MGNREGA, Rural Economy

### INTRODUCTION

In India, where rural areas account for two-thirds of the population, rural development projects are of utmost significance. Agriculture provides the majority of this rural population's jobs and means of subsistence. Agrarian life has been negatively impacted by frequent weather fluctuations, and because they have no other source of income, they continue to sink more and further into poverty. Significantly, poverty and unemployment are growing worse in rural India, which is hurting the country's overall development.

In response to this significant issue, the Indian government introduced the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA) in 2005 under the Mahatma Gandhi National Rural Employment Guarantee Act. Rural residents have access to a special rights-based job guarantee through the MGNREGA program. The Act stipulates that every rural home with an adult member who is an unpaid helper performing unskilled manual labour must provide at least 100 days of guaranteed pay employment in a fiscal year, within 5 km of the applicant's residence. A minimum wage must be provided for labour job as employment under MGNREGA is legally conditioned, and if the government fails to offer employment for a period of 15 days, it must pay unemployment benefits to those individuals. Offering unskilled labour employment prospects is MGNREGS's immediate goal. Security of livelihood and the development of the rural economy through the creation of productive

assets are among the long-term goals. It also intends to empower women by minimizing migration and creating jobs nearby.

## REVIEW OF LITERATURE

Since workers are inclined to prepare job guarantee scheme work with greater wages to local farm work at low rates, Sadashivam (2011) noted some important issues in MGNREGA. There is still a lot of misunderstanding over what is meant by a nuclear family as defined in the MGNREGA operational rules. Older folks and other physically challenged individuals may not be able to perform as much demanding manual labour when the program calls for it. In order to increase the effectiveness and openness of MGNREGA operational operations, many areas of the country lack the bare necessities, including electricity, broadband internet, computers, and timely updated software. The effectiveness of MGNREGS as a safety net for the unemployed during times of hunger and drought has been researched by Prasad (2012). In the end, it will result in sustainable development. Sunil and Anupriya (2015) came to the conclusion that the increase in income was insufficient, despite the fact that it did raise the respondents' standard of living and that a relatively small number of households really used 100 days of paid employment. Some of the assessed villages have effectively implemented the system, albeit not all have done so fully and consistently. The assets produced by the plan were not found to be of great use, however in some places the plan boosted the number of irrigation facilities. They came to the additional conclusion that the scheme's effects on the economy were not all equal.

**Objectives of the Study:** To examine the importance of MGNREGA for the generation of employment in Rural Uttar Pradesh.

**Research Methodology:** In the course of conducting research, methodology is crucial. It is crucial to the research process because it not only aids in the formulation of the research question. It also directs him on how to respond to inquiries about a particular research issue. The specifics of certain general research technique areas are provided below. Research techniques In terms of the research methodology used in this study, secondary data were gathered from a variety of articles, research papers, reports, journals, newspapers, and websites. The information from 2018–19 to 2021–22 makes up the secondary data on which the current analysis is based.

## RESULTS, ANALYSIS AND DISCUSSION

### Analysis of Uttar Pradesh State

India's fourth-largest and most populous state is Uttar Pradesh. It is located in the nation's north central region. Uttarakhand and Nepal are to the north, Bihar is to the east, Jharkhand and Chhattisgarh are to the southeast, Madhya Pradesh is to the south, Rajasthan and Haryana are to the west, and Delhi is to the northwest. When India became a republic on January 26, 1950, the state's current name, Uttar Pradesh, was given to it. In the state's western Centre, Lucknow serves as the capital. The state's size is 243,286 square kilometers, or 7.3% of the country's total land. Its population, as of 2011, was 199,581,477, or 16.2% of India's total population.

Total No. of Districts	75
Total No. of Blocks	827
Total No. of GPs	58,668

Source: [www.nrega.nic.in](http://www.nrega.nic.in)

Status of MGNREGA in Uttar Pradesh:

