

Social Security Implications: Role Mahatma Gandhi Rural Employment Act in Safeguarding Social Responsibility Norms

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Abstract

Aged population needs care and security from society because of the feeling of singleness within them. They seek care and togetherness with their peers. The Employment Guarantee Programme addresses age restrictions, woes, and worries, allowing people of any age group to join and work with MGNREGA. That is the specialty of the program. It specifically mentions the social security norms of the community. The feeling of pleasure, togetherness, and joyfulness extends social security in tangible forms through the income they receive. By engaging in work, they can maintain their health and freely enjoy the tasks. Their unity eliminates singleness from their lives. Engaging in unskilled work brings them happiness. The study explicates the contribution of different age groups in the Employment Guarantee Programme, especially the aged population. It also highlights the need for such programs that ultimately assure social security.

Keywords: social security, Mahatma Gandhi Rural Employment Guarantee Act (MGNREGA), age groups, age structure, population pyramid, active workers, registered workers.

Old age is like everything else. To make a success of it, you've got to start young.
-Theodore Roosevelt

Social security simply means considering the needy sections of society. A society consists of different age groups. The cross-section of different age groups forms the broad base of the demographic society. The population pyramid is an example of the cross-sectional study of the population. In the pyramid, there are three age groups: below fifteen, fifteen to fifty-nine, and sixty and above. The population pyramid also explains the different age groups of the working and non-working categories. The subset of the population belonging to the working class falls under the age group of fifteen to sixty. However, the age group of the population above sixty is not formally considered a working age group. Their right to work is formally denied by considering their age.

The right to work is allowed for any age group in the Mahatma Gandhi National Rural Employment Guarantee Act. Perhaps, it is the largest publicly funded program that ensures work equality legally. People of different age groups are combined to do unskilled work to accomplish the objective of rural development in MGNREGA. The objective of rural development happening simultaneously with social security is a prominent feature of MGNREGA. Previously initiated publicly funded programs by the government were not embedded with social security norms legally. The formal and legal measures make

the program more perfect. Social obligation is truly materialized by the introduction of the employment guarantee program.

Objectives of the study

1. To identify the participation of different age groups in the newly instigated employment guarantee programme.
2. To study and analyse the social security of aged people in MGNREGA.
3. To study the social impact of Mahatma Gandhi National Rural Employment Guarantee Programme

Statement of the problem

The Mahatma Gandhi National Employment Guarantee Act ensures and guarantees social security obligations and follows social security norms. The workers engaged in the program belong to different age groups. Aged people, above sixty and even above eighty, have no restriction to register for employment and get a job. Among them, the aged population enjoys work freedom and the opportunity to work. They spend their time and energy on nation-building, along with earning income for their sustenance. They are committed to society. The study exposes the participation of the aged population in MGNREGA and the role of this in ensuring social security.

Methodology and sources of data

The study focused on both descriptive and analytical methodology. The descriptive methods are used to designate the impact of the programme. The analytical methods are adopted for analysing the participation of diverse age groups in the programme. The study also tries to read social impact of social security obligations embedded with the programme.

The study banks on both primary and secondary data for impact and assessment. To analyze the social security impact, secondary data are more accommodative because a comprehensive assessment is possible by using a wide range of data. It is further helpful to have a detailed study on the social impact of the program while accommodating the aged population and also the social security obligations of the program.

Limitations of the study

The study is limited by a number of facets. The most important limitation is the use and analysis of data. The data from secondary sources are more or less scattered. Arriving at a point of data is a difficult task. Above all, the payees are aged people and they are oblivious to giving correct information. Improper entry of data by the Data Entry Operators (DEO) may lead to incorrect exploration and inference.

The study focused on the different age groups engaged in the MGNREGA and weighing their rate of participation. For this purpose, it takes into account the variables like, number of active workers engaged with the programme and the percentage of active workers to total registered workers. Another set of variables under consideration are the age wise employed persons engaged in MGNREGA. For the analytical convenience the different age groups are classified into 18 to 30, 31 to 40, 41 to 50, 51 to 60, 61 to 80 and 80 and above. The acknowledged age group in the study are 61 to 80 and 80 and above. They are considered as the aged workforce in MGNREGA.

To assess and analyse the effect of employment guarantees programme based on the age of workers and participation of different age groups, it is to compare the total workers registered in MGNREGA and the number of active workers. To make the data clearer, first of all to analyse the percentage of active workers

to total workers. The following table can elucidate the association between total workers and active workers.

