

**KNOWLEDGE AND ATTITUDE OF RURAL PEOPLE
ABOUT NATIONAL RURAL EMPLOYMENT
GUARANTEE SCHEME (NREGS)**

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CONTENTS

Sl. No.	Chapter Particulars
	CERTIFICATE
	ACKNOWLEDGEMENT
	LIST OF TABLES
	LIST OF FIGURES
	LIST OF PLATES
	LIST OF APPENDICES
1	INTRODUCTION
2	REVIEW OF LITERATURE
	2.1 Employment generated under rural development programme
	2.2 Assets creation uonder rural development programme
	2.3 Studies on personal, psychological and socio-economic character of beneficiaries
	2.4. Knowledge level of the beneficiaries regarding rural development programme
	2.5 Impact of development programmes in terms of income generation
	2.6 Suggestions, barriers/problems for effective implementation of the programmes
	2.7 Perceived benefits of the programme
	2.8 Association between knowledge and attitude of rural development programmes and personal socio-economic characteristics of beneficiaries and non-beneficiaries
3	METHODOLOGY
	3.1 Research design
	3.2 Selection of the study area
	3.3. Brief description of the study area
	3.4 Selection of the sample
	3.5 Data collection tools
	3.6 Validity and Reliability
	3.7 Variables for the study
	3.8 Statistical tools used

Sl. No.	Chapter Particulars
4	<p>RESULTS</p> <p>4.1 Personal and socio economic characteristics of the beneficiaries and non-beneficiaries</p> <p>4.2 Knowledge about and attitude of beneficiaries and non-beneficiaries towards NREGS</p> <p>4.3 Comparison of knowledge about and attitude of Beneficiaries and Non-beneficiaries towards NREGS</p> <p>4.4 Relationship of demographic variables with knowledge about and attitude of beneficiaries and non-beneficiaries towards NREGS</p> <p>4.5 Influence of demographic variables on beneficiaries and non-beneficiaries knowledge about and attitude towards NREGS</p> <p>4.6 Assets created in the village under NREGS</p> <p>4.7 Perceived benefits of the programme</p> <p>4.8 Problems faced and suggestions given by beneficiaries</p>
5	<p>DISCUSSION</p> <p>5.1. Personal and socio-economic characteristics of beneficiaries and non-beneficiaries of NREGS.</p> <p>5.2. Knowledge of beneficiaries and non-beneficiaries about NREGS and relationship with demographic variables.</p> <p>5.3 Attitude of beneficiaries and non-beneficiaries and its relationship with demographic variables</p> <p>5.4 Assets created in the village under NREGS</p> <p>5.5 Perceived individual benefits of NREGS scheme</p> <p>5.6 Problems and Suggestions</p>
6	SUMMARY AND CONCLUSION
7	REFERENCES
	APPENDICES

LIST OF TABLES

Table No.	Title
1.	Personal and socio- economic characteristics of respondents
2.	Extension participation of beneficiaries and non- beneficiaries
3.	Social participation of the beneficiaries and non-beneficiaries
4.	Mass-media participation of beneficiaries and non-beneficiaries
5.	Comparison between beneficiaries and non beneficiaries in extension, social and mass-media participation
6.	Knowledge of beneficiaries and non-beneficiaries about NREGS
7.	Knowledge level of the beneficiaries and non beneficiaries about NREGS
8.	Knowledge level of beneficiaries and non-beneficiaries based on occupation
9a.	Attitude of Beneficiaries towards NREGS
9b.	Attitude of non-beneficiaries towards NREGS
10.	Categorization of beneficiaries and non-beneficiaries based on attitude
11.	Attitude of beneficiaries and non-beneficiaries based on occupation
12.	Comparison of knowledge and attitude of beneficiaries and non beneficiaries
13.	Relationship between knowledge and demographic variables
14.	Relationship of extension, social and mass media participation with knowledge and attitude
15.	Relationship between attitude and demographic variables
16.	Influence of demographic variables on knowledge of beneficiaries
17.	Influence of demographic variables on knowledge of non beneficiaries
18.	Influence of demographic variables on Attitude of beneficiaries
19.	Influence of demographic variables on Attitude of non beneficiaries
20.	Preferences for assets created in the villages by NREGS
21.	Perceived individual benefits of NREGS
22.	Problems faced and suggestions given by beneficiaries about programme

LIST OF FIGURES

Figure No.	Title
1.	Villages selected for the present study
2.	Sampling (Five Panchayats in Dharwad district)
3.	Personal and socio-economic characteristics of the respondents
4	Number of respondents in Extension participation
5a.	Number of respondents in social participation
5b.	Number of respondents in social participation
6a.	Subscriber/owner of mass media (beneficiaries and non-beneficiaries)
6b.	Participation of beneficiaries and non-beneficiaries in Mass media
7.	Knowledge level of the Beneficiaries and non beneficiaries about NREGS
8.	Attitude level of the Beneficiaries and non beneficiaries towards NREGS

LIST OF APPENDICES

Appendix No.	Title
I	General Information
II	Knowledge Statements
III	Attitude Statements
IV	Assets created in the community
V	Perceived individual benefits of the programme
VI	Problems faced by beneficiaries and suggestions given by beneficiaries

LIST OF PLATES

Plate No.	Title
1.	Rural connectivity
2.	Construction of panchayat building
3.	Tree planting
4.	Social auditing

1. INTRODUCTION

According to the 2011 census report, India crossed the one billion population mark and now stands at 1.2 billion. It is however sad that even after 60 years of Independence the world's largest number of poor reside in India. India is home to almost 1/3rd of the world's population and it is estimated that 28 per cent of the total population of the country live Below Poverty Line (BPL) of which 75 per cent are said to be in the rural areas. This is a matter of serious concern. In view of this fact poverty eradication has been one of the major objectives of the development planning process.

The planning commission of India has defined poverty line on the basis of recommended nutritional requirements of 2400 calories per person per day for rural areas and 2100 calories per person per day for urban areas. When this is converted into monetary terms it works out to Rs.296 per month in urban areas and Rs.276 per month for rural areas. The Government of India says that this amount will buy food equivalent to 2200 calories per day, medically enough to prevent death. By this definition it means that people earning less than Rs.10 per day are considered as BPL. But is Rs.10 per day enough for a decent life?

According to the World Bank's definition of the poverty line, for developing countries, like India, it is less than one US dollar per day per person (Rs.50 approximately). If one goes by this definition, more than 75 per cent of all Indians are, probably, Below Poverty Line.

Overcoming poverty is therefore the biggest challenge in India's development efforts. It has been a mammoth task to achieve a positive change in the quality of life of its teeming millions. Poverty being a complex issue beside primarily being a rural phenomenon, it has defined through a single poverty alleviation programme.

Agricultural wage earners, small and marginal farmers and casual workers engaged in non- agricultural activities constitute the bulk of the rural poor. Small land holdings and their low productivity are the cause of poverty among households dependent on land based activities for their livelihood. Poor educational base and lack of other vocational skills also perpetuate poverty. Due to the poor physical and social capital base, a large proportion of the people are forced to seek employment in vocations with extremely low levels of productivity and wages. The relatively higher growth of population and labour force has led to an increase in the volume of unemployment and under employment. It has been realized that large and efficient use of available human and other resources is the most effective way of alleviating poverty reducing inequalities, improving nutritional level and sustaining a reasonably high pace of economic growth. Therefore the creation of employment opportunities for the unskilled force with food security has been an important objective of developmental planning in India.

The wage employment programmes have been an important component of the anti-poverty strategy of the Government of India which have sought to achieve multiple objectives. These programmes provide employment opportunities during lean agricultural seasons as well as in times of floods, drought and other natural calamities. They create rural infrastructure which supports further economic activity. Wage employment programmes also put an upward pressure on market wage rates by attracting people to public works programmes, thereby reducing labour supply and pushing up demand for labour. While public works programmes providing employment in times of distress have a long history, a major thrust to wage employment programmes in the country was provided only after attainment of self sufficiency in food grain in the 1970s. The National Rural Employment Programme (NREP) and Rural Landless Employment Guarantee Programme (RLEGP) were started in the VI and VII five Year plans. A brief history of employment programme after the, 70s is discussed below :

- In 1980 government launched the National Rural Employment Programme (NREP) to use unemployed and under employed workers to build community assets.
- In 1983 the Rural Landless Employment Guarantee Programme (RLEGP) was launched to provide 100 days of guaranteed employment to one member from each rural landless family combining the NREP and RLEP. The programme aimed to alleviate poverty through creating supplementary employment opportunities for rural poor during agricultural recess period.

- By merging the NREP and RLEGP the Jawahar Rojagar Yojana (JRY) was launched in 1989.
- In 1993 the Employment Assurance Scheme (EAS) was launched to provide employment during lean agricultural season. The primary objective of the EAS was creation of additional wage employment opportunities during the period of acute shortage of wage employment through manual work for the rural poor living below the poverty line.
- The Jawahar Gram Samridhi Yojana (JGSY) launched in 1999 was dedicated to development of demand driven community village infrastructure including durable assets at village level and skills to enable the rural poor to increase the opportunities for sustained employment
- In 2001 the Sampoorna Gramin Rozgar Yojana (SGSY) merged EAS and JGSY. The programme aimed at providing wage employment preference to agricultural wage earners, non-agricultural unskilled wage earners, marginal farmers, women, and members of SC/ST communities, parents of child labour withdrawn from hazardous occupation and parents of handicapped children or adults with handicapped parents. The programme was implemented through the Panchayat Raj Institution.
- In 2004 the food for work programme (NFFWP) was launched to generate additional supplementary wage employment and create assets. It also aimed to ensure a minimum level of employment and income to the poor, give the poor an opportunity to develop their collective strength and improve their economic position.
- In 2006 the National Rural Employment Guarantee Scheme (NREGS) was launched to provide 100 days of guarantee employment to one member from each rural household and create community assets.

Although these programmes were well intentioned, there were a variety of reasons why the earlier programmes failed to live upto the expectations.

In JRY, for the first time funds for implementation of the programme were directly disbursed to the village institution/Gram Panchayat. These were responsible for planning the creation of employment opportunities and overseeing implementation. After few years of its initiation political indifference and irregular fund flow constrained effectiveness of implementation at the grassroot level, resulting in a limited impact on rural employment generation.