Total No. of Job Card issued [In Lakhs] 220.66

Total No. of Workers [In Lakhs] 306.54

Total No. of Active Job Cards [In Lakhs] 127.2

Total No. of Active Workers [In Lakhs] 158.05

(i) SC worker % against active Workers 30.65

(ii) ST worker % against active Workers 1.06

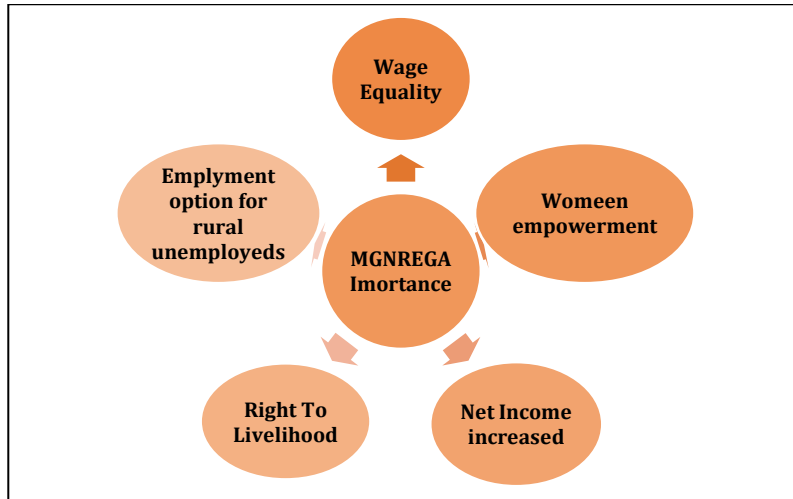
<b>Progress</b>	<b>FY 2021-2022</b>	<b>FY 2020-2021</b>	<b>FY 2019-2020</b>	<b>FY 2018-2019</b>
Approved Labour Budget [In Lakhs]	3200	4000	2500	2000
Person days Generated so far [In Lakhs]	3256.45	3934.87	2443.55	2120.93
% of Total LB	101.76	98.37	97.74	106.05
SC person days % as of total person days	30.96	31.18	30.43	31.42
ST person days % as of total person days	1.13	0.99	0.95	0.95
Women Person days out of Total (%)	37.25	33.57	34.28	35.28
Average days of employment provided per Household	41.95	41.83	46	42.05
Average Wage rate per day per person(Rs.)	203.82	200.87	181.79	174.96
Total No of HHs completed 100 Days of Wage Employment	5,84,546	7,77,011	1,33,009	71,986
Total Households Worked[In Lakhs]	77.63	94.06	53.12	50.44
Total Individuals Worked[In Lakhs]	95.48	116.19	64.51	61.49
Differently abled persons worked	14100	17496	10708	1101

Source: [www.nrega.nic.in](http://www.nrega.nic.in)

### MGNREGA and employment generation in Uttar Pradesh:

The development of employment creation in rural Uttar Pradesh is depicted in Table 1.2. In 2018-19, there were 2120.93 million person-days of employment, which will rise to 3256.45 million in 2021-22. Women account for more than half of the scheme's beneficiaries. We can see from the data as a whole that more rural women have started participating in MGNREGA. Over the past four years, there has been an increase in the proportion of jobs available to women. The number of disabled persons employed is increasing over the period of years.

The above Table 1.3 shows that the employment generation over the period in Uttar Pradesh in MGNREGA. The graph shows that the employments created is fluctuation over the years but increased over the last 4 years. It also shows that the demand for employment increased during the covid lockdown scenario leading to more employment generated by the government from 2019 to 2021, but as the economy is coming back to its pre-lockdown phase the demand for employment has decreased.



Source: [www.google.com](http://www.google.com)

In the following diagram MGNREGA impact has been shown which shows that besides providing employment opportunities in rural area, the scheme has also made positive impact in improving the overall social and economic justice in rural economy.

### Challenges with the Implementation

- ✓ **Delay and Insufficiency in Funds Dispersal:** Most states have failed to pay wages within the 15-day MGNREGA deadline. Moreover, workers are not reimbursed for late wages payments. As a result, the plan has become supply-based, and workers have started to grow disinterested in working under it.
- ✓ **Caste-based segregation:** The delays varied significantly by caste. While 46% of payments to SC (Scheduled Caste) employees and 37% of payments to ST (Scheduled Tribes) employees were finished within the required seven days, the number for non-SC/ST employees was a pitiful 26%.
- ✓ **Ineffective PRI role:** With minimal autonomy, the Panchayati Raj Institution (PRI) is unable to effectively and efficiently implement this statute.
- ✓ **Incomplete projects:** The MGNREGA-funded projects have taken longer than expected to finish, and project inspections have been inconsistent. Also, there is a problem with the MGNREGA's asset development and work quality.
- ✓ **Fabrication of job cards:** There are a number of problems associated with the production of fake employment cards, the use of fictitious names, the absence of entries, and late entries.

### CONCLUSION

One of India's rural development initiatives that has attracted widespread support is MGNREGA. In India, increasing the labour force and giving the unemployed work has always been a major goal of development programs. The next challenge will be to enhance average productivity across all jobs in addition to creating new jobs. It was believed that expansion would inevitably end the unemployment issue. But, prior experience suggests that, while required, a high rate of growth is not a sufficient requirement to address the issue of unemployment. Creating enough jobs to keep up with the

growth in the labour force is one of the greatest problems India is currently confronting in the post-reform era. Since India's independence, MGNREGA has been a key program for creating rural jobs. This plan guarantees a work for 100 days and at the same time provides a minimum income for each adult in each home. It meets a few other requirements for environmental preservation, social protection, and the development of rural infrastructure, and it supports women's empowerment, gender equality, asset creation, and the resolution of the migration issue. As a result, MGNREGA serves as a crucial tool for more than only job development. Gender equality in the workplace is promoted in addition to giving rural poor ladies equal participation chances. In addition to reducing unemployment, MGNREGA promotes rural development.

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