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Issues and Challenges of MGNREGA to Reaching Rural Poor- A Sociological Study

(With special reference to Tumkur District)



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Abstract

India a diversified democratic country predominantly based on rural background consists 70 percent of population residing in distinguished villages. As Mahatma Gandhi said that the development of India is in the progress of villages. Hence in the context the Government of India has brought ample number of developmental schemes and programmes in order to improve sustainable rural setup. NREGA is one among the significant programmes, enacted(2005) by UPA Government later on it was renamed as Mahatma Gandhi National Rural Employment Guarantee Act, to provide 100 day guaranteed employment for rural household whose adult desired to do manual unskilled work in a financial year, intended to ensure livelihood security and sustainable development at the village level. MGNREGA is a multi-plier programme implemented with different dimension affected on rural transformation by generating employment opportunity and creating durable assets with the best use of rural resources. The main aim of MGNREGA is to trigger the rural intensive poverty like a Silver Bullet. But in the journey its process it may not excluded from the impediments. The present study tried to understand the major issues and challenges of MGNREGA from introduction to implementation. The research paper is based on primary and secondary data and simple statistical tools are used to analysis. Convenient random sampling method is used on the basis of lower utilisation of budget allotment. The study found that the major issue is inadequate participation of rural people due lack of sufficient awareness about the programme indicates that the failure of administrative functionaries. It is a sincere effort to list out and analyse the acting actual problems of the MGNREGA.

Keywords: MGNREGA, Employment, Sustainability, Multiplicity,
Introduction

India is a rural based country consists of 3, 57,845 villages depend on basically agriculture. Due to lack of irrigation agriculture depends on monsoon. Rural households not having worked at off season. They suffer from unemployment. To providing employment opportunity for the rural households the Government of India lunched number of employment generation schemes and programmes after the independence. Government of India has given much priority to development of villages, because Mahatma Gandhi said that India's bright future is depends on rural progress. In other words the development of India is in the progress of villages. Hence in the context the total development of India is basically depends on development of villages. The full employment is a necessary ingredient for equitable growth outcomes in the country. The effective implementation of the employment guarantee programme can provide a universally accessible social safety net, while contributing to social and economic developmental goals. Since independence, a number of schemes have been initiated for the welfare of weaker sections of the society viz., Community Development Programme, Small Farmers Development Agency, Draught Prone Area Programme, Minimum Needs Programme, 20 Point Programme, Desert Development Programme, Training of the Rural Youth for Self-Employment, National Rural Development Programme, Rural Landless Employment Guarantee Programme, Antodya Yojna, Jawahar Rozgar Yojna, Employment Insurance Scheme, Swarna Jayanti Gram Swarozgar Yojna, Jawahar Gram

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SamridhiYojna etc., implemented by state governments with central assistance in the country.

The government of India has introduced ample number of rural development programmes in order to improve the rural area such as community development programme with the aim of providing basic infrastructure in the rural area to improve the quality of life. Integrated rural development programme intended to provide financial support from the nationalized banks to rural households to strengthen the economic life. Food for work programme, rural landless employment programme. National rural employment programme, Swarnajayanthi gram samruddhiyojana etc. In August 15th 2005, the Government of India has introduced auspicious integrated programme that is National Rural Employment Guarantee Act. The main objective of the stipulated programme is to provide 100 day of guaranteed employment for household whose adults willing to do manual unskilled work in a financial year. Exclusively it is employment generation programme with multi-dimension such as providing guaranteed employment on one hand, on the other hand to create permanent assets in the rural area with the use of rural resource in order to achieve the quality of life of rural poor. In term the eradication or reduction of the rural poor, drastically by provide sustainable livelihood security. It is a demand driven programme, who desired to do work often their right. Almost it considered as human right that to have work. The intention of the scheme is to increase the purchasing power through economic stability of the rural poor in terms of as more or less equality to have. In the present context there is a badly needed to maintain economic equality among all Indians by reducing the economic disparities. This is to be necessary to expect radical changes in socio-economic life of rural households. In order to enhance livelihood security of rural poor NREGA is most ambitious scheme plays a significant role at the maximum extent in eradication of poverty. The National Rural Employment Guarantee Act in Indian legislation enacted on August 25, 2005 aims to create and providing employment opportunities in rural area to strengthen the rural poor in order to maintain the sustainability and livelihood security. The NREGA provides a legal guarantee for hundred days of employment to every adult members of rural household who is willing to do unskilled manual work in a financial year at minimum wage. It is a well-known effort of UPA Government headed by Dr.Manmohan Singh who was the prime minister of India, passed the act in 2005, and later it has renamed as Mahatma Gandhi National Rural Employment Guarantee Act, implemented in 200 districts in first phase in 2006-07 and later on 130 districts were added in 2007-08, and decided to implement this scheme all over India within five years. Now it is covered entire India except Jammu and Kashmir.