But in the year 1993, when EAS was introduced, the centralized fund disbursement trend was followed ignoring the essence of bottom up approach in planning and implementation of rural employment programme. As a result EAS exhibited limitation on expansion of rural livelihood opportunities. In 2002 JRY and EAS were merged into Sampoorna Grameen Rojagar Yojana (SGRY). After two years, in 2004 the National Food for Work Programme (NFFWP) was launched with an exclusive focus on the 150 identified backward districts. From an analytical review of the different strategies and programmes adopted from time to time for rural employment generation, it is apparent that most of the schemes were incapable in bringing about a desired impact on rural employment growth, due to a number of factors like.

- a) Lack of need based planning
- b) Lack of active participation of various stakeholders in the planning and implementation process
- c) Irregular fund flow
- d) Lack of political will and
- e) Irregular monitoring

The schemes launched by the government from time to time provided relief to rural population, but never guaranteed employment to every household in the village. They were just allocation based programmes. A typical feature of these schemes was that none of the jobs were permanent in nature, they were all short term casual jobs, usually for a period of hundred days or more. Job opportunities created by these schemes and programmes acted just as a supplement to the rural house income and in most of the circumstances they failed to ensure the basic amenities of life for a rural family in a sustainable manner.

Taking into consideration the limitation of earlier rural employment schemes the Government of India created a historic story by enacting the National Rural Employment Guarantee Act, (NREGA), which is perhaps the largest employment generating programme in the world ensuring the right to work in a country with a population of over a billion. NREGA was renamed as 'Mahatma Gandhi National Rural Employment Guarantee Act' (MGNREGA) on 2-10-2009. The main aim of this Act is to enhance the purchasing power of the rural population.

National Rural Employment Guarantee Act (NREGA)

The National Rural Employment Guarantee Act was notified on 7th September 2005 and came into force on 2nd February 2006. The aim of the NREGA was to enhance the livelihood security of people in rural areas by guaranteeing 100 days of wage employment in a financial year to a rural household whose members volunteer to do unskilled manual work. The NREGA is a national law funded largely by the Central Government and implemented in all states of the country, creating a justifiable 'right to work' platform for all households in rural India. As per the law, employment is to be provided by local government when work is demanded by any worker or group of workers registered under the NREGA. Women and men are paid an equal wage, which is the statutory minimum wage notified by the state government. There is much that the NREGA promises from the perspective of women's empowerment as well. It is also committed to ensuring that at least 33 per cent of the workers shall be women. A crèche is to be provided if there are more than five children under six years of age and that payment to the crèche in charge will not included as a component of the work measurement. NREGA can play a substantial role in economically empowering women and laying the basis for greater independence and self esteem.

NREGA is the first ever law, in the world, that guarantees wage employment at an unprecedented scale. It is therefore different from the earlier government schemes.

The special features of this Act are

- Equality of wages for men and women;
- Elimination of work contracting or middlemen;
- Payment of wages only through bank and post office accounts to prevent corruption;
- Creating transparency in workers muster roles;
- Strengthening democracy ;
- Encouraging natural resource management;
- Preventing migration; and
- Controlling spread of HIV/AIDS

Being the largest employment generation programme rooted in an Act guaranteeing the right to work for those who are willing to work, the NREGS is bound to play a major role in alleviating unemployment and underemployment by providing livelihood security. It would be interesting to study if this new wage employment programme has been able to fulfill its objective and overcome the drawbacks of the earlier programmes. The present study has therefore been designed with the following specific objectives;

1. To know the socio-personal characteristics of beneficiaries and non-beneficiaries.
2. To assess the knowledge of NREGS among rural people.
3. To compare the attitude of beneficiaries and non beneficiaries towards NREGS
4. To document the community assets created in the selected villages.
5. To study the economic and social benefits derived out of the programme by the NREGS beneficiaries

Significance of the study

Evaluation of government programmes is essential to gauge the reach and acceptance of the programme by the target group.

The study will throw light on the functioning of the employment programme/scheme (NREGS) in its present form. The knowledge and attitude of those who have and who have not registered for the employment programme could help analyze the people's feel of the programme. The study will also reveal the status of assets created by NREGS. The study will help to identify the significant role of the personal, psychological and socio- economic characteristics of the beneficiaries and non- beneficiaries participation and in achieving the said target of the programme.

The results will help policy makers and planners to know the extent of benefits accrued due to the programme and analyze reasons for the success/shortcoming of the programme.

Limitations of the study

The study will be limited to Dharwad Taluk as the student researcher will be bound by shortage of time and other resources at her disposal. The generalization therefore made based on the findings of the study may not be directly applicable to other areas and need to be substantiated with other studies. The attitude of the respondents keep changing over time. Hence attitude bias cannot be ruled out. The scope of the study will also be limited to studying only some components of this multifaceted programme.

2. REVIEW OF LITERATURE

Review of relevant literature is an essential part of the research, which helps the research worker to tune up her efforts in the right direction for further probe in the matter. The chapter deals with past research done related to the subject of the present study. A Review of literature was undertaken in view of the specific objectives of this study. It was rather difficult to find out adequate research literature related to participation of rural poor in NREGA. Therefore, the studies related to areas of other rural development programmes are also reviewed, and presented, covering all aspects of the investigation comprehensively in the following heads.

- 2.1. Employment generated under rural development programme.
- 2.2. Assets creation under rural development programme.
- 2.3. Studies on personal and socio-economic character of beneficiaries.
- 2.4. Knowledge level of the beneficiaries regarding rural development programme.
- 2.5. Impact of development programmes in terms of income generation.
- 2.6. Suggestions, barriers/problems for effective implementation of the programmes.
- 2.7. Perceived benefits of the programme.

2.1. Employment generated under rural development programme

Satynarayana (1985) reported on the impact of small farmers development agency (SFDA), a component of IRDP, in Adilabad district of Andhra Pradesh. He mentioned that employment opportunities increased by eleven per cent on an average, each beneficiary household got 222 mandays of additional work or about one additional job per family. The maximum potential for additional employment was created under the items of well sinking followed by sheep units and plough bullocks.

Shah (1989) in his study on RLEGP revealed that, the target employment generation was 268.41 million mandays and the achievement was 301.86 million mandays. Of the beneficiaries, scheduled caste persons formed 40.00 per cent, scheduled tribes 18.00 per cent and women 20 per cent. As high as 46.60 per cent of employment generated was for the landless workers.

Ravallion *et al.* (1993) reviewed the Maharashtra Employment Guarantee Scheme and says that lower wage should be maintained in order to have wider coverage which would help the poor better as compared to the rationing due to higher wages.

Smitha *et al.* (2004) On SGSY programme reported that there was increased in number of days of employed for all beneficiaries after initiation of SGSY programme. Hence, the programme was effective in creating favourable impact in the women beneficiaries in terms of employed generation of 248.01 and 220.34 days in the form of High and Low employment, respectively.

Anonymous (2006) in Editors Conference on Social Sector Issues, during 2004-05 under SGSY programme spelled out that, against the total funds of Rs. 7214.77 crores available with the States/UT's, the utilization of funds was Rs. 6018.63 crores (83.42 %). The employment generation was 8223.08 lakh mandays.

Dutta (2009) reported about the success and challenges of NREGA in west Bengal. He says that, the launching of the programme has generated a lot of hope in building rural society on a strong foundation for employment generation.

Roy (2009) in his study on impact of NREGA on the villagers in Tripura reported that, the poor are happy to work in the NREGA and they are getting employment in various projects. Due to NREGA, the agony of income uncertainty of the tribal people has with and both tribal's and non-tribal rural poor got regular assured flow of income commensurate with the labour and time involved.

Kumar (2010) reviewed MGNREGA in the country and reported that, post NREGA there has been a revision of minimum wages across the country. Average household earning have increased from Rs.2795 in five year plan 2006-07 to Rs.4060 in five year plan 2008-09. A major share of NREGA expenditure is as unskilled wage.

Kumar and Haorei (2010) in their study on Impact assessment of MGNREGA on rural migration, in Tamil Nadu reported that 25 per cent of the respondents in Pannurvapatti and 15.3 per cent of the respondents in Boothgudi prefer to work in their own native under MGNREGA were though wage is less, and 75 per cent of respondents in Pannurpatti and 84.50 per cent of the respondents in Boothagudi said that, MGNREGA is enough for getting extra employment.

2.2 Asset creation under Rural Development Programmes

Many rural development programmes launched after independence have aimed at creating rural assets and developing infrastructure. Some reviews on the creation of assets have been presented here under.

Pandey and Khanna (1980) in their study on economic evaluation of SFDA in Haryana observed that SFDA made a positive and significant impact on income and consumption of the beneficiaries and also in the acquisition of assets by the weaker section, which improved their risk bearing ability and credit carrying ability.

Planning Commission of India (2000) recorded that, the number of assets created under JRY and EAS in Fingeshwar and Kharkhara District of Madya Pradesh. Under JRY over 82 per cent of the total assets were created. It also showed that creation of assets under both the schemes is higher at around 60 per cent in Fineshwar Gram Panchayat.

Anonymous (2005) in their quick Evolution Of Beneficiary Oriented (SC/ST) Programme of SGRY, revealed that, 30.30 per cent beneficiaries who acquired various sustainable income generating assets e.g. Sewing machines, rickshaw vans, cattle *etc.*, confirmed of increase in their income. Nearly nineteen per cent beneficiaries of the total who were sanctioned for open irrigation wells, bore wells for irrigation could increase their income as an outcome of asset.

Bannerjee (2009) reported that in Andaman and Nicobar, under NREGA the assets created included construction of footpaths, proper drainage system in water logging areas, small check dams, digging of ponds, wells, renovation of tradition tanks and ponds, land development for socially useful purposes. Both the districts have completed 23 numbers of works.

Dutta (2009) reported that in west Bengal NREGA has created durable assets and strengthened infrastructure, such as road construction, digging of ponds, renovation of water tanks and many other labour oriented schemes.

Maulik (2009) studied the implications of NREGA, in Barbanki District of Uttar Pradesh. He reported that, the NREGA works are intended to create permanent assets in the rural areas for future needs, these includes water conservation and water harvesting, drought proofing, irrigation canals, horticulture plantation and land development activities. Flood control and protection works including drainage in water logged areas, rural connectivity to provide all weather access, was also undertaken.

Roy (2009) studied the impact of NREGA on the villages in Tripura. He reported that, as Tripura is a hilly state and geographically isolated, construction of various rural roads have opened opportunity of good transportation and facilitated marketing of agricultural and minor forest produces leading to increased flow of income.

