

A Study on Awareness of Job Card Holders Under Mgnrega in Tamenglong District Manipur

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Abstract

The awareness of job card holders under MGNREGA was studied in Tamenglong district of Manipur. 120 respondents were selected randomly from the 4 selected villages. The data were collected by personal interview, 8 independent variables were selected to find out their relationship and relative contribution to the dependent variables i.e. awareness of the job card holders on MGNREGA.

The results of the study reveal that majority of the respondents belonged to middle ages group, more than half occupation were agriculture, most of them had education level up to middle school and majority of them were in no participation in any organisation.

Keywords: Mgnrega: Mahatma Gandhi National Rural Employment Guarantee Act

Introduction:

The National Rural Employment Guarantee Scheme aims at enhancing the livelihood security of the people in rural areas by guaranteeing hundred days of wage employment in a financial year, to a rural household whose adult members volunteer to do unskilled manual work. The objective of the scheme is to create durable assets and strengthen the livelihood resource base of the rural poor. The choice of works suggested in the Act addresses causes of chronic poverty like drought, deforestation, soil erosion etc., so that the process of employment generation is sustainable. The Act envisages that the schemes will lead to large scale creation of livelihood assets in rural areas which can have a sustainable impact on rural poverty. Upholding the Rights perspective, the Act clearly defines the fundamental principles and the basic entitlements of the labourers and workers.

Salient Features of the Act:

- Adult members of a rural household, willing to do unskilled manual work, may apply for registration in writing or orally to the local Gram Panchayat
- The Gram Panchayat after due verification will issue a Job Card which will bear the photograph of all adult members of the household willing to work under NREGA and it is free of cost.
- The Job Card should be issued within 15 days of application.
- A Job Card holder may submit a written application for employment to Gram Panchayat, stating the time and duration for which work is sought. The minimum days of employment have to be at least fourteen.

- The Gram Panchayat will issue a dated receipt of the written application for employment against which the guarantee of providing employment within 15 days operates.
- Employment will be given within 15 days of application for work, if it is not then daily unemployment allowance as per the Act, has to be paid. Liability of payment of unemployment allowance is of the States.
- Work should ordinarily be provided within 5 km radius of the village. In case work is provided beyond 5 km, extra wages of 10% are payable to meet additional transportation and living expenses.
- Wages are to be paid according to the Minimum Wages Act 1948 for agricultural Labourers in the State, unless the Centre notifies a wage rate which will not be less than Rs. 60/per day. Equal wages will be provided to both men and women.
- Wages are to be paid according to piece rate or daily rate. Disbursement of wages has to be done on weekly basis and not beyond a fortnight in any case.
- At least one-third beneficiaries shall be women who have registered and requested work under the scheme.
- Work site facilities such as crèche, drinking water, shade have to be provided.
- The shelf of projects for a village will be recommended by the gram sabha and approved by the zilla Panchayat.
- At least 50% of works will be allotted to Gram Panchayats for execution.
- A 60:40 wage and material ratio has to be maintained/no contractors and machinery is allowed.
- The Central Government bears the 100 percent wage cost of unskilled manual labour and 75 percent of the material cost including the wages of skilled and semi-skilled workers.
- Social Audit has to be done by the Gram Sabha.
- Grievance redressal mechanisms have to be put in place for ensuring a responsive implementation process.
- All accounts and records relating to the Scheme should be available for public scrutiny.

Works permissible under the Act:

The works that can be taken up under the NREGA include:

- Water conservation and water harvesting.
- Drought proofing (including a forestation and tree plantation) Irrigation canals (including macro and micro irrigation work)
- Provision of irrigation facility to land owned by households belonging to scheduled castes and scheduled tribes or to land of beneficiaries of land reforms or that of the beneficiaries under the Indira Awas yojana of the government of India.
- Renovation of traditional water bodies (including desalting of tanks) Land development.
- Flood control and protection works (including drainage in water logged areas).
- Rural connectivity to provide all weather access.

Planning of the scheme:

Planning is crucial to the successful implementation of any scheme. A key indicator of the success is the timely generation of the employment within 15 days while ensuring that the design of works is such that good quality assets are to be developed. The need to act within a time limit necessitates advance planning. District perspective plans have been prepared under national food for work programme and

revised under NREGA. The 2 tier PRI bodies approve the annual action plan out of 5 years district perspective plan, but it is the gram Sabha and villagers at the lowest level which identify the works as per the felt needs and taking work demand into account. All works as permissible in the Act have been chosen for execution in the plan and the plan document envisages regeneration or strengthening of rural assets to make the village community viable or sustainable. It has been spelt out that the gram panchayat will execute 50% or more works in terms of cost as found place in the action plan. Line departments have also associated with planning process and their works have been integrated into the district plan after obtaining approval of the zilla parishad. The scheme is a Centrally Sponsored Scheme (CSS) on a cost sharing basis between the Centre and the State Government at the ratio of 90:10. 100% of the wages component and 75% of the material component will be borne by the Centre and only 25% of the material component will be borne by the State.