MGNREGA was introduced with the major aims to providing 100 day work for rural poor in every financial year, because most of the rural people do not have employment at the off season. To provide social security for all through ensures livelihood

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security. To create durable permanent asset in rural area with best use of rural source and achieve community development as well as individual also. To managing drought proofing and flood where necessary. To make them empower the marginalized groups like SC/ST and women who were not at the main stream of the society. To encourage the active participation of the mass including marginalized group through decentralization of political power that involvement of people in the process of political setup. To effectively implement of democracy at the gross root level by strengthening the panchayat raj institutions such as Grampanchayat, talukpanchayat and zillapanchayat. To maintain transparency and accountability at greater extent.

MGNREGA is one of the integrated, multi expectation schemes in India effects on social and livelihood security. It is a powerful mean to bring transition at the rural level. Exclusively it intended to implement in rural area to shift-paradigm. MGNREGA marks a paradigm shift from all precedent wage employment programmes. The significant aspects of this paradigm shift are: it provides a statutory guarantee of wage employment and rights-based framework for wage employment. Employment is dependent upon the worker exercising the choice to apply for registration, obtain a job card, and seek employment for the time and duration that the workers want. Unlike the earlier wage employment programmes that were allocation based, MGNREGA is demand driven. Resource transfer under MGNREGA is based on the demand for employment and this provides another critical incentive to states to leverage the Act to meet the employment needs of the poor.

Silent Features of The Programme are

MGNREGA is like a silver bullet programme that has some features there are:

Registration

Adult member who is willing to work under the scheme essentially apply for registration in Grampanchayat by writing or orally.

Job Card

Job card is issued to the household within 15 days of registration after proper verification of the application. Job card helps to identifying the worker with demand and to update with days of work, payment made to the recipient as and when work is undertaken.

Application to Work

A household must be submitting the written application to the Grampanchayat in order to get work.

Unemployment Allowance

Providing employment is the responsibility of the Grampanchayat as a part of state government within 15 days of applied, in case of failure of the institution to provide job, the state will be paid unemployment allowance to household.

Provision of Work

Work is provided within 5 km radius of the village, if beyond 5 km extra wage will be paid. Women worker have priority at least one –third of

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beneficiaries. At least 50% of works are executed by Grampanchayat.

Wages

Wages to be paid on weekly basis and through bank or post office account to the beneficiary.

Planning

Works selection, finding work site, whatever the decisions are to be need for the scheme is taken by Gramsabha.

Cost Sharing

Government of India has to paid 100% wage cost of unskilled work and 75% of the material cost including skilled and semi-skilled workers remaining amount should be bared by state government.

Transparency and Accountability

To verify records and works under the scheme are be verified time to time by Grampanchayat is known as Social Audit. To avoid any trouble and difficulties faced by workers there is a mechanism called Grievances Redressal. And finally all accounts are available for public. Transparency should be maintained.