2.3 Profile of the beneficiaries of rural development programmes

The participants and beneficiaries of various rural development programmes vary in their socio personal characteristics. Some studies related to the socio- personal characteristics have been presented here under. The studies quoted here under are development programmes in general as well as wage employment programmes.

2.3.1 Age

Prasad (1998) conducted a study on DWCRA at Salem district of Tamil Nadu found that majority of women (60.00%) were in the age group of 25-45 years, of whom 40.00 per cent were in the age group of 30-40 years and 40.00 per cent were between 26-30 years.

Puhazhendi and Jayaraman (1999) in their study on employment generation programmes reported that 62.00 per cent of the members of groups were less than 40 years of age but in case of stabilized groups were more than 40 years old.

Chavi (2000) under TRYSEM programme in Kolhapur district of Kagal taluk revealed that, the higher number of beneficiaries (78.38%) belonged to age group of 25-35 years.

Bevinahalli (2005) reported that majority of the respondent of SGSY, 70.33 per cent were middle aged, while 28.33 per cent were young and remaining 1.33 per cent were old.

Devalatha (2005) in a study conducted at Gadag district on women self help groups of North Karnataka reported that majority of the respondents (71.76%) were young aged, while 25.00 per cent of them were middle aged and remaining belonged to old aged category (3.33%)

Joseph and Easwaran (2006) studied IRDP in Aizwal district of Mizoram and reported that majority of the respondents were aged between 40 and 60 years, followed by 30.77 per cent falling below 40 years and 15.38 per cent falling above 60 years. The mean age of members were found to be 48 years.

Pattanaik (2009) in his study on NREGA in Hoshiarpur District of Punjab reported that, 25, 56 per cent and 40.00 per cent of the youth were in the age group of less than 30 years and 31-40 year respectively. Thus youth were largest beneficiaries of the scheme.

Rajanna and Ramesh (2009) in their study of NREGP-Facet of inclusive growth in Karimanagar district, Andhra Pradesh reported that 39 per cent of the respondents are from the age group of 30-40 years, 35 per cent are from 20-30 years of age and rest of them is in the age group of 40-50 years. This shows that majority of the respondents are below 40 years of age.

Sankari and Murgan (2009) studied the impact of NREGA in Udangudi Panchyat union of Tamil Nadu and reported that 40 per cent of the beneficiaries belonged to the age group of 26 to 35 years.

Kumar and Haorei (2010) in their study of impact assessment of MGNREGA on rural migration reported that majority of the scheme's beneficiary respondents in Tamil Nadu were in the age group of 36-65 that is 58 per cent and the rest 42 per cent respondents were in the age group of 18-35.

2.3.2 Gender

Padma (1984) reported that no women have been elected to a Panchyat, even though the Panchyat is entitled to nominate women as a member at a special meeting convened for the purpose.

Kamble (1998) revealed that 33.70 per cent of Gram Panchayat members were female while rest of them were male.

Bheemappa (2006) studied on knowledge level of gram panchayat members about SGSY in Raichur district of Karnataka. Reported that 80.84 per cent of the members were male and the remaining 19.16 per cent were female.

2.3.3 Caste

Gautam and Singh (1991) in their study of working of IRDP in Himachal Pradesh observed that out of total beneficiaries majority of them (61.00%) were belonging to scheduled caste category.

Chavi (2000) observed that majority of TRYSEM beneficiaries belonged to OBC category (50.00%) while scheduled caste beneficiaries were 44.59 per cent and open category beneficiaries were only 5.41 per cent.

Jaysheela and Biradar (2000) revealed that about 40.00 per cent beneficiaries of IRDP belonged to upper castes, 27.00 per cent belonged to backward castes and 32.00 per cent belonged to scheduled castes and scheduled tribes.

Maulik (2009) reported in Barbanki District, Uttar Pradesh that, more than half of households who had registered for NREGA belonged to scheduled caste (56.85%), the share of other community and the Tribe was 40.04 per cent and 3.11 per cent respectively.

Rajanna and Ramesh (2009) reported that in karimanagar district of Andhra Pradesh. 51.60 per cent of the NREGA respondents were from backward class communities, and 46.60 per cent of respondents were from SC category and rests were from ST and other communities.

2.3.4 Occupation

Pradhan (1994) found that about 51.00 per cent of IRDP beneficiaries were agricultural labour, 28 per cent were cultivators, and 12.00 per cent were non- agricultural self employed.

Sonkamble (2000) in a study on IRDP of Maval taluk of Pune district revealed that majority of the beneficiaries (24.70%) were agriculture labour by their occupation followed by 20.00 per cent beneficiaries had agriculture as their occupation. About 17.40 per cent beneficiaries had dairy as main occupation and agriculture as their secondary occupation.

Satynarayana *et al.* (2002) in an empirical study on SGSY programme revealed that majority of respondents were farm labours (48.25%) followed by peasants (34.29%) and non-agricultural labours (17.14%). A small per cent derived their livelihood from Kirana (grossory) shop and carpentry in Dharwad district.

Devalatha (2005) a study conducted at Gadag district on women self help groups of North Karnataka reported that majority of the respondents (71.76%) were young aged, while 25.00 per cent of them were middle aged and remaining belonged to old aged category (3.33%).

Rajanna and Ramesh (2009) reported in Karimanagar district ,in Andhra Pradesh that, 66 per cent of the NREGA workers are from the agricultural labourers, and 11 per cent are from small farmers category, and 10 per cent are from daily wage earners, and rest of them belonged to the artisans and beedi rollers.

2.3.5 Education

Gutam and Singh (1991) in their study on working of IRDP in Himachal Pradesh found out that about 78.00 per cent beneficiaries belonged to the category of illiterate and remaining had education up to primary level.

Ramteke (1992) revealed that fifty per cent of the beneficiaries of TRYSEM were educated up to secondary school and above, while the education level of one third of the beneficiaries was 7th standard.

Pattanaik (2009) reported that in Hoshiarpur district of Punjab, 50 per cent of the NREGA beneficiaries are the illiterate and primary educated persons, 20 per cent had studied up to middle school and 25 per cent had secondary school or educated higher.

Sankari and Murgan (2009) in their study on Impact of NREGA in Udangudi Panchayat Union, Tamil Nadu, reported that out of 80 respondents, 39 respondents have studied at the primary level, 24 respondents at the secondary level and 17 respondents were illiterate.

2.3.6 Family income

Sharma and Prakashar (1998) conducted study on TRYSEM revealed that, out of 94.00 per cent beneficiaries who had established their production unit, 46.00 per cent recorded their annual net income as more than Rs. 5000/- per annum, while remaining were in position to earn Rs.3000 to 5000 per annum. It indicated that larger number of beneficiaries were not able to push their family income above the poverty line and improve their standard of living to better level.

Usha Rani (1999) reported on DWCRA in Vizianagaram district of Andhra Pradesh observed that maximum income generation of 8400/- per year was found with tailoring followed by weaving (Rs.7200/-) and had stone cutting (Rs 6300/-). Lowest income of Rs.2833/- was obtained from goat rearing. The overall mean was Rs.3156/- per year.

Chavi (2000) revealed that the average annual income of majority of TRYSEM beneficiaries (50.00%) was Rs. 10,000/- to 20,000/- while majority of the non beneficiaries (67.92%) were having annual income of only up to 10,000/-.

Sankari and Murgan (2009) studied Impact of NREGA in Udangudi Panchayat Union, Tamil Nadu. They reported that out of 80 respondents, nine respondents belonged the income group up to 15,000 (11.25%), 35 respondents households had income between Rs. 15,000-30,000 (43.75 %), 25 respondents belonged the income group between 30,000-45,000 (31.25%), and only 11 respondents had income between 45,000-60,000 (13.75%) respectively.

2.3.7. Land holding

Chaudhari *et al.* (1996) reported that majority of IRDP beneficiaries (80.46%) were landless, 18.49 per cent were marginal farmers, while 1.06 per cent were small farmers in West Bengal.

Ghosh (1996) found that 41.97 per cent Gram Panchayat members were from landless family, 5.33 per cent belonged to the family of putta holders and 38.72 per cent have a family holding of land upto 2.5 acres to 5 acres, 3.47 per cent in the range of 5.01- 10.00 acres and only 0.36 per cent hold land above 10.00 acres.

Satyanarayana *et al.* (2002) in a study on SGSY beneficiaries revealed that vast majority of beneficiaries were landless (62.86%) followed by medium farmers (17.14%) and small farmers comprised only 11.43 per cent of beneficiaries.

2.3.8. Extension Participation

Gajre (1997) observed that majority of the respondents (93.75%) thought agricultural extension officer is the most credible source of information. The next important sources of information used by them were Gram Sevak and Progressive Farmers with 90.62 per cent each.

Kalakanavar (1999) revealed that extension contact of women members shows that majority of women belonged to the category of 'medium' extension contact (37.00%) followed by High' (34%) and low (29%) respectively.

2.3.9 Social Participation

Kamble (1995) in his study on impact of Rajhans Co-operative Poultry Society- Allan on the members of farmers in Malshiran Tahasil of Sholapur district found that 44.00 per cent of farmers of cooperative poultry society belonged to medium social participation followed by high (31.33%) and low (24.67%) social participation.

Palwe (1995) in his study on impact of TRYSEM found that more than half of the TRYSEM beneficiaries had low social participation (58.00%). While 84.00 per cent had medium social participation and only 8.0 per cent had high participation.

Chavai (2000) revealed that 74.32 per cent of the TRYSEM beneficiaries had medium social participation, while 14.87 per cent and 10.81 per cent beneficiaries had high and low participation respectively.

Sonkamble (2000) revealed that majority (90.00%) of IRDP beneficiaries had no social participation, 6.00 per cent had low social participation, while only 1.40 per cent had higher social participation.

Satyanarayana *et al.* (2002) revealed that majority of the beneficiaries (88.57%) were not member of any organization, 2.86 per cent of them were members of cooperative society and Karnataka Adijambo Sangh.

2.3.10 Mass media participation

Venkatesh (1995) in a study on WYTEP on farm youth in Bangalore district of Karnataka found that medium and high level of (both 40.00%) mass media use was observed in trained members of Bangalore rural district.

Usha Rani (1999) in her study on DWCRA reported that 65.62 per cent of the women beneficiaries belonged to medium level of mass media participation category and 18.75 per cent belonged to low level and the remaining belonged to high level of mass media participation.