Percentage of active workers to total workers

Sl.No	States	Active Workers	Percentage of active workers to total workers
1.	Andaman and Nicobar	14188	25.37
2.	Andhra Pradesh	9673097	79.98
3.	Arunachal Pradesh	310663	68.82
4.	Assam	6374339	54.72
5.	Bihar	9607356	56.64
6.	Chhattisgarh	6352157	74.82
7.	Goa	7867	15.52
8.	Gujarat	2764085	31.16
9.	Haryana	1001490	43.20
10.	Himachal Pradesh	1421162	51.50
11.	Jammu and Kashmir	1609934	69.23
12.	Jharkhand	4371651	43.80
13.	Karnataka	8485507	47.08
14.	Kerala	2566912	42.40
15.	Ladakh	40122	78.94
16.	Lakshadweep	228	1.45
17.	Madhya Pradesh	10627761	60.76
18.	Maharashtra	6916825	24.25
19.	Manipur	680529	73.21
20.	Meghalaya	903128	73.40
21.	Mizoram	205980	89.58
22.	Nagaland	6071932	78.15
23.	Odisha	7889203	76.17
24.	Puducherry	71802	63.58
25.	Punjab	1591641	57.81
26.	Rajasthan	13272856	58.84
27.	Sikkim	96321	68.31
28.	Tamil Nadu	9217106	74.70
29.	Telangana	6071845	54.64
30.	Tripura	1038680	87.52
31.	Uttar Pradesh	14250663	70.99
32.	Uttarakhand	1184349	68.77
33.	West Bengal	13879642	53.98

Source: www.nregsoft

The highest number of active workers to total workers is in Uttar Pradesh (UP), at 1,42,50,663. The percentage of active workers to total workers in UP is 70.99%. It can be seen that the lowest number of

active workers to total workers is in Goa, with 7867 workers, which is 15.52% of the registered active workers. The highest percentage of active workers to total workers is in Mizoram, where the total active workers to total workers ratio is 205,980 out of 229,940 registered persons, resulting in a percentage of 89.58%. In Kerala, the total number of active workers to total workers is 2,566,912, accounting for 42.40%. Out of the total 33 states and union territories, 24 states and union territories provide more than 50% of active workers to the MGNREGA labor force. Eight states have contributed more than 75% of the workforce in the labor bank of the publicly funded program. The top two states, Mizoram and Tripura, have contributed 89.58% and 87.52% respectively to the labor bank of MGNREGA. The lowest in this category are Goa and Gujarat. Gujarat contributes only 31.16% of the registered workforce against active workforce. Northeastern states like Mizoram have a large number of tribal populations, and people heavily depend on MGNREGA for maintaining their livelihood. In contrast, Gujarat has small and medium-scale industries operating in the state, resulting in fewer people depending on the publicly funded employment program compared to other states. In Kerala, educated young people hardly depend on MGNREGA for employment, while the above 50-aged population relies on it for their livelihood and social security.

Age wise employed Persons in Percentage

Sl.No	States	18-30	31-40	41-50	51-60	61-80	80 above
1.	Andhra Pradesh	6.51	19.28	25.71	24.64	22.29	1.57
2.	Arunachal Pradesh	25.64	23.74	21.78	16.52	11.77	0.54
3.	Assam	10.59	26.71	31.63	20.98	9.84	0.25
4.	Bihar	22.65	28.69	25.99	16.17	6.39	0.11
5.	Chhattisgarh	8.19	31.93	32.83	18.96	7.98	0.10
6.	Goa	1.19	12.04	33.68	31.82	21.02	0.26
7.	Gujarat	13.72	28.82	29.8	19.28	8.28	0.09
8.	Haryana	7.27	28.47	32.72	21.25	10.05	0.25
9.	Himachal Pradesh	6.24	24.27	29.67	21.43	17.58	0.81
10.	Jammu and Kashmir	9.07	29.39	31.38	20.61	9.38	0.17
11.	Jharkhand	25.58	29.32	25.41	14.55	5.06	0.08
12.	Karnataka	9.0	27.57	29.71	22.03	11.53	0.15
13.	Kerala	1.11	9.56	25.07	31.85	31.52	0.89
14.	Ladakh	2.68	19.35	32.16	26.16	19.15	0.49
15.	Madhya Pradesh	13.58	28.79	29.13	18.82	9.49	0.19
16.	Maharashtra	9.1	27.76	31.66	20.86	10.43	0.19
17.	Manipur	6.44	22.47	27.68	21.76	20.28	1.37
18.	Meghalaya	16.03	28.79	24.31	17.35	12.79	0.73
19.	Mizoram	7.32	26.69	28.95	17.48	17.04	2.25
20.	Nagaland	5.82	24.58	27.47	21.47	20.08	0.58
21.	Odisha	10.98	24.91	30.62	21.66	11.59	0.25
22.	Punjab	6.56	22.3	27.67	22.98	19.04	1.44
23.	Rajasthan	13.04	27.35	26.86	18.69	13.47	0.59
24.	Sikkim	4.25	24.03	32.37	21.85	16.88	0.62
25.	Tamil Nadu	4.58	17.47	31.16	25.66	20.37	0.76