Under this Act, Manipur state also formulated a Scheme called the Manipur Rural Employment Guarantee Scheme, 2006 (MREGS). Subsequently, MREGS has been changed to NREGS, Manipur as per instruction of the Ministry of Rural Development, Government of India. In Manipur, the Scheme was launched in Tamenglong, district on 13th April 2006 in the first phase at the District Headquarter, Tamenglong by distributing job cards to register applicants by the Honourable Chief Minister of Manipur. Thereafter, two other districts viz, Churachandpur and Chandel were brought under the Act during the year 2007-2008 and the remaining six districts viz; Thoubal, Bishnupur, Imphal East, Imphal West, Senapati and Ukhrul Districts have been covered during the 2008-2009.

The Scheme was gradually extended to all over the Districts of India covering a total of 619 Districts throughout the length and breadth of the country. The Scheme is implemented as Centrally Sponsored Scheme (CSS) on the cost of sharing basis between the centre and the state at the ratio of 90:10. The Act is notified in the Manipur Gazette Extra Ordinary on 25th May, 2009. Now the scheme has been renamed into Mahatma Gandhi NREGS w.e.f. 2nd Oct 2009. Keeping in view the formulation and implementation of this Act there is a strong need to conduct

"A Study on Awareness of Job Card Holders under MGNREGA in Tamenglong District, Manipur", with the following objectives:

1. To study the socio-economic characteristics of Job Card Holders under MGNREGA.

Significance of the study:

The study will reveal the real picture of job card holders under MGNREGA in Tamenglong district, Manipur in relation to their socio-economic characteristics, opinion on benefit of NREGA and awareness level of job card holders on MGNREGA. The various constraint faced by the job card holders assume to be another significance of the study. So, the study will be of great value to the scholars and researcher, planners, administrators, programme officers, gram panchayat and other official staff of MGNREGS in executing training programmes and activities best suited to improve the awareness level of the job card holders under MGNREGA.

Limitation of the study

The present study had the limitation of time and resources, as such, it was concentrated only in one particular district, though many other districts also existed in the state and there was inadequacy of the sample. The collection of date both the uneducated and educated job card holders may also leave a

margin of error in the correctness of the responses. Efforts were made the best use of the standardized tools and techniques in data collection, yet accuracy may not be guaranteed

Organisation of the study

The thesis has been divided into five chapters. The first chapters deals with the introduction, objectives, significance and limitation of the study. The second chapter deals with review of literature. The third chapter with research methodology applied in the present study, which was followed by findings and discussion in the fourth chapter. The fifth .chapter is the summary and conclusion of the study.

REVIEW OF LITERATURE

- **The socio-economic characteristics of Job Card Holders under MGNREGA**
- **Kumar and Pandey (1997)** reported that majority of JRY respondents belonged to adult age group followed by young age and old age group.
- **Kamaraj and Muralidaran (2004)** revealed that the eligibility for group members, age group is between 18 to 60 years for the empowerment of rural women through SHG's.
- **District Programme Coordinator (2007)** reported that 191.3% workers were in the age group of 18 to 50 yrs and (1.2%) was of more than 65yrs in the entire district. The remaining (7.5%) workers were in the age group of 51 to 65yrs.
- **Ghuman and Dua (2008)** reported that only (35%) were in the age group of 18 to 35 yrs whereas (65%) were in the age group of 36 to 65yrs. In 3 sampled villages 90 to 100% job card holders were in the latter age.
- **Mamidipally and Gundeti (2009)** in a study on NREGA in Karimnagar district of Andhra Pradesh showed that out of 500 NREGP workers (68.6%) were women and the rest were from the backward class communities. The study also showed that (39%) of the workers were in the age group of 40-50 years, (35%) from 20-30 years and the rest were in the age group of 40-50 years.

RESEARCH METHODOLOGY: The research methods and procedures adopted in the present study for conducting the investigation are given under the following headings:

Research design

Locale of the study

Selection of sample

Selection of respondents

Sampling procedure

Selection of variables

Collection of data

Statistical analysis

Research design

The entire process of planning and carrying out the research for investigation is called research design. Ex-post facto research design was adopted for this study.

Ex-post facto research is the one in which the investigator attempts to trace an effect which has already occurred and the investigator has no direct control over the independent variables whose manifestation occurred first.

Locale of the study

The present study was conducted in the Tamenglong District of Manipur. Data was collected from the different villages of the selected block.