2.4 Knowledge and attitude level of the beneficiaries regarding rural development programmes

2.4.1 Knowledge

Thejaswini and Veerabhadraiah (1997) reported that all the women beneficiaries knew tailoring was one of the important activity that was being implemented under DWACRA. About 95.00 per cent knew leaf plate making, 95.00 per cent about agarbatti making, poultry (93.00%) and bamboo basket making (90.00%).

Usha Rani (1999) revealed that nearly three fourth (70.62%) of the women beneficiaries had minimum level of knowledge of DWACRA and the remaining women beneficiaries were almost equally grouped under high and low level of knowledge.

Mohan and Siva Ram (2001) carried out assessment of the extent of people's involvement in programmes for rural development in the Nagnur district of Rajasthan and suggested more attempt has to be made by the Gram Panchayat's to create awareness among the villagers towards development programmes.

Vani Chetan *et al* (2002) reported that about 38.00 per cent of the women beneficiaries were highly aware of the existence and functioning of the Swarnajayanti Gram Swarojagar Yojana (SGSY).

Arulprakash (2004) studied on SGSY in Salem and Thiruvallur district of Tamil Nadu state reported that 70.83 per cent of the beneficiaries had medium level of knowledge, whereas, 15.83 per cent and 13.33 per cent of them had low and high level knowledge respectively.

2.4.2 Attitude

Shastri (1970) concluded in his study on Voluntary Organizations in rural development for several cases, the beneficiaries expressed their attitude positively and the results of voluntary action by voluntary bodies have been far more impressive than efforts in similar fields by official agencies.

Nagarajaiah (1978) reported that members had favourable attitude towards rural development programme whereas non-members and others had an unfavourable attitude.

Suresh kumar and Venkataramaiah (1992) revealed that majority of the beneficiaries (50.00%) of the Jawahar Rojagar Yojana (JRY) had more favourable attitude, while 46.00 per cent of them had less favourable attitude.

Chaudhary (1993) in Rajouri district of Jammu and Kashmir revealed that attitude of the respondents in the adopted villages of Sulabh Swastya Yojana (SSY) programme was very high compared to that of the people in the adopting villages and non-adopted villages.

Manjula and Belli (1994) reported that 53.33 per cent of women were having a favourable attitude towards Watershed Management Programme in Kolar district of Karnataka.

Surekha *et al.* (1997) in their study conducted in Dharwad district of Karnataka reported that, more than half of the total farmers had favourable attitude towards Watershed Development and 37 to 45 per cent of them had unfavourable attitude.

Pushpa and Netaji (1998) studied the Impact of TRYSEM Programme on the beneficiaries. They observed that majority of the TRYSEM beneficiaries possessed favourable attitude towards the programme. Frequent contact with some officials and their accentable experience helped them to develop favourable attitude.

2.5 Impact of development programmes in terms of income generation

Chandakavate (1985) in an evaluation study of the working of the IRDP in Sindhagi taluk of Raichur district of Karnataka pointed out that out of total 300 families studied, only 12 per cent were able to cross the poverty line. Thirty six per cent had been marginally benefited and post benefit period increased slightly. The programme has not made a positive impact on the income of the remaining 52 per cent of the families.

Laxmi Devi (1985) observed that in Trichura district of Kerala, the utilization of assistance under IRDP resulted in increased income for 28.31 per cent of the beneficiaries, while there was no change or increased in the income of the remaining beneficiaries.

Ramesh and Kumar (2009) reported that in Karimanagar district, Andhra Pradesh. The income level of NREGA workers have increased substantially and daily wage income has increased two folds. The study revealed the expenditure level before implementation of the programme was met by the workers through debt to meet their minimum needs. Further they expressed that this programme helped in easing out the debt burden to some extent after the implementation of the NREGP.

Kumar (2010) says that MGNREGA is yielding better results compared to earlier poverty eradication programmes, so far (11 July 2010) it has created 90.15 man days of work (man day means the average work turn out by a worker per day) 80%-90% of rural households were economically benefited through this Act. Out of this, 29.4 per cent SC, and 24.1 per cent ST's were benefited. While the target of this act is to provide employment for 1/3rd (33%) of women in the country. It exceeded this target and it is close to 50 per cent.

Bennerjee (2009) studied on NREGA in Andaman and Nicobar, reported that, NREGA is one of the greatest experiments undertaken in India to eradicate rural poverty. Poor families were targeted to get benefits of employment and livelihood to supplement their family income.

2.6 Suggestions, barriers/problems for the effective implementation of the programme

Gupta and Sandhu (1995) while studying the IRDP in hilly areas suggested that proper selection of beneficiaries, educating the rural poor about their rights, developing backward and forward linkages and proper maintaining of the programme were needed.

Sankari and Murgan (2009) in their study on Impact in Udangudi Panchayat Union. Tamil Nadu says that, a large portion of mothers of children over the age of three years reported, sending their children either to the anganwadi or to schools. As things stand, women workers are not entitled to child care facilities at the NREGP worksite.

Tomar and Yadav (2009) says that in order to sharpen NREGA(National Rural Employment Guarantee Act), dedicated and fully trained full-time professionals should be appointed for the effective implementation of the scheme.

Yadav and Garag (2010) in their study on Socio- economic condition of MGNREGA workers in District Rewari, suggested that, the wage rates of the labourers should be revised and increased to the level of “living wage” so that the workers do not feel tempted to leave their village and go to city centers in search of work, at the same time there is need to revise working capacity norms also.

Kumar and Haorei (2010) in their study of impact assessment of MGNREGA on rural migration in Dindigul district of Tamil Nadu, reported that out of 846 respondents, 333 respondents (39.30%) had never migrated and 513 respondents (60.60%) have migrated for work, of which 66 respondents (12.80%) have stopped after the implementation of the scheme and the rest 447 respondents (87.10%) still migrate for work.

2.7 Perceived benefits of the programme

Khera and Nayat (2009) studied on Women workers and perception of the NREGA in India revealed that, the female workers of NREGA (National Rural Employment Guarantee Act) to highlight the impact of the programme on the lives of women workers. Significant benefits reported by the women include increased food security and a better ability to avoid hazardous work. The availability of local wage is a new at the statutory minimum wage for the women is a new development associated with the NREGA in many of the areas covered by the survey.

Dasgupta and Sudarshan (2011) in their study on issues in labour market inequality and women’s participation in NREGA (National Rural Employment Guarantee Act) at all over India, found that women’s participation in NREGA has been increasing. State wise women’s participation in NREGA is often higher than women’s participation in other forms of recorded work so far, women’s participation is negatively co-related with the existing gender gap in unskilled agricultural labour. The study also finds that the achievement or outcomes of the NREGA as far as women are concerned are- as with any other government programmes.

Jandu (2007) studied on Employment Guarantee and women’s empowerment in Rural India revealed that despite numerous problems, NREGA (National Rural Employment Guarantee Act) is a programme that has began to make a difference in the lives of women. Furthermore, it is popular among the workers, who routinely ask if more work could be made available to them under the NREGA. Clearly, there is a massive demand for NREGA work, and the administration should respond to it by increasing the scale of employment.

Sudarshan *et al.* (2010) studied Women’s Participation in the NREGA (National Rural Employment Guarantee Act) in three states of Himachal Pradesh, Kerala and Rajasthan. They observed that women from a high proportion of the workers in Kerala and Rajasthan, while proportion was low in Himachal Pradesh implying the need to develop a wider range of activities that acknowledge life cycle issues and bodily ability. They suggested creation of spaces that allow non-governmental local groups to be participants in implication and outreach work and not just watchdogs.

Ramesh and Kumar (2009) in their study on Facet of Rural Women Empowerment, in Karimnagar district, Andhra Pradesh, reported that out of 670 NREGP workers, 74.62 per cent are women and the rest of the workers are men.

Pankaj and Tankha (2010) studied on empowerment effect of the NREGA (National Rural Employment Guarantee Act) on women workers, covering four states namely, Bihar, Jharkhand, Rajasthan and Himachal Pradesh, revealed that, Empowerment of rural women has emerged as an unintended consequence of NREGS. Women have benefited more as workers than as a community. Women as individuals have gained because of their ability to earn independently, made possible due to the paid employment opportunity under NREGS. Independent and monetised earnings have increased consumption choices and reduced economic dependence. This has helped women in registering their tangible contribution to the household’s income. The overall effects of these have translated into an increased say for women in household affairs.

Yadav and Garag (2010), in their study on socio-economic condition of MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) workers in district Rewari, reported that, majority of the workers (44.05%) joined MGNREGA to fulfill their basic necessities mainly for food followed by clothing and shelter.

2.8 Association between knowledge about rural development programmes and personal socio-economic characteristics of beneficiaries and non-beneficiaries

The reviews are presented in tabular format as follows :

Characters/ Authors	Year	Dependent variable	Respondents	Type of the association
Age				
Benki	1990	Knowledge about dairy development programme	KMF non-beneficiaries	Significant
Vijaya	1995	Knowledge about WYTEP	Farm women	Significant
Thejswini	1996	Knowledge about DWACRA	Rural women	Non- significant
Gayatridevi	2000	Knowledge about self employment under RD programmes	Rural women	Non-significant
Caste				
Bheemappa	2006	Knowledge level of SGSY	Gram Panchayat members	Non-significant
Education				
Vijaya	1995	Knowledge about WYTEP	Farm women	Significant
Thejswini	1996	Knowledge about DWACRA	Farm women	Non-significant
Gayatridevi	2000	Knowledge about self employment towards RD programmes	Rural women	Non-significant
Bheemappa	2006	Knowledge level of SGSY	Gram Panchayat members	Significant
Family occupation				
Thejswini	1996	Knowledge about DWACRA	Rural women	Non-significant
Bheemappa	2006	Knowledge level of SGSY	Gram Panchayat members	Non-significant
Land holding				
Praveen Kumar	1992	Knowledge about IRDP	IRDP beneficiaries	Significant
Gayatridevi	2000	Knowledge about self employment under RDPs	Rural women	Non-significant
Bheemappa	2006	Knowledge level of SGSY	Gram panchayat members	Non-significant
Annual family income				
Channamma	1994	Knowledge about ICDS	Beneficiaries of ICDS	Significant
Gayatridevi	2000	Knowledge about self employment under RDPs	Rural women	Non-significant
Bheemappa	2006	Knowledge level of SGSY	Gram panchayat members	Non-significant
Mass media exposure				