26.	Telangana	6.17	16.26	24.06	24.48	25.54	3.49
27.	Tripura	4.21	25.89	31.12	22.31	15.51	0.96
28.	Uttar Pradesh	13.06	28.5	31.56	19.27	7.52	0.09
29.	Uttarakhand	7.76	23.26	30.53	21.62	16.23	0.6
30.	West Bengal	3.44	21.19	28.51	25.4	20.38	1.08
31.	Andaman and Nicobar	3.07	23.85	36.72	23.34	12.58	0.45
32.	DN Haveli and DD	20.51	25.51	23.94	14.24	14.14	1.67
33.	Lakshadweep	3.9	14.29	50.65	25.97	5.19	0
34.	Puducherry	2.61	18.95	31.10	25.91	20.7	0.73
35.	Total at National Level	10.73	25.07	28.94	21.07	13.57	0.62

Source: www.nregsoft

The entire workforce under MGNREGA comes from different age groups. The division of the population based on age in MGNREGA is different from the population pyramid. In the population pyramid, there are three structures, but in the MGNREGA labor force, there are six structures. The age structure starts from age 18 and ends at 80 and above. A wide range of the population becomes the labor force in the publicly funded employment guarantee program. The different age structures can be ranged and explained as the responsible category. However, all of them are aware of the need to do some jobs and earn income. Perhaps, this is the social security implication of the program.

At the national level, the highest percentage of the working population in MGNREGA is the 41-50 age group, contributing 28.94% of the total active workforce. The next highest category of the population under the age group is 31-40, sharing 25.07% of the total workforce in MGNREGA. Then comes the age group 50-60, participating as 21.07% of this workforce. It is interesting to note that the age group 61-80 shares 13.57% of the total active workforce engaged in MGNREGA. But the youngest age group, 18-30, shares only 10.73% of the workforce all over India. The most aged group, 80 and above, even contributes 0.62% of the total workforce engaged in this program. Broadly speaking, the aged population, 61 and above, contribute 14.19% of the entire workforce. They are considered as the most eligible category in need of income and employment to lead their later stages of life. The entire workforce under MGNREGA is marginalized, unskilled, and from the low-income category in society.

To analyze the contribution of different age groups and states in detail, it can be observed that under the 18-30 age group, Arunachal Pradesh and Jharkhand harvest the highest workforce in India concerning MGNREGA. The lowest contributor in this age group is Kerala, at 1.11%. Another low contributor is West Bengal, at 3.44%. Massive migration of labor in the age group 18 to 30 causes a reduction in the participation rate in West Bengal. Considering the next age group, 31-40, the largest contributor is Jharkhand, at 29.32%, and the lowest one is Kerala, at 9.56%. In the 41-50 age group, the highest contributor is Goa, at 33.68%, and the lowest one is Telangana, at 24.06%. For the 51-60 age group, the largest contributor is Kerala, at 31.85%, and the lowest is Jharkhand, at 14.55%. The aged category of the population starts working to find new engagement with the Employment Guarantee Program. In the age group 60 and above, the largest contributor is Kerala, at 31.52%. The bottommost in this category is Jharkhand, at 5.06%. The most aged group working with MGNREGA is the 80 and above group. The largest contributor state in this group is Mizoram, at 2.25% of the total active workforce in MGNREGA. The lowest in this age group is Gujarat, at 0.09%.

By considering the age and state-wise contributions, Kerala and Jharkhand show some continuous contributions in particular age groups. In Kerala, the age categories 51-60 and 61-80 together contribute

63.37% of the total working population in MGNREGA. Perhaps Kerala is the largest contributor of the aged population across India in MGNREGA. At the same time, Jharkhand holds the largest share of the youth workforce in MGNREGA. The age groups 18-30 and 31-40 together contribute 54.9% of the workforce in the Employment Guarantee Programme. It shows the reflection of the differences in the educational achievement of the state. The same status of Jharkhand can be seen in Bihar and Arunachal Pradesh. The youth prefer to work in MGNREGA due to the poverty of the states and educational backwardness, compelling rural youth to work with the employment guarantee program. The reality of the social security status of MGNREGA is materialized in Kerala by showing that the aged population works with the program with full pleasure.

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