Tumkur District Profile

Tumkur is one of the fast growing districts located 70 kilometres away from Bangalore the capital city of Karnataka Populated 2698980 as per Census 2011. Tumkur is 4th most populous district out of 30 districts in Karnataka and it is 149th most populous district in India. The population density of Tumkur is 253 Persons per square Km. It is 18th most densely populated out of 30 districts in Karnataka and it is 425th most densely populated district out of total 640 districts in India. The name of the city was derived from "Tumbeooru" because of the plenty of tumbehuuvu, a kind of small medical and divine plant with white flower which surrounded the place. Another etymology said that it was called tamateooru which the traditional musical instrument used for different purpose. Later on it might have been transferred as tumkur. Another story says that during the rule of cholasGulur was their capital, since Tumkur is at high elevation the guards used to be there on any hill with Tumaki (a kind of drum) and used to make sound in case of any alerts.Hence the name was came into exist. The Indian central government approved the request to officially rename the Tumkur.The city officially became "Tumakuru" on November 1, 2014.Also, it is called as the coconut city, the city of education.

Total Literacy rate of Tumkur is 74%. It is 15th rank in terms of literacy rate out of total 30 districts of Karnataka and 149th out of total 640 districts of India. Male Literacy of Tumkur is 82% while female literacy stands at 66%.

Total literacy rate of India is 74% while 82% of male and 65% of female literacy. Compare with Karnataka State the total literacy rate is 75% while 82% of male and 68% of female literacy. The state average is high when compare to the country. Almost Tumkur district rate is more or less same that average total literacy rate is 75%, while 82% of male and 67% of female literacy. But compare 2001 with 2011 almost 9% is increased. This the good sign of

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improvement in the literacy. Sex-Ratio of Tumkuris 979 female per thousand male.

Review of Literature:

Sarbajit Paul (2016) conducted the study in west Bengal on secondary source with an objective of to study the role of MGNREGA on rural employment generation and development. And to find the challenges before MGNREGA implementation. The study reveals that there was a pressure on disbursement of payment. It was not support to avoid migration due inefficiency to provide 100 days of work in the financial year. Rural people cannot register any complaint even though have grievance cell. Payment disbursement seems too complicated. Lack of interaction between beneficiaries and officials.

Ahuja R.U.et.al.(2011) have conducted the study to know the impact of MGNREGA implementation in two districts of Hariyana in 2010-11. One is agriculturally backward and another is advanced. The intention is to know the differences of employment status, income, landholding size, assets of the households. The study has consists of 60 families in each district and found the significant difference in the extent of employment under MGNREGA works in both districts. The observation is MGNREGA is somewhat failure to employment generation, not able to control the migration from the agriculturally advanced district due to high wage rate. Many of not interested to join in the MGNREGA,because of low wage rate.

Sushanth Kumar Misra (2016) conducted the study in three districts in Madya Pradesh to find the result that creation of assets to reduction of poverty and to know the effectiveness of the MGNREGA in order to reduce the poverty in rural area. MGNREGA is a employment guaranteed program based on right to work to the poor. The study covers 16 blocks, 396 villages in three districts. The usable data comprises of 350 respondents at sarpanch, 4714 respondents at household level and 1304 usable respondents at worksite level in these three districts. The findings of the study indicate that there is a significant impact that on assets creation by the scheme. The major finding was the creation of an individual assetsignificantly more than community assets. Officials need to find the ways to enhance ownership of assets created among the villagers and provision for maintainance of created.

Mohamed Asharf Mir, et al (2018) conducted the study on secondary as well as primary source. The study reveals that MGNREGA is concern with the millennium development goal aimed that provide maximum employment opportunities to rural household as the result to enhance the economic status and finally to trigger the rural poverty. The study confirmed that there was more number of SC/ST and women workers that indicates they were willing to work under the MGNREGA seen in almost 40% of the states on one hand and it might been reduced the wage gender discrimination. Women were much interested, because MGNREGA provides work within the 5 km radius of their own village.