Characters/ Authors	Year	Dependent variable	Respondents	Type of the association
Praveen Kumar	1992	Knowledge about dairy practices	Significant	IRDP beneficiaries
Thejswini	1996	Knowledge about DWACRA	Farm women	Non-significant
Gayatridevi	2000	Knowledge about self employment under RDPs	Rural women	Significant
Bheemappa	2006	Knowledge level of SGSY	Gram panchayat members	Non-significant
Social participation				
Benki	1990	Knowledge level	KMF non-beneficiaries	Significant
Praveen Kumar	1992	Knowledge about IRDP	IRDP beneficiaries	Significant
Venkatakrishnan and Vijaraghavan	1993	Knowledge level	SFPP beneficiaries	Highly significant
Vijaya	1995	Knowledge about WYTEP	Farm women	Significant
Thejswini	1996	Knowledge about DWACRA	Farm women	Non-significant
Gayatridevi	2000	Knowledge about self employment under RDPs	Rural women	Significant

2.8.1 Association between attitude towards rural development programmes and personal socio-economic characteristics of beneficiaries and non-beneficiaries

Characters/ Authors	Year	Dependent variable	Respondents	Type of the association
Age				
Suhasini Rao <i>et al.</i>	1991	Attitude towards training programme	DWACRA beneficiaries	Highly significant
Naik	1994	Attitude towards seed supplying agencies	Farmers	Significant
Land holding				
Narwal <i>et al.</i>	1991	Attitude	Farmers	Highly significant
Naik	1994	Attitude towards seed supplying agencies	Farmers	Significant
Annual family income				
Suhasini Rao <i>et al.</i>	1990	Attitude towards training programme	DWACRA beneficiaries	Highly significant
Shivaramu and Chennegouda	1991	Attitude towards Mandal Panchayat	Members	Significant
Extension participation				
Meti	1990	Attitude	Farmers	Non-significant
Naraval and Dixit	1991	Attitude	Farmers	Significant
Mass media participation				
Nagpal and Yadav	1991	Attitude towards bio-gas	Rural women	Significant
Natkar	2001	Attitude	Farmers	Significant
Social participation				
Nagpal and Yadav	1991	Attitude towards bio-gas	Rural women	Significant
Shivaramu and Chennegouda	1991	Attitude towards Mandal Panchayat	Members	Significant

3. MATERIAL AND METHODS

This chapter deals with research methods and techniques used in the study. It mainly describes the procedure followed in the selection of the district, village and respondents. Besides, description of locale, data collection method and use of statistical tools have also been outlined. They are presented as follows.

- 3.1 Research design
- 3.2 Selection of the study area
- 3.3 Brief description of the study area
- 3.4 Selection of the sample
- 3.5 Data collection tools
- 3.6 Validity and Reliability
- 3.7 Variables for the study
- 3.8 Statistical tools used

3.1. Research design

Ex-post facto design was employed in the present study. As the events have already occurred, this design was considered appropriate.

3.2. Selection of study area

The study was conducted in Dharwad taluk of Karnataka state during the year 2010-2011. Five villages from Dharwad taluk were randomly selected for the study.

3.3. Brief description of the study area

Dharwad taluk is situated in the Northern part of Karnataka state. It lies between 15^o15' to 15^o35' North latitude and between 75^o to 75^o20' East latitude. The taluk comes under the transition zone. It is bounded by Belagum in North, Haveri in South, Gadag district from Northeast to Southeast and Uttara Kannada from Northwest to Southwest (Fig. 1).

The transition zone has an average rainfall of 749 mm, more than 50 per cent of which is received from May to August and over 35 per cent from September to December. Forty to forty five per cent of the soils are medium to black soils, with red soils in the remaining area. The major crops are all cereals, pulses, oilseeds, floricultural and plantation crops.

3.4 Selection of the sample

Sample for the study was selected by the multistage sampling method.

In the first stage, five villages from five panchayats were randomly selected based on the good performance of the programme as per the official records. Further the number of registered households was obtained from the official NREGA records of Dharwad district and Dharwad taluka. From these registered households 270 beneficiaries and 135 non-beneficiaries were again randomly selected. The total respondents were equally drawn from the five villages. The sampling plan is depicted in Fig. 2. The total sample selected was 405.

3.5 Data collection

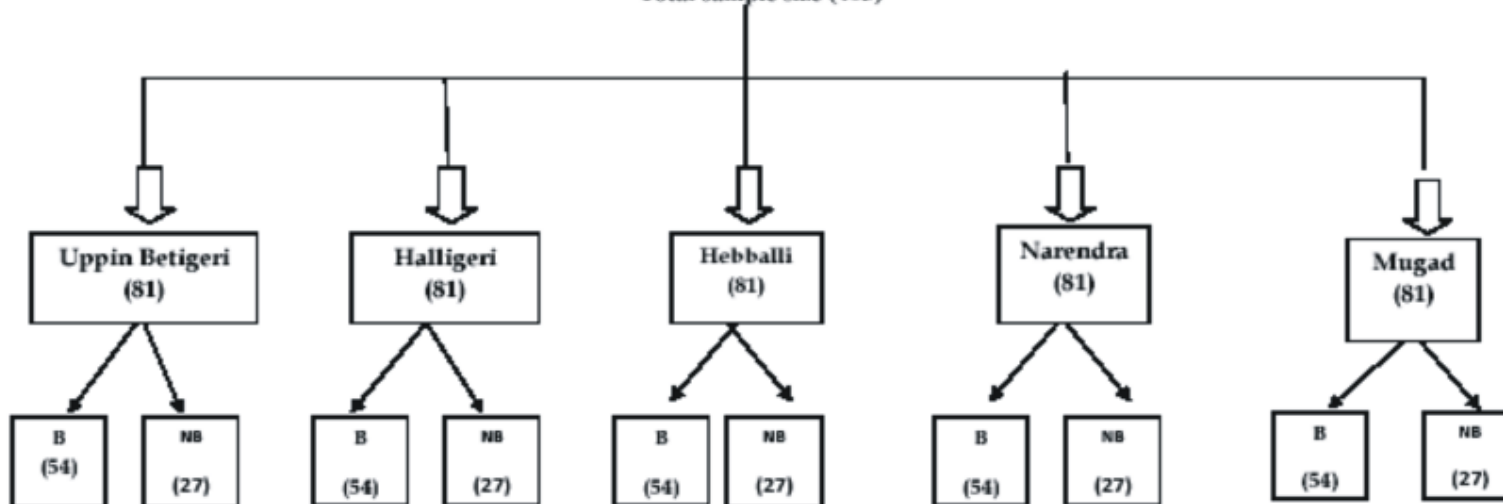
The data was collected by the personal interview method from the selected respondents. Since, the respondents were labourers they were contacted individually at their houses or at their worksites. Work was going on in the villages at the time of interview. The non-beneficiaries were contacted in their houses or on farms.



Fig. 1. Villages selected for the present study
 ● (Uppinbetageri, Halligeri, Hebballi, Narendra and Mugad)

Fig.1. Villages selected for the present study
 (Uppinbetageri, Halligeri, Hebballi, Narendra and Mugad)

Fig. 2. Sampling
Five Panchayats in Dharwad district
Total sample size (405)



B= Beneficiaries (270)

NB= Non-beneficiaries (135)

Fig.2. Sampling
Five Panchayats in Dharwad district
Total sample size (405)

3.6. Validity and Reliability

Validity of a measuring instrument indicates the extent to which it measures what it is supposed to measure. Validity of interview schedule was achieved by developing the items of the interview schedule with reference to specific objectives of the study. This was further refined in the light of the opinion of experts. None of the respondent refused to respond to questions posed by the interviewer during the pilot study. These indicators support the high degree of validity of the interview schedule.

Reliability of the instrument refers to test consistency that is the ability of the instrument to measure consistently the phenomenon it is designed to measure. Reliability of the instrument (interview schedule) was determined by using test- retest method with thirty respondents. Out of thirty, fifteen were beneficiaries and fifteen were non- beneficiaries. The retest was given at an interval of fifteen days from the first test. The co-relation value for the instrument was $r=0.74$ indicating the reliability of the tool.

3.7. Variables for the study

3.7.1 Dependent Variables

1. Knowledge
2. Attitude
3. Assets created in the village
4. Perceived benefits

3.7.2 Independent Variables

1. Age
2. Education
3. Caste
4. Family occupation
5. Land holding
6. Annual family income
7. Mass media participation
8. Extension participation
9. Social participation

3.7.1.1 Knowledge level

Knowledge level of workers about National Rural Employment Guarantee Act was considered as the dependent variable.

According to Wikipedia, Knowledge is a collection of facts, information through experience or education on the theoretical or practical understanding of a subject.

Based on the mandates of NREGS, 23 statements were framed in the form of Yes/No answers covering all aspects of the NREGS. Each statement was scored two for the right answer and one for the wrong answer.

Categorization of the respondents based on their level of knowledge:

Based on the total scores the respondents were grouped into three categories by using mean and standard deviation as a measure of check ($\text{Mean} \pm 0.425\text{SD}$).

Category	Range of score
Low Knowledge level	<32
Medium Knowledge level	32-38
High Knowledge level	>38

3.7.1.2 Attitude

Attitude of respondents towards NREGS was also considered as a dependent variable. Attitude in the present study is a mental position or emotional feelings about NREG Act and programme. Attitudes are often shaped by demographics, social values and personality. As the individual attempts to evaluate the programme, he/she will develop an attitude about the programme. The favourable perception of the rural folk about the programme will promote positive attitude and thereby contributes to the success of programme. Positive attitudes will motivate men and women to enroll themselves, in the wage employment programmes (NREGS) which will go a long way in achieving the objective of the programme of mitigating poverty and reducing migration.

Twenty one attitude statements were framed on a three continuum as agree, undecided and disagree with scoring of three, two and one respectively for positive statements. The scoring was reversed for negative statements. Based on the total attitude scores the respondents were categorized into three groups.

Categorization of the respondents according to their Attitude.

Based on the total scores the respondents were grouped in to three categories by using mean and standard deviation as a measure of check (Mean \pm 0.425SD).

Category	Range of score
Unfavourable	<37
Neutral	37-47
Favourable	>47

3.7.1.3 Assets created in the community

A list of assets created in the community was prepared and beneficiaries were asked to rank the assets based on their assets, as follows

Sl.no	Assets	Ranks
1	Water conservation and harvesting	V
2	Afforestation	VII
3	Rural connectivity	III
4	Food control and protection	IV
5	Digging of new tanks, ponds, percolation tanks and construction of check dams	I
6	Land leveling, tree planting	II
7	Construction of school compounds and panchayat buildings	VI

* Based on the ranks assigned Garret ranking (3.8.5) test was applied.