Selection of sample

Multi-stage sampling procedure is adopted for this study. Multi-stage sampling refers to a sampling technique which is carried out in various stages. In multi-stage sampling, the sampling units are of different type at different stages.

Eg: if we are interested in obtaining a sample of "n" household from a particular state, 1st stage unit may be the districts, 2nd stage unit may be the blocks within the districts, 3rd stage unit may be the villages within the blocks. Finally, the households within the villages. Thus, each stage results in a reduction of the sample size.

Multi-stage sampling procedure is adopted to select the appropriate number of the respondents in Tamenglong District there are 5 Blocks. They are:

- 1) Tamenglongblock
- 2) Tamei block
- 3) Tousem block
- 4) Nungba block
- 5) Khoupum block

Out of these 5 blocks Tamei block is selected randomly.

Selection of respondents: A total of 120 respondents (job card holders) were selected by using simple random sampling from four villages.

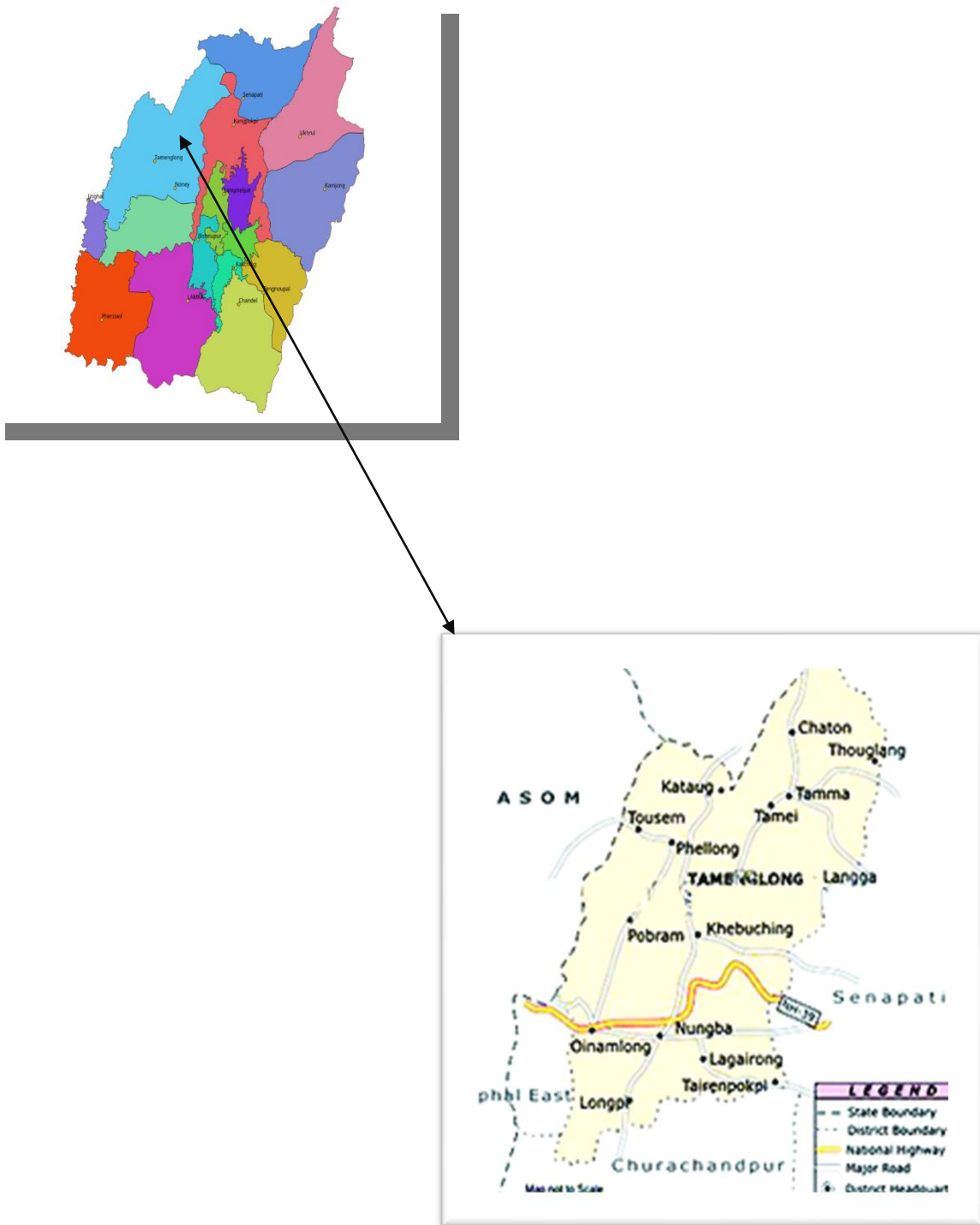


FIG.1 MAPS OF TAMENGLONG DISTRICT, MANIPUR