KabitBorah, RamjhimBordoli (2014) conducted study based on primary and secondary

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source with an objective of to study the impact of MGNREGA on life of the respondents, to identify the challenges in the implementation of the program, to find out the suggestion to implement better. The study had chosen 14 blocks of sonitpur district of Assam as sample unit. The major impacts that increasing income in terms of put cash in to the hands of women helped them become economically empower in the family. MGNREGA helps them to free from the indebtness, enriching literacy, improved health care, reduced poverty, and intra household effects that women were able to take their own decision in the family affairs. But it had not been out of the troubles such as there is a shortage of staff to administration effectively, there was no availability of child care facility, no basic facilities at the work site, most important challenge is delay payment, due to inadequate awareness many challenges have been accorded. The present study given the suggestion such as the implemented authority and staff should be prompt and devoted with their work. The state government has to strengthen the panchayat raj institution on real democratic principles. Rural people should be participate actively in local body government. Auditing must be done by external agencies to reduce corruption and control the misappropriation of fund. Panchayat should be empowered financially and job responsibility should be allotted to GP members.

Saleem Akhtar Farooqi (2015) conducted the study in 5 blocks of Aligarh District and two panchayat from each block were selected on the basis of maximum number of women workers enrolled in MGNREGA. The objectives of the study were to find out participation of women in MGNREGA and factor affecting their participation in this scheme. And to find out whether working in MGNREGA has empowered the women socially as well as economically. The study concluded that though MGNREGA creates positive impact on women workers, but not at the satisfactory level, why because of erotic work and low level of awareness of the scheme. Religious and male dominant perceptions were considered to made use of low participation of women. Till today MGNREGA works available on unskilled even they worked from 3 to 5 years under the scheme also considered and expected to unskilled work. There is a need to provide semi or skilled work under the MGNREGA will be made it populous program and it helps to make women as skilled professionals.

Objectives of the Study

1. To know the socio-economic condition of the beneficiaries
2. To understanding the problems in the programme while implementation
3. To find the way to reach goal of the programme

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Sampling

The study has been conducted in sampling area that has been selected four Grampanchayat out of forty one on the basis of low performance and less expenditure through convenient random sampling

Grampanchayat	village	Respondents	Total
Honnudike	Honnudike	50	50
Honasigere	Honasigere	50	50
Hetthenahalli	Hetthenahalli	50	50
Holakal	Holakal	50	50
Total		200	200

The researcher has selected four villages in four Grampanchayat each on the basis of expenditure. In such Grampanchayat the budget allotted is same to other panchayat but significantly less expenditure comparatively to other panchayat.

Methodology of The Study

The study consists of both qualitative and quantitative approach based on primary and secondary source. Secondary source was collected from publications, journal, newspapers and websites. Primary data formed the major source of data for the present study. The total sample size was 200 respondents and 50 respondents from each village. Data for the study were collected from the sample units by administering a pre-tested interview schedule. The collected source is analysed with simple statistical tools such are mean, mode, average and percentage to find the results.

Significance of The Study

The study is proposed to understanding of socio-economic condition of selected area. The study confirm the problems and challenges involved in the process of implementation it helps to draw an attention of the related authority to take appropriate action to avoid troubles. This study is an effort to know the issues and challenges of the programme where in India in general and in the study area in particular. It will useful for the planner as well as the government to know the facts and figures to be taken into consideration for better implementation of the programme in future.

Findings and Analysis of The Study

To understand the socio-economic status of MGNREGA beneficiaries in the study area. Because MGNREGA as an employment generation programme directly influence on the level of socio-economic. Before and after the implementation of the programme the transition might be occurred in one way or the other. The intention of socio-economic status is to understanding of the level of participation among the respondents. The socio-economic profile consists of gender, age, marital status, education, occupation and income which indicate the standard of living of a person. Socio-economic background of the beneficiaries is presented in the below table 1.