3.7.1.4 Perceived benefits of the programme

Benefits of the programme was listed and beneficiaries were asked to rank the same

Sl.no	Benefits	Ranks
1	Has enhanced food security	VI
2	Provide extreme protection against poverty	II
3	Helped to reduce distress migration	I
4	Helped to reduce indebtedness	III
5	Gave greater economic independence to women	V
6	Generated purchasing power in the economy	IV

3.7.2. Independent variables

3.7.2.1. Age

Age of an individual is thought to influence knowledge and attitude of respondents regarding NREGS. In the present study, age is referred to the chronological age of the respondents. The respondents were grouped into three categories as follows. This categorization was followed by Prita (2001).

Category	Age of the respondents (year)	Scores
Young age	18-30	1
Middle age	31-50	2
Old age	Above 50	3

3.7.2.2. Education

The respondents education can have a bearing on the knowledge and understanding about NREGS. In this study respondents were categorized into five categories, with reference to the number of years of formal schooling successfully completed by the respondents. Education of the respondents were quantified by using the procedure followed by Hiremat (2000) with slight modification.

Category	Education	Score
Illiterate	0	1
Primary school	1-4	2
Middle school	5-7	3
High school	8-10	4
Higher secondary	PUC	5

3.7.2.3. Caste

It was operationalized as the caste of which one belongs to by birth. The procedure was followed by Mahadik (1995). In NREGS caste plays an important role because it is mandated that there is 30.00% reservation for the Scheduled Caste/Scheduled Tribe.

In the present study, Lingayat, Christian and Brahmin castes were grouped in upper or general caste category, whereas, the caste namely, Gavali, Kumbar, Nekar, Uppar and Badiger were included in 'Backward' class category. The respondents belonging to Scheduled Caste and Scheduled Tribes were grouped into SC/ST category. Similar procedure was followed by Bheemappa (2006)

The scoring of these categories was done as follows.

Category	Score
Upper/General	3
Middle/Backward	2
SC/ST	1

3.7.2.4. Family Occupation

According to Pareek and Trivedi (1963), Family occupation of the members was one from which an individual family derived maximum share of the annual income. In the present study, occupation was categorized into three categories and assigned score as follows.

Category	Score
Labour	1
Farming	2
Any other	3

3.7.2.5. Land holding

It refers to the number of acres of land possessed by the respondents. The land holding of all the respondents were converted by following the criterion prescribed by the Karnataka Land Reforms Act 38 of 1966 (Part-B) 99, 95-96 under Section 2 (a) 32 as one acres of irrigated or garden land was equivalent to 3 acres of dry land. The criterion prescribed by the Ministry of Rural Development, Government of India vide circular No. 280 – 12 /16/19 RD – III (Vol. II) dated 15th Nov. 1991. Anonymous (1992) was followed to further classify the respondents into different categories as follows:

Category	Land holding
Marginal farmers	Up to 2.5 acres
Small farmers	2.5 to 5 acres
Semi-medium farmer	5.0 to 10 acres
Medium farmers	10 to 25 acres
Big farmers	More than 25 acres

3.7.2.6. Annual family income

For the present study annual income of the family was operationalized as total income of all the family members in an year. This income could be from different sources like wages, salary, agriculture, animal husbandry, enterprise and any other sources as expressed by the respondents. The respondents were grouped into three categories as mentioned below.

Category	Income
Low	1000-3000
Medium	3001-5000
High	5001-7000

3.7.2.7. Mass media participation

It refers to the frequency of the use of mass media, such as radio, television, news papers, magazines and journals by the respondents. Exposures to such media are thought to influence the knowledge and attitude of respondents. Each respondent in the study area was asked to indicate whether they were subscriber/owner of the media said above. Respondents were then asked to indicate their degree of participation in terms of listening habit, viewing habit and reading habit. The categorization and scoring was as followed by Meti (1998).

Category	Score
Subscriber/owner	2
Non subscriber/non owner	1

Habit of listening/ reading/ seeing	Scores
Regularly	3
Occasionally	2
Never	1

3.7.2.8. Extension Participation

It referred to the awareness of respondents about various extension activities like, demonstration, training, meeting, exhibition and any other activities. Their extent of participation in these activities were thought to influence the knowledge and attitude of beneficiaries about NREGA. The variables were classified as followed by Biradar (1997) with slight modification.

Extent of participation	Score
Regularly	3
Occasionally	2
Never	1

3.7.2.9. Social Participation

In the present study social participation referred to the degree of participation of rural people in the activities of formal social village organizations as a member or as an office bearer. The above procedure was followed by Rayanagoudar (2009).

Social organizations

Mahila mandal

Gram Panchayat

Co-operative society and

Other type of organizations

Extent of participation	Score
Regularly	3
Occasionally	2
Never	1

3.8. Statistical tools used

The collected data were quantified, categorized and tabulated. Analysis was carried out by using frequencies and percentages, t-test, correlation, multiple regression and Garrett ranking test.

3.8.1. Frequency and percentage were used to analyse and interpret the data. Further analysis was carried out by using the following statistical tools.

3.8.2. Knowledge and attitude index was calculated for beneficiaries and non-beneficiaries by applying the formula.

$$\text{Knowledge index} = \frac{\text{Scores obtained}}{\text{Maximum obtainable scores}} \times 100$$

$$\text{Attitude index} = \frac{\text{Scores obtained}}{\text{Maximum obtainable scores}} \times 100$$

3.8.3. Mean and standard deviation were used to categorize the beneficiaries and non-beneficiaries into low, medium and high score groups with respect to knowledge, attitude and socio economic characteristics. 't' test was used for comparison between two groups i.e., beneficiaries and non-beneficiaries with their knowledge and attitude with the help of following formula.

t' test

$$t' = \frac{|\bar{X}_1 - \bar{X}_2|}{\sqrt{S_p^2 (1/n_1 + 1/n_2)}}$$

Where,

$$S_p^2 = \frac{\{(n_1-1) S_1^2 + (n_2 - 1) S_2^2\}}{(n_1 + n_2 - 2)}$$

Where,

- \bar{X}_1 = Mean of the first group
- \bar{X}_2 = Mean of the second group
- n_1 = No. of observations in the first group
- n_2 = No. of observations in the second group
- S_1^2 = Variance of first group
- S_2^2 = Variance of second group
- S_p^2 = Pooled variance of S_1^2 and S_2^2 .

3.8.4. Correlation coefficient

Karl Pearson's product moment correlation analysis was used to measure the relationship between beneficiaries and non-beneficiaries knowledge about and attitude towards NREGS and relationship with independent variables by using the formula

$$r = \frac{N \sum xy - \sum x \sum y}{\sqrt{[n \sum x^2 - (\sum x)^2] [n \sum y^2 - (\sum y)^2]}}$$

Where,

- r= Simple correlation coefficient
- x=Independent variable
- y=Dependent variable
- $\sum x$ =Sum of x values
- $\sum y$ = Sum of y values
- $\sum x^2$ =Sum of squares of x values
- $\sum y^2$ = Sum of squares of y values
- $\sum xy$ = Sum of xy
- N= Number of pairs of observations

Multiple Linear Regression

To know the factors influencing the respondents knowledge and attitude. Multiple regression was used.

$$Y = a + b_1x_1 + b_2x_2 + \dots\dots\dots b_nx_n$$

Where,

$$b_i = \frac{\text{Covariance (Xi Yi)}}{\text{Variance of Xi}} = \frac{n \sum X_i Y_i - (\sum X_i) (\sum Y_i)}{n \sum X_i^2 - (\sum X_i)^2}$$

$$\text{Significance of regression coefficient-t} = \frac{|b_i|}{SE(b_i)}$$

Where,

Y = Dependent variables

a = Constant

X₁..... X_n = Independent variables

b₁b_n = Regression coefficients

SE = Standard error.

3.8.5. Garret ranking

To know the rank order given to the assets created in the community and benefits perceived by respondents 'Garret ranking' test was used.

To find out the significant priorities given by the respondents to seven assets created and six perceived benefits statements, Garret ranking technique was used. As per this method, beneficiaries of NREGA (National Rural Employment Guarantee Act) have been asked to assign the rank for all the statements and the outcome of such ranking have been converted into score value with the help of the following formula.

$$\text{Per cent position} = \frac{100 (R_{ij} - 0.5)}{N_j}$$

Where R_{ij} = Rank given for the ith factor of the jth respondents

N_j = Number of factors ranked by the jth respondents

By referring to the Garrete's table, the per cent position estimated is converted into scores. Then for each factor the scores of each individual are added and then mean values are calculated. The statement with the highest mean value is considered to be the most important.

4. RESULTS

Keeping in view the objectives of the study, the results of the present investigation are presented in this chapter under the following headings.

- 4.1 Personal and socio economic characteristics of the beneficiaries and non-beneficiaries (Table 1-4)
- 4.2 Knowledge about and attitude of beneficiaries and non-beneficiaries towards NREGS (Table 6-11)
- 4.3 Comparison of knowledge about and attitude of Beneficiaries and Non-beneficiaries towards NREGS (Table 5 and 12)
- 4.4 Relationship of demographic variables with knowledge about and attitude of beneficiaries and non-beneficiaries towards NREGS (Table 13 to 15)
- 4.5 Influence of demographic variables on beneficiaries and non-beneficiaries knowledge about and attitude towards NREGS (Table 16 – 19)
- 4.6 Assets created in the village under NREGS (Table 20)
- 4.7 Perceived benefits of the programme (Table 21)
- 4.8 Problems faced and suggestions given by beneficiaries (Table 22)

4.1 Personal and socio economic characteristics of the beneficiaries and non-beneficiaries

Personal and socio- economic profile of the respondents is presented in Table 1 and Fig. 3.

Age

The data showed that majority of the beneficiaries belonged to middle age group (54.8%) followed by young (33.70%) and old (11.50%). Regarding non-beneficiaries more than half of the respondents (55.50%) belonged to middle age group followed by young (30.40%) and old (14.10%).

Gender

Table 1 showed that majority of the beneficiaries were male (72.20%) followed by female (27.80%). In case of non-beneficiaries more than half of the respondents were female (56.30%) and 43.70 per cent were male.

Caste

Data showed that majority of the beneficiaries belonged to SC/ST (41.50%) followed by OBC (36.70%) and upper caste (21.80%). Among non-beneficiaries more than half of the respondents belonged to SC/ST (68.10%) followed by OBC (20.00%) and Upper caste (11.90%).