**Sampling procedure:
SAMPLING PLAN**

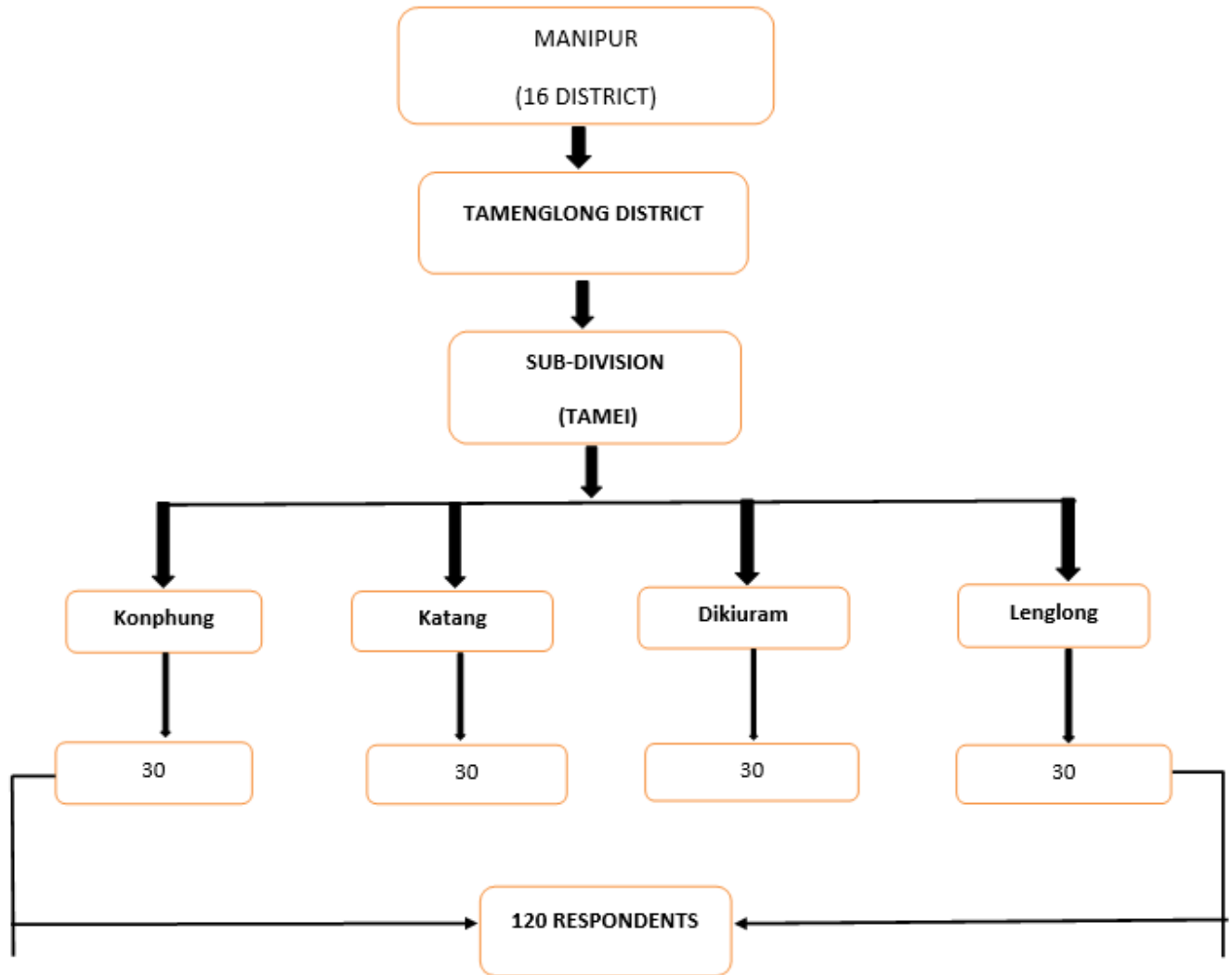


Fig-2: Frame work of the study

Selection of variables

Age

Age here, refers to the chronological age of the respondents up to his/her recent birthday. It is measured in terms of completed years at the time of interview.

For analytical purpose the number of years was taken as score on the variable. The respondents were categorised as follows:

SL.NO	Categories	Score
1.	Young	Less than Mean -S.D
2.	Middle aged	In between Mean +-S.D
3.	Old	More than Mean +S.D

Occupation

Occupation is an important criterion to judge the economic condition of a person. So, main occupation of the respondents is measured using the scale developed by Trivedi, 1963.

SL.NO	Categories	Score
1.	Agriculture	4
2.	Agriculture and service	3
3.	Service	2
4.	Other occupation	1

Education

Education here refers to the level of literacy and formal education received by the respondents, on the basis of the educational level. Scale developed by Trivedi, 1963 with slight modification in this study has been used here.