Table – 1
Socio-Economic Background of The MGNREGA Beneficiaries

Variables	Frequency	Percentage	
Gender	Male	124	62
	Female	76	38
	Transgender	00	00
Age	Below 30 years	83	41.5
	30-40 years	86	43
	Above 45 years	31	15.5
Religion	Hindu	166	83
	Muslim	34	17
	Christian	00	00
Caste	GM	23	11.5
	OBC	116	58.0
	SC	49	24.5
	ST	12	6.0
Marital status	Unmarried	53	26.5
	Married	132	66.0
	Widow	9	4.5
	Widower	6	3.0
Education	Illiterate	33	16.5
	Primary	31	15.5
	Secondary	108	54.0
	Higher secondary	11	5.5
	Pre-university	13	6.5
	Graduation	4	2.0
Family Type	Nuclear	158	79.0
	Joint	26	13.0
	4-6 members	16	8.0
Total	200	100	

Source: field survey, 2018

As per source collected from primary data indicates that majority of the MGNREGA beneficiaries selected were male 124 (62%) rest of them were female that was 76 (38%) and no transgender was recorded. It indicates that male beneficiaries were much interested to work under MGNREGA rather than female, that means female were engaged with homely work and not willing to work outside the home. Age group that 41.5% of them were below thirty year, and 43% of the beneficiaries were above 30-40 years, only 15.5% of them were belonging to above 45 years. Middle age group were engaged with the MGNREGA work. Around 83% of the workers were belonging to Hindu religion and only 17% of the beneficiaries were from Islam, no Christian worker was found in the study area. Around 11.5 % of the beneficiaries were belongs to GM, 58 % of respondents were backward classes, scheduled caste people was 24.5% and remain 6% of the respondents were scheduled tribes. About 26.5% were married and 66% were married, about 4.5% of the beneficiaries were widow and 3% were widower. The study survey estimated that about 16.5% of the respondents were illiterate; they said they did not continue the school education, because of the family problems. About 15.5% of them were completed primary education and 54% of respondents were get secondary school education. About 5.5% completed higher secondary and only 6.5% of them were continued up to pre university level of education but

insignificantly that 2% of the respondents were completed graduation. Here who completed secondary school of education was actively participated in work available under the MGNREGA. Almost 158 (79) were in nuclear family and 26(13%) of them were in joint family, House hold size that 4-6 members in the family was around 16(8%). Significantly most of the respondents were have nuclear family, after the marriage they wanted to live separately and individually.

Table – 2
Problems related to MGNREGA

S.No	Problems	Frequency	Percentage
1	Lack of awareness of the scheme	83	41.5
2	Improper implementation	45	22.5
3	Low wage rate	188	94
4	Delay of wage payment	97	48.5
5	Corruption with an officials	173	86.5
6	Corruption with beneficiaries	67	33.5
7	Not providing employment as per demand	89	44.5
8	Use of machineries due to hard	106	53
9	Individuals assets	171	85.5

	creation		
10	Community works not done	156	78
11	Not completed 100 days of work	200	100
12	Unemployment allowance not paid	200	100
13	Delay payment of material cost	187	93.5
14	Low material price	200	100
15	No basic facilities at work site	122	61
	Total	200	100

Source: Estimated survey 2018

The table 2 shown that the MGNREGA beneficiaries were faced lot of problems in terms of challenges of the scheme. As per the survey around 83(41.5%) of the beneficiaries were suffering from the proper awareness of the program, because no officials will come to the households and do not take initiative to propagation of the scheme, we are supposed to go to the Grampanchayat and request them to get job cards and other work. Some time they could not response properly with respect. Proper implementation of the program is an ideal almost 45(22.5%) of them opined that there is an improper implementation in terms of unequal priority for the beneficiaries identification. Around 188(94%) of the respondents were said that there is low wage rate in the MGNREGA work while compare with the actual labour market. Much of the people who have the job cards does not interested to work under the MGNREGA. The wage which is given in the scheme is not enough for their daily life.