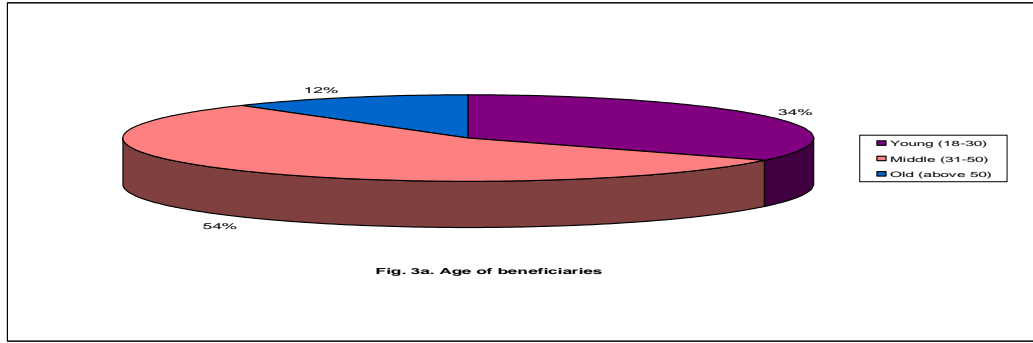
Education

Table 1 also revealed that the percentages of illiterates were more in case of non-beneficiaries compared to beneficiaries with 51.90 per cent and 45.90 per cent, respectively. Primary education was received by 44.90 per cent and 39.20 per cent of beneficiaries and non-beneficiaries respectively. About 9.00 per cent and 6.7 per cent of the beneficiaries and non-beneficiaries had high school education. It can be observed from the table that very few that is 0.7 per cent and 2.2 per cent of beneficiaries and non-beneficiaries had education of higher secondary and above.

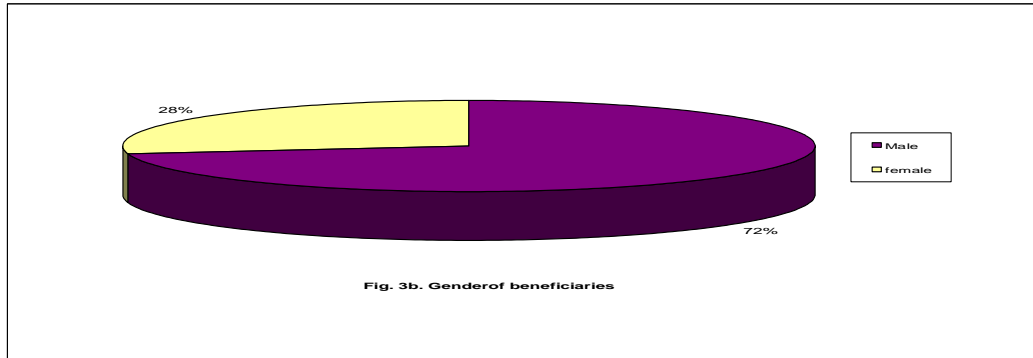
Table 1. Personal and socio- economic characteristics of respondents

N=405

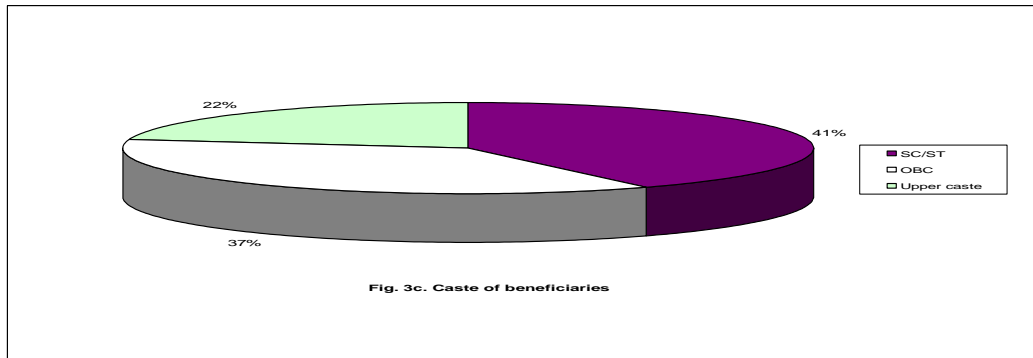
Demographic variables	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)	
	Frequency	Percentage	Frequency	Percentage
Age(years)				
Young (18-30)	91	33.70	41	30.40
Middle (31-50)	148	54.80	75	55.50
Old (above 50)	31	11.50	19	14.10
Gender				
Male	195	72.20	59	43.70
Female	75	27.80	76	56.30
Caste				
SC/ST	112	41.50	92	68.10
OBC	99	36.70	27	20.00
Upper caste	59	21.80	16	11.90
Education				
Illiterate	124	45.90	70	51.90
Primary school	121	44.90	53	39.20
High school	23	8.50	9	6.70
Higher secondary	02	0.70	3	2.20
Occupation				
Labour	241	89.25	100	74.10
Agriculture	29	10.75	11	8.10
Any other	-	-	24	17.80
Family income (per month)				
1000-3000	153	56.70	102	75.60
4000-6000	98	36.30	33	24.40
7000-9000	13	4.80	-	-
10,000-12.000	06	2.20	-	-
Size of land				
Landless	197	73.00	115	85.20
UP to 2.5 acres	70	25.90	14	10.40
2.51-5 acres	03	1.10	06	4.40
5-10 acres	-	-	-	-



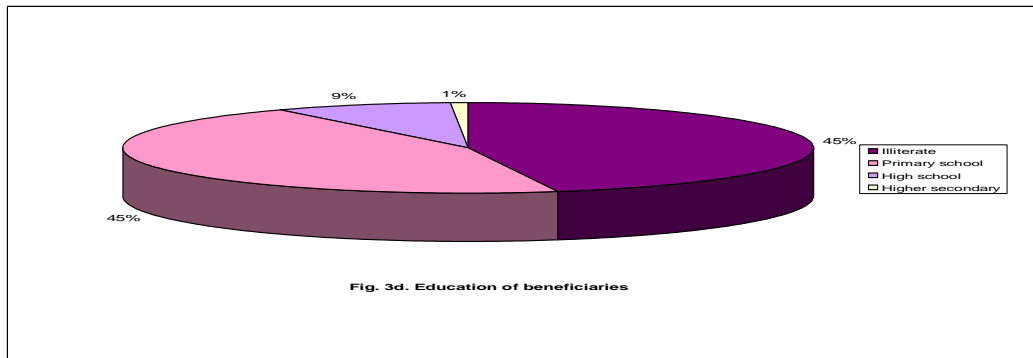
3a. Age of beneficiaries



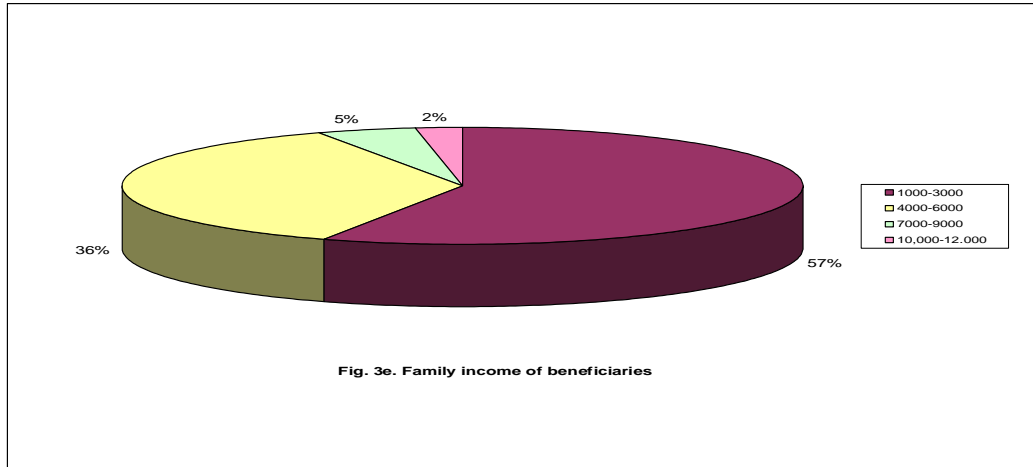
3b. Gender of beneficiaries



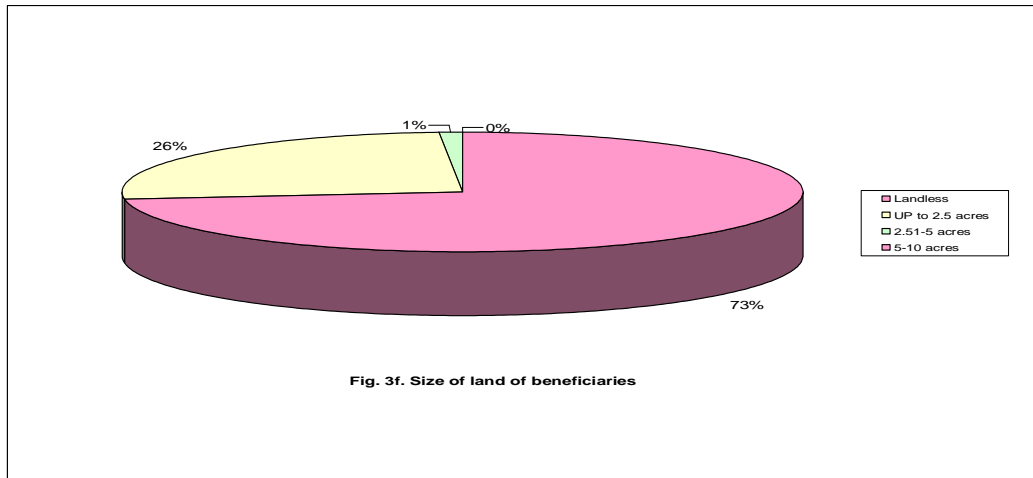
3c. Cast of beneficiaries



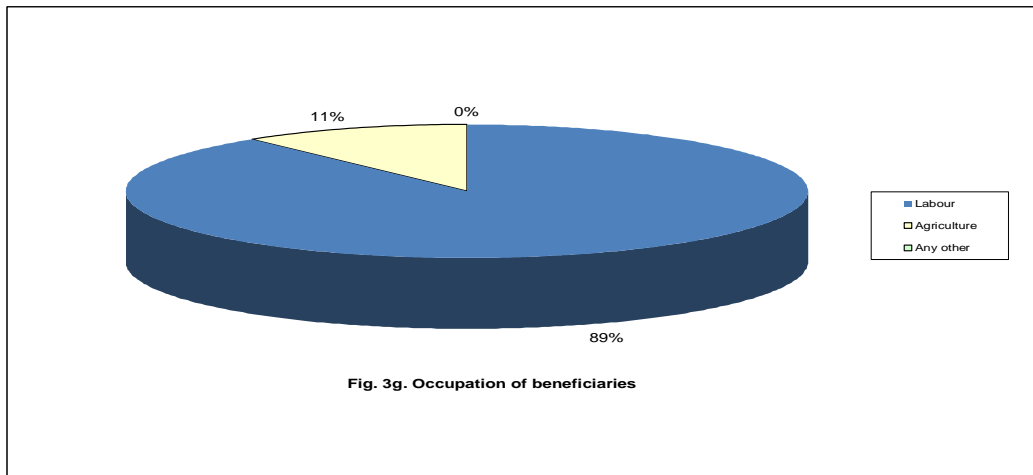
3d. Education of beneficiaries



3e. Family income of beneficiaries



3f. Size of beneficiaries



3g. Occupation of beneficiaries

Fig.3. Personal and socio-economic characteristics of the respondents

Occupation

Majority (89.25%) of the beneficiaries were labourers (main occupation) followed by Agriculture (subsidiary occupation 10.75%). Regarding non-beneficiaries more than half of the respondents were labourers (74.10%) followed by agriculture (8.10%) and (17.80%) were others included Weavers and Carpenters.