SL.NO.	Categories	Score
1.	Illiterate	1
2.	Read only	2
3.	Read and write	3
4.	Primary	4
5.	Middle school	5
6.	High school	6
7.	Graduates	7

Social participation

Social participation refers to the involvement of the women in formal community/village work or as members of office bearers in organizations. The social participation of the respondents were measured with the help of scoring system developed by Trivedi, 1963.

The social participation scale with 5 items was presented to the respondents with the scores assigned were 1,2,3,4 and 5 respectively.

SL.NO.	Categories	Score
1.	No participation	1
2.	Member of any organisation	2
3.	Member of more than 1 organisation	3
4.	Office bearer in any organisation	4
5.	Participation in any community or village work	5

Housing type

Housing type refers to the type of houses possessed by the respondents. In this study houses were classified as kuccha, semi-pucca and pucca house. And were scored as follows:

SL.NO.	Type of houses	Score
1.	Kuccha	1
2.	Semi-pucca	2

3.	Pucca	3
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Family type

Family maybe joint or nuclear. In this study joint and nuclear family has been defined as “a family with more than a pair of couple with married children living together represents a joint family”. And “a family with a single pair of couple with unmarried children living together represents a nuclear family”. These family types were scored as follows:

SL.NO.	Family type	Score
1.	Joint family	1
2.	Nuclear family	2

Annual income

It refers to the gross annual income of the respondent’s family from all sources. It was measured in terms of rounded off rupees. One mark given to each 1000 rupees. The respondents were categorised as follows:

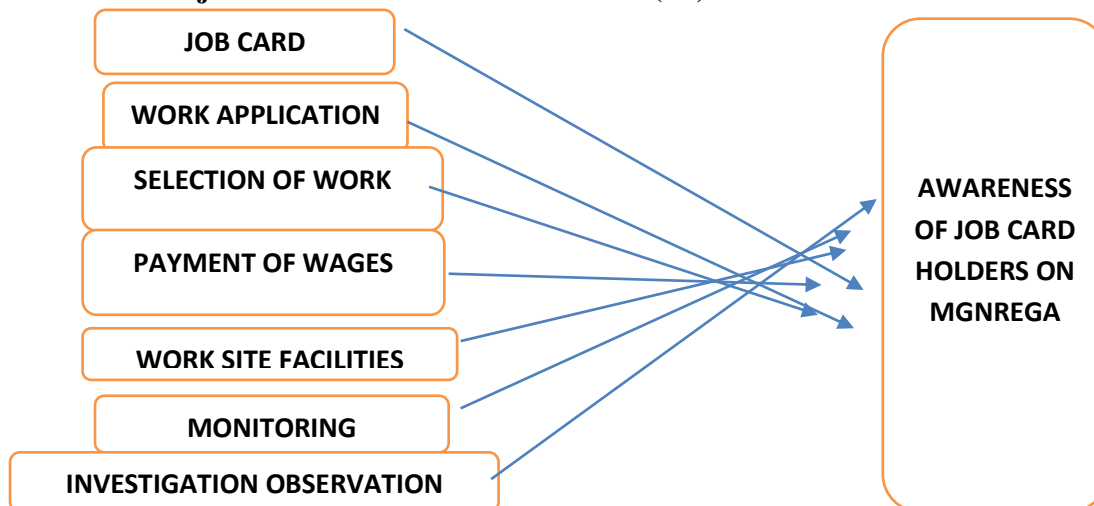
Sl.No.	Categories	Score
1.	Low	Less than Mean -S.D
2.	Medium	In between Mean +-S.D
3.	High	Greater than Mean +S.D

Opinion on benefit of MGNREGA

Opinion on benefit of MGNREGAs refers to the opinion of of job card holders about the benefit of MGNREGAs. The opinion and benefit scale with 24 items was presented to the respondents on a 3 point continuum scale ranging from “most favourable” and “unfavourable”. The score assigned were 3,2 and 1 respectively. The respondents were then categorised as below:

Sl.No.	Categories	Score
1.	Low	Less than Mean -S.D
2.	Medium	In between Mean +-S.D
3.	High	Greater than Mean +S.D

Awareness of job card holders on MGNREGA (Y₁)



This were 6 awareness of job card holders on MGNREGAs selected for this based on the review of literature, on the subject consultation with expert from previous study taken up on this subject as well as pilot study conducted in the area of investigation. The awareness of job card holders on MGNREGA statements were asked by the interview method by the investigator to the respondents and the respondents we requested to state either YES or NO to each awareness of the job card holders on MGNREGA statement. The statement which is answered as YES was given 1 mark and the statement answered as NO was given 0 mark. For this a measurement index was developed and given below:

Sl.No.	Question under awareness of job card holders on MGNREGA	Frequency	Percentage
1.	Job card		
2.	Selection of work		
3.	Payment of wages		
4.	Work site facilities		
5.	Monitoring		
6.	Investigation observation		

Overall awareness of the job card holders on MGNREGA

Awareness on MGNREGA refers to the awareness of job card holders on MGNREGA. The schedule developed for awareness of job card holders consisted of 30 different questions related to job cards, work application, selection of work, payment of wages, work site facilities, monitoring, and investigation observation was presented to the respondents on a 3 points continuum scale ranging from “full awareness”, “partial awareness” and “no awareness”. The scores assigned were 3, 2 and 1 respectively.

The respondents were then categorised as below:

Sl. No	Categories	Score
1	(No awareness) Low	Less than Mean -S.D
2	(Partial awareness) Medium	In between Mean +-S.D
3	(Full awareness) High	Greater than Mean +S.D

Collection of data

Tool of data collection

Personal interview of the respondents i.e the job card holders with the help of an interview schedule which was prepared for collection of data.

Techniques of data collection

Both primary as well as secondary data were collected for the present study. The primary data were collected by the investigator herself from the selected respondents using the interview schedule which was prepared in English language. Questions in the interview schedule were put to the respondents in local Liangmai language, translation was instantly done by the researcher herself a Liangmai is her mother tongue. And the secondary data on different aspects of MGNREGA were obtained from the reputed published sources and from the program officer of MGNREGA.

Statistical analysis

The data collected were properly tabulated and analysed keeping the objectives of the present study in mind. The measures and tests used in the study were as follows:

Arithmetic Mean: It was used in the categorization of respondents and in finding the mean value of different practices under study. It is the arithmetic average and is denoted by Mean.

$$(\bar{x}) = \frac{\sum Xi}{N}$$

Where,

\bar{x} = Arithmetic mean

$\sum Xi$ = Summation of item values

N = No. of items.

Standard Deviation: Standard deviation is the square root of the arithmetic mean of the squares of all deviation, the deviations being measured from the arithmetic mean of the distribution. It is commonly denoted by the symbol σ (sigma). It is less affected by sampling errors and is a more stable measure of dispersion. The standard deviation is computed by the formula

$$\sigma = \sqrt{\frac{\sum f.d^2}{N}}$$

Where,

f = frequency of the class

d = deviation of the mid-value of the class from the population mean

N = total number of observation

Percentage : It is a fraction expressed with 100 as its denominator. It was used to any set of data for comparison.

Simple correlation coefficient (r): When an increase or decrease in one variate is accompanied by an increase or decrease in the other variate, the two are said to be correlated and the phenomenon is known as Correlation coefficient (r) a measure of the relationship between two variables which are at the interval or ratio level of measurement and are linearly related. A person product-moment ‘r’ is computed by the formula

$$r = \frac{N \sum XY - M(\sum X)(\sum Y)}{\sqrt{[N \sum X^2] [N \sum Y^2 - (\sum Y^2)]}}$$

Where,

X and Y = original scores in variables X and Y

N = number of paired scores

$\sum XY$ = each of X multiplied by its corresponding Y, then summed

$\sum X$ = sum of X scores

$\sum X^2$ = each X squared, then summed

$(\sum X)^2$ = sum of X scores, squared

$\sum Y$ = sum of Y scores

$\sum Y^2$ = each Y squared, then summed

$(\sum Y)^2$ = sum of Y scores, squared.

The range of correlation coefficient is from -1 to +1. This means that -1 is perfect negative correlation, +1 is perfect positive correlation. An idea of positive and negative correlation is given here. If the number of errors increases with in typing speed, it indicates positive correlation. If the

number of correct words decrease with increase in typing speed it is indicative of negative correlation. A correlation coefficient to be acceptable should be statistically significant. Otherwise, it is presumed that no significant relationship exists between the variables.

Multiple Regression: The correlation coefficient only expresses association and by itself tells us nothing about the causal relationships of the variates. Thus, purely from the knowledge that two variates x and y are correlated, we cannot say whether variation in x is the cause or the result of the variation in y or whether the association results from mutual dependence of the two variates or from common causes affecting both of them. Similarly, the more existence of a high value of correlation coefficient is not necessarily indicative of an underlying relationship between the two variates.

A multiple correlation coefficient measures the combined relation between a dependent and series of independent variables. It can also be explained as the correlation between the observed values of the dependent variable and its estimated values from the independent variable values, estimated with the help of the multiple regression equation (Chandel, 1970).