Year	MGNREGA wage rate Rs,	Actual wage rate in the labour market. Rs,
2014-15	210	280
2015-16	224	300
2016-17	236	350
2017-18	249	400

Source: Field survey,2018

The table shown that wage differences of time to time, in the 2014-15, the actual wage rate was Rs. 280 in the labour market, but MGNREGA worker have got only Rs. 210. The difference was Rs. 70. In the mean while in 2015-16 the amendment was take place on wage rate enhanced from Rs.210 to Rs.224, but at the same time in the labour market there was Rs.300. Again it had been change from Rs.224 to Rs.236 in 2016-17 when there was Rs. 350 in the labour market. And now 2017-18 it is Rs.400, but MGNREGA workers have getting Rs.249 only. The difference is Rs.151, i.e. beneficiaries does not interested to work under MGNREGA for low wage rate. Around 97(48.5%) of the respondents were complaint against delay of payment, because as per the Act wage will be adjust the beneficiaries bank or post office account, but worker are expected that it should be adjust within a week, hence it seems to be delay. The survey confirm that 173(86.5%) of respondents experienced to Corruption with an

officials one or the other way. Everything could be goes on corruption in the process of sanction, release fund, inspection, verification; billing etc. respondents opined that if not give money to concern person work process will stop there only. On the other side corruption with beneficiaries also taken place in terms of people are hurry to have the benefit as early as possible, hence they come forward to give money to concern officials voluntarily that is recorded 67(33.5%). Totally corruption is taking place either by the side of an officials or beneficiaries. The act intended to implement as demand driven program, the responsibility the state to provide employment to needy people as per the demand, around 89(44.5%) of the respondents said that not provided employment, because of insufficient work projects. The survey has recorded that 106(53%) of respondents opined it is inevitable to use of machineries, because of hard work cannot done without machines. To create individual assets people were much interested that was 171(85.5%) rather than community works that recorded only 22%. Remaining 78% of the respondents were opined that community works not done in the study area. So far 100% of the respondents were not completed 100 days of work, because of not avail of work as well as they were engaged with their own work like agriculture and allied. At most they worked 8-10 days under the program. Around 200(100%) of the beneficiaries said that they have not get unemployment allowance even though they are eligible, because of lack of awareness. Almost 187(93.5%) of beneficiaries had problem that delay payment of material cost. The ratio of the material cost estimation is significantly less in the scheme when compare to actual market value that recorded 200(100%). Around 122(61%) of the respondents were said that there was no basic facilities at the work site such as drinking water, availability of shadow, caring of children etc.

Delay Wage Payment

In Talagundapanchayat of Sirataluk, Tumkur, total expenditure is only 68.22 lakhs since from 2008-09 to 2017-18. In the same taluk like Hulekunte (650.75 Lakhs), Madalur (630.69 Lakh) have spent on MGNREGA works but where as in Talakuntepanchayat only less number of expenditure. Because of inadequate participation of people, negligence of panchayat officials, low wage rate, and most delay of wage payment. Hence Kadiranna along with 60 worker have been registered a complaint in the High court regarding to not disbursed the wage against to Grampanchayat. The high court judge B.Veeranna has took the case and action against to Grampanchayat as well as government officials. And he opined that "Before the independence the Britishers were suck the Indian's blood, but now officials are sucking the common people blood in the name of government. Workers are illiterate, they do not know anything, you (officials) are not considered their requisition so far, and this is the great insult of the MGNREGA which program is the name of Mahatma Gandhi. In case if you not release the same I will order to compensates the wage by sold your property" he cautioned. The case was that Kadiranna

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and his 60 associates worked under the MGNREGA in Talagunda Grampanchayat of Sirataluk in the past 3 years but they were not paid the wage till today.

Less Participation of Public

Grateful success is based on public involvement that means active participation of people.

The development programmes were more or less failure due to non-cooperation of the beneficiaries. MGNREGA is expected to more participation of people, but in this scheme seen less interest of stakeholders.