Family income

The results in Table 1 differentiate that 56.70 per cent of the beneficiaries and 75.60 per cent of the non-beneficiaries had income level 1000-3000. About 36.30 per cent and 24.40 per cent of beneficiaries and non-beneficiaries had income level 4000-6000, respectively. About 4.80 per cent and 2.20 per cent of the beneficiaries had income level 7000-9000 and 10,000-12,000. Regarding non-beneficiaries belonged to income level 7000-9000 and 10,000-12,000.

Size of land

A cursory look at the Table 1 revealed that majority of the beneficiaries and non-beneficiaries were landless that is 73 per cent and 85 per cent, respectively. Marginal farm size (up to 2.5 acres) was seen in 25.90 in beneficiaries and in 10.40 per cent in non-beneficiaries. About 4.40 per cent of the non-beneficiaries and 1.10 per cent of beneficiaries had small farm size (2.51 to 5.00 acres). None of the respondents possessed more than five acres of land.

Extension participation

It can be seen from Table 2 and Fig. 4 that, 7.00 per cent of the beneficiaries participated in demonstration occasionally and 93 never participated. In case of training 38.10 per cent beneficiaries participated occasionally and 61.90 per cent never participated. About 3.00 per cent beneficiaries participated regularly in meeting followed by 44.10 per cent occasionally and 52.60 never participated. In case of exhibition none of the beneficiaries participated while only 3.30 per cent participated in other type of extension activities.

Social Participation

The data presented in Table 3 and Fig. 5a and 5b depicts that, 4.80 per cent beneficiaries and 2.90 per cent non-beneficiaries are members of Mahila mandal. About 6 per cent beneficiaries and none of the non-beneficiaries are member of gram panchayat. In case of Co-operative society only 14.20 per cent of the non-beneficiaries are members. About 12 per cent beneficiaries and 2.20 per cent non-beneficiaries are member of other organization like Yuvak Mandal and Self Help Groups formed by NGOs. None of the beneficiaries and non-beneficiaries are office bearer of any organization.

Table 3 also indicates the participation of respondents in social organizations. About nine per cent beneficiaries participated occasionally in Mahila mandal while others (91.50%) never participated. About eight per cent beneficiaries participated occasionally in Gram Panchayat. None of the beneficiaries participated occasionally in other organizations.

Regarding non-beneficiaries none participated regularly in any type of organization, 16.30 per cent respondents participated occasionally in Mahila mandal. About four per cent participated occasionally in Gram Panchayat while in case of Co-operative society 3.70 per cent non-beneficiaries participated occasionally. About two per cent respondents participated occasionally in other type of organization. Here it was again clear, that beneficiaries had Greater social participation than non-beneficiaries.

Mass-media Participation

It can be seen from Table 4 and Fig. 6a and 6b shows that varying percentage of beneficiaries and non-beneficiaries possess mass-media participation like radio (13.70% and 14.80%), television (23.70%) and 25.20% respectively). In case of news paper and magazines only non-beneficiaries buy/read (2.20% and 5.20% respectively). None of the beneficiaries buy/read news paper, magazines and journals.

Table 2. Extension participation of beneficiaries and non- beneficiaries

N=405

Activities	Beneficiaries (n ₁ = 270)						Non-beneficiaries (n ₂ = 135)					
	Regularly		Occasionally		Never		Regularly		Occasionally		Never	
	F	%	F	%	F	%	F	%	F	%	F	%
Demonstration	-	-	19	7.00	251	93.00	-	-	-	-	135	100.00
Training	-	-	103	38.10	167	61.90	-	-	15	11.10	120	88.90
Meeting	09	3.30	119	44.10	142	52.60	-	-	-	-	135	100.00
Exhibition	-	-	-	-	270	100.0	-	-	-	-	135	100.00
Any other	-	-	09	3.30	261	96.70	-	-	-	-	135	100.00

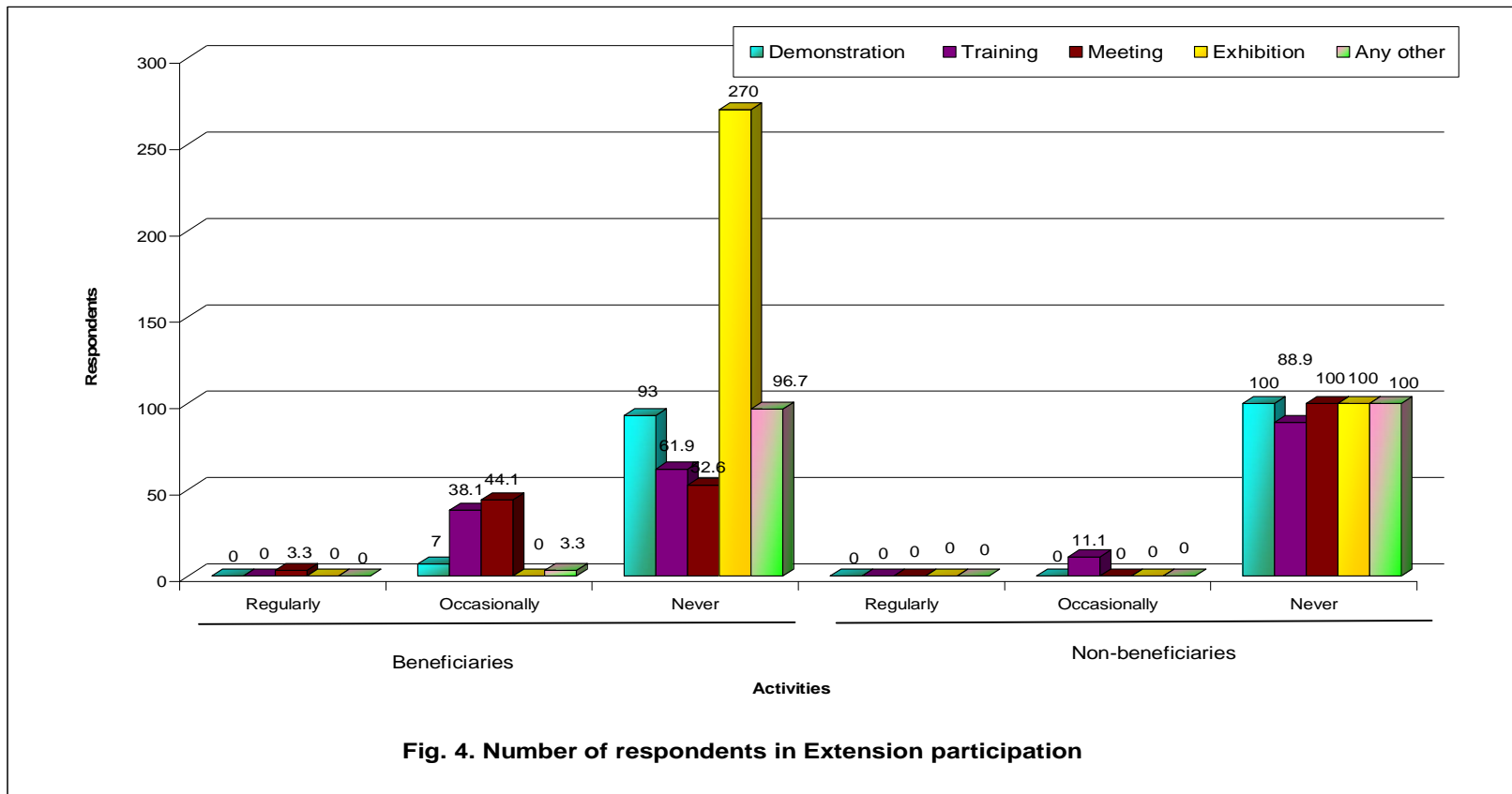


Fig. 4. Number of respondents in Extension participation

Table 3. Social participation of the beneficiaries and non-beneficiaries

N = 405

Name of the Organization	Member				Office bearer				Participation					
	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)		Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)		Beneficiaries (n ₁ = 270)			Non beneficiaries (n ₂ = 135)		
	Yes	No	Yes	No	Yes	No	Yes	No	Regularly	Occasionally	Never	Regularly	Occasionally	Never
Mahila Mandal	13 (4.80)	257 (95.20)	14 (10.37)	121 (89.60)	-	270 (100.00)	-	135 (100.00)	-	23 (8.50)	247 (91.50)	-	22 (16.30)	113 (83.70)
Gram Panchayat	17 (6.30)	253 (93.70)	-	135 (100.00)	-	270 (100.00)	-	135 (100.00)	-	22 (8.10)	248 (91.90)	-	06 (4.40)	129 (95.60)
Co-operative society	-	270 (100.00)	19 (14.20)	115 (85.80)	-	270 (100.00)	-	135 (100.00)	-	-	270 (100.00)	-	05 (3.70)	130 (96.30)
Any other	32 (11.90)	238 (88.10)	03 (2.20)	132 (97.80)	-	270 (100.00)	-	135 (100.00)	-	32 (11.90)	238 (88.10)	-	03 (2.20)	132 (97.80)

Figures in parenthesis show percentages