If y is the dependent variable and x_1, x_2, \dots are the independent variables, then multiple regression equation will be-

$$Y = a + b_1x_1 + b_2 x_2 + \dots + b_nx_n$$

Where,

Y = dependent variable

a = a constant

b_1 = partial regression coefficient

x_1 = independent variables

n = total numbers of independent variables

FINDINGS OF THE STUDY:

Age

There was no significant relationship between age and awareness of job card holders. This indicates that awareness of job card holders was not affected by age.

Occupation

There was no significant relationship between occupation and awareness of job card holders. This indicates that awareness of job card holders was not affected by occupation.

Education

There was no significant relationship between education and awareness of job card holders. This indicates that awareness of job card holders was not affected by education.

Social participation

It was found that there was positive and significant relation between social participation and awareness of job card holders. It indicates that higher the social participation level higher was the level of awareness of job card holders.

Housing types

It was found that there was positive and significant relation between housing type and awareness of job card holders. The reason is because those people living in kuccha houses have low income and belong to the poorest of the poor. Thus, they more interested and eager to know about the various scheme provided by the government which guarantees livelihood security to some extent. Thus, higher the housing type higher was the level of awareness of job card holders.

Family type

There was no significant relationship between family type and awareness of job card holders. This indicates that awareness of job card holders was not affected by family type.

Annual income

There was no significant relationship between annual income and awareness of job card holders. This indicates that awareness of job card holders was not affected by annual income.

Opinion on benefit of MGNREGA

There was no significant relationship between opinion on benefit of MGNREGA and awareness of job card holders. This indicates that awareness of job card holders was not affected by opinion on benefit of MGNREGA.

REGRESSION ANALYSIS

Regression analysis gives an idea or information about the extent of contribution of independent variables towards the change in dependent variable. The technique of multiple regression analysis using linear mode was employed to get the estimates of predictive abilities of the independent variables to the dependent variable.

The findings were presented below in table-13

Table: Regression analysis of independent variables and dependent variable.

Sl.no.	Independent variables	Regression coefficient 'b'	Std. error (S.E)	't' value
X ₁	Age	-0.003	0.005	-0.654
X ₂	Occupation	-0.014	0.027	-0.548
X ₃	Education	-0.041	0.019	-2.099
X ₄	Social participation	0.037	0.057	0.658
X ₅	Housing type	0.032	0.065	0.504
X ₆	Family type	-0.072	0.087	-0.829
X ₇	Annual income	-0.051	0.075	-0.684
X ₈	Opinion on benefit of MGNREGA	0.038	0.077	0.495

*Significant at the 0.01 level *Significant at the 0.05 level NS=Non significant R=0.403
F=6.628

The table-13 reveals that out of total independent variables only one of them i.e. social participation is found to be significant at 0.01 level of significance. This indicates that this variable was important in

contributing towards the change in awareness of job card holders. The R² value (0.403) suggests that (40.3) was contributed towards the changes in awareness of job card holders due to independent variables. Besides the above independent variables the other independent variables were also responsible in contributing towards the change of dependent variable even though they were not significant. Further, the variable whose regression coefficient value were found to be significant (social participant) could be term as good predictors of awareness of job card holders on MGNREGA.

CONSTRAINT FACED BY JOB CARD HOLDERS UNDER MGNREGA:

In the present study, nine constraints were identified related to MGNREGA. These were ranked on the basis of response of the respondents and presented below:

Constraint faced by job card holders under MGNREGA

Sl.no.	Constraints	Frequency	Percentage	Rank
1.	Delay in payment of wages	76	63.3	III
2.	Lack of adequate knowledge	26	21.6	VII
3.	Less man days	120	100	I
4.	Low wage payment	70	58.3	IV
5.	Lack of official procedure	20	16.6	VIII
6.	Manipulation in selection of beneficiaries	-	-	-
7.	Work carried out is not based on the community needs	30	25	VI
8.	Lack of good relation between beneficiaries and govt. official of the concerned program	42	35	V
9.	Lack of basis facilities at work site.	84	70	II

Table indicates that less man days was the most important constraint faced by the job card holders. It is clear from the findings that majority of the respondents (100%) faced the problem of less man days. About (70%) of the respondents complained of the ‘lack of basis facilities at work site’ like creche, drinking water, shade, first aid etc. (63.3%) of the respondents put that they were facing ‘delay in payment of wages’ . (58.3%) of the respondents were facing ‘low wage payment’ . (35%) of the respondents were facing problem of ‘lack of good relation between beneficiaries and govt. Official of the concerned program’.(25%) of the respondents expressed the problem of ‘work carried out is not based on the community needs. (21.6%) of the respondents expressed the problem of ‘lack of adequate knowledge’ and (16.6%) complained of having ‘lack of official procedure’.