Grampanchayat	Job card issued	Total worked	Not worked	percentage
Hetthenahalli	778	486	292	37.53
Honasigere	993	644	349	35.14
Honnudike	672	282	390	58.03
Holakal	898	572	326	36.30
Total	3341	1984	1357	40.6

Source: estimated survey, 2018

The table confirmed that around 3341 people have job card issued by the Grampanchayat, even they have job card they did not work under the scheme that recorded that 1357 people. This is to indicate that 40.6 percent of the respondents were not

interested to work under the MGNREGA because of they are busy with their own work and due to low wage rate, as well as delay of payment. People who eligible they interested to move to somewhere for work where wage rate is higher.

Table - 4
Suggestion of the beneficiaries

SL.No	Suggestion Category	Agree	Strongly Agree	Dis agree	Strongly Disagree
1	To Enhance wage rate	-	200	-	-
2	Fast payment	58	142	-	-
3	Take action against to corruption	41	159	-	-
4	Change panchayat officials	87	95	11	07
5	Provide work as per the demand	67	99	34	-
6	Opportunity to use machineries wherever necessary	61	73	28	38
7	Official should promote beneficiaries	53	147	-	-
8	Create more awareness about the program	62	138	-	-
9	Provide unemployment allowance	97	103	-	-
10	Sanction material cost as per the market value	35	165	-	-
11	Introduce semi -skilled work	48	152	-	-
12	To be change work pattern	52	148	-	-

Source: field survey 2018

Table – 4 shown that valuable suggestions given by the respondents to accept the program and effectively implementing such as 100% beneficiaries strongly agree to enhance the wage rate as per labour market rate, it will help to attract the people. Around 58 respondents were agree and 142 were strongly agree to quick payment followed by within a week, at the end of the week payment should be released. Regarding action against corruption about 41 respondents were simply agree but around 159 were strongly agree. To avoid the corruption alternative measurement to be taken that better to change the panchayat officials, they opined that corruption is takes place when officials stagnant at the same office. About 99 beneficiaries were strongly agreed to provide work as per the demand. While 61 respondents were agree to use machineries where ever necessary, about 99 were strongly agreed to use machineries, just only 28 were oppose to use of machinery and 38 were strongly disagree, because if given a chance to use machinery the purpose of the program will not be fulfilled.

About 147 respondents were strongly agree that panchayat officials should encourage and promote the beneficiaries in term of easy accessibility of job cards, minimum documentation, cooperate with beneficiaries etc. about 138 respondents were strongly agree that be create more awareness about the program through various medias. Around 103 respondents were suggested that to provide unemployment allowance. About 165 beneficiaries were suggested to make balance between MGNREGA material cost and actual market cost. Beneficiaries given the best suggestion that around 48 were agree and 152 members were strongly agree that introduce semi- skilled work and 52 were agree and 148 were strongly agree to change the work pattern.

Conclusion

The paper tries to give a bird view to find the issues and challenges of the MGNREGA while implementing successfully. The program has introduced with strong ends to proper reach to rural poor in order to enhance their livelihood by providing employment opportunity at the rural level with the

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proper use of rural resources. The expectation of the program is going slowly because of its issues. It is a sincere attempt to trace out the issues and challenges of the MGNREGA in the study area. The study confirmed that majority of the beneficiaries were male that means less participation of women worker. Backward class beneficiaries were actively participated in the scheme. Educational level was low that majority completed only secondary education. Significantly 94% of the beneficiaries were complaint against too low wage rate. Around 86.5% were felt corruption, almost 48.5% of the respondents were felt that delay of wage payment. 44.5% of beneficiaries were said that work not provided as per the demand, around 41.5% of the beneficiaries had no awareness of the program. And around 53% of the respondents agreed to use of machineries due to hard work. Almost all the beneficiaries were faced the troubles in one or the other way; hence respondents are expected to come out of the issues through the best suggestion to better implementation of the program.

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