SUMMARY AND CONCLUSION

Since, MGNREGAs serves as a strong social safety net for the vulnerable groups by providing a fall-back employment source, when other employment alternatives are scarce or inadequate and empowerment of rural poor through the process of right based law. Effective and efficient awareness of

this scheme by the beneficiaries is needed to achieved the objectives and goal of MGNREGA which is the right to work for 100 days in a year at a rate decided by the government and to enhance peoples livelihoods on sustained basis by developing economic and social infrastructure in rural areas. Keeping in view the importance of MGNREGA and its awareness “**A study on awareness of job card holders under MGNREGA in Tamenglong district, Manipur**”, was as taken up with the following objectives: To study the socio-economic characteristics of job card holders under MGNREGA.

Research methodology

The present study was conducted in Tamenglong district of Manipur using the Ex-post facto research design. A multi-stage sampling procedure was employed in obtaining the sample for the study. Four villages were selected by proportional sampling. The data were collected using structured interview schedule. The data collected were then analysed using appropriate statistical tools.

Selection of variables

Keeping in view the objectives of the study, the following variables were selected after consulting available literature and experts of the Department of Extension, PDDUIAS, Utlou, Manipur.

The list of the selected variables and their measurements are presented below:

SL.NO	Independent variables	Instruments for measurement
X ₁	Age	Chronological age of the respondents
X ₂	Occupation	Scale developed by Trivedi, 1963
X ₃	Education	Scale developed by Trivedi, 1963
X ₄	Social participation	Scale developed by Trivedi, 1963
X ₅	Housing type	Scale developed by Pareek and Trivedi, 1964
X ₆	Family type	Scale developed by Trivedi, 1963
X ₇	Annual income	One mark will be given to each 1000 rupees
X ₈	Opinion and benefit of MGNREGS	Schedule develop
SL.NO	Dependent variable	Instrument for Measurement
Y ₁	Awareness of Job card holders and MGNREGS	Schedule developed

Major findings of the study

The findings of the study can thus be summarised as follows:

Socio economic characteristics of job card holders under MGNREGA: Majority (65%) of the job card holders belonged to middle aged group, most of them (50.8%) of the job card holder’s occupation were agriculture, most of them (28.3%) had education level up to middle school and half of them (50%) had no participation in any organisation.

Majority (68.3%) live in kuccha house and most of them (69.2%) belonged to nuclear type family. (70.8%) were found in medium category in their annual income and majority of the respondents (72.5%) were in medium category of opinion on benefit of MGNREGA.

Awareness of the job card holders on MGNREGA

Majority of the job card holders (74.1%) were found to be in medium category with respect to awareness of the job card holders. This medium category indicates denotes partial awareness by the respondents i.e. job card holders.

Relationship between independent variables and dependent variable

Age, occupation, education, family type, annual income and opinion on benefit of MGNREGA were not significant related with awareness of the job card holders of MGNREGA.

Social participation and housing type were significantly related with awareness of the job card holders on MGNREGA.

Regression Analysis

In regression analysis it was found that out of the total independent variables only one i.e. social participation was found to be significant at 0.01 level of significance. Further, the variable social participation could be termed as good predictors of awareness of job card holders on MGNREGA.

Constraint faced by the job card holders

In present study, nine constraints were identified related to MGNREGA. It was found that less man days was the most important constraint felt by the job card holders under MGNREGA followed by lack of basic facilities at work site. Other major constraints include delay in payment of wages, low wage payment.

Conclusion

It may be concluded that there is a need of sound and sustainable strategy to improve the awareness of the job card holders on MGNREGA through organising effective and efficient training programme regarding guidelines of MGNREGA its objective, goals, silent features and most importantly about the rights given to the job card holders under MGNREGA. Thus, by organising training program frequently and implementing earnestly the awareness of the respondents can be improve leading to proper function of the scheme, development of rural people, socio-economic upliftment and providing livelihood security to the poorest of the poor in rural India.

Suggestion for future strategy

Based on the research finding and experience gained in the field following suggestions may be recommended for future strategy.

Since majority of the respondents had medium level of opinion on benefit of MGNREGA. It is desirable to have high level opinion on benefit of MGNREGA by implementing earnestly the program and appointing a whole time programme officers who must be dedicated, committed and honest persons.

Majority of the respondents had medium level of awareness on MGNREGA, the govt., programme officers and the concern staff members of this scheme should take necessary steps in arranging frequent training program regarding the fundamental objectives of MGNREGA and the rights given to the beneficiaries.

Suggestion for future research

- The present study was mainly confined to awareness on MGNREGA by the job card holders. Similar studies on other aspects and behaviour of job card holders under MGNREGA may also be taken up.
- A study with significantly large number of variables may also be taken up on a fairly large number of respondents within the state of Manipur.
- The present study was conducted only in one district of Manipur. Such are required to be conducted in the other districts to arrive at some generalization.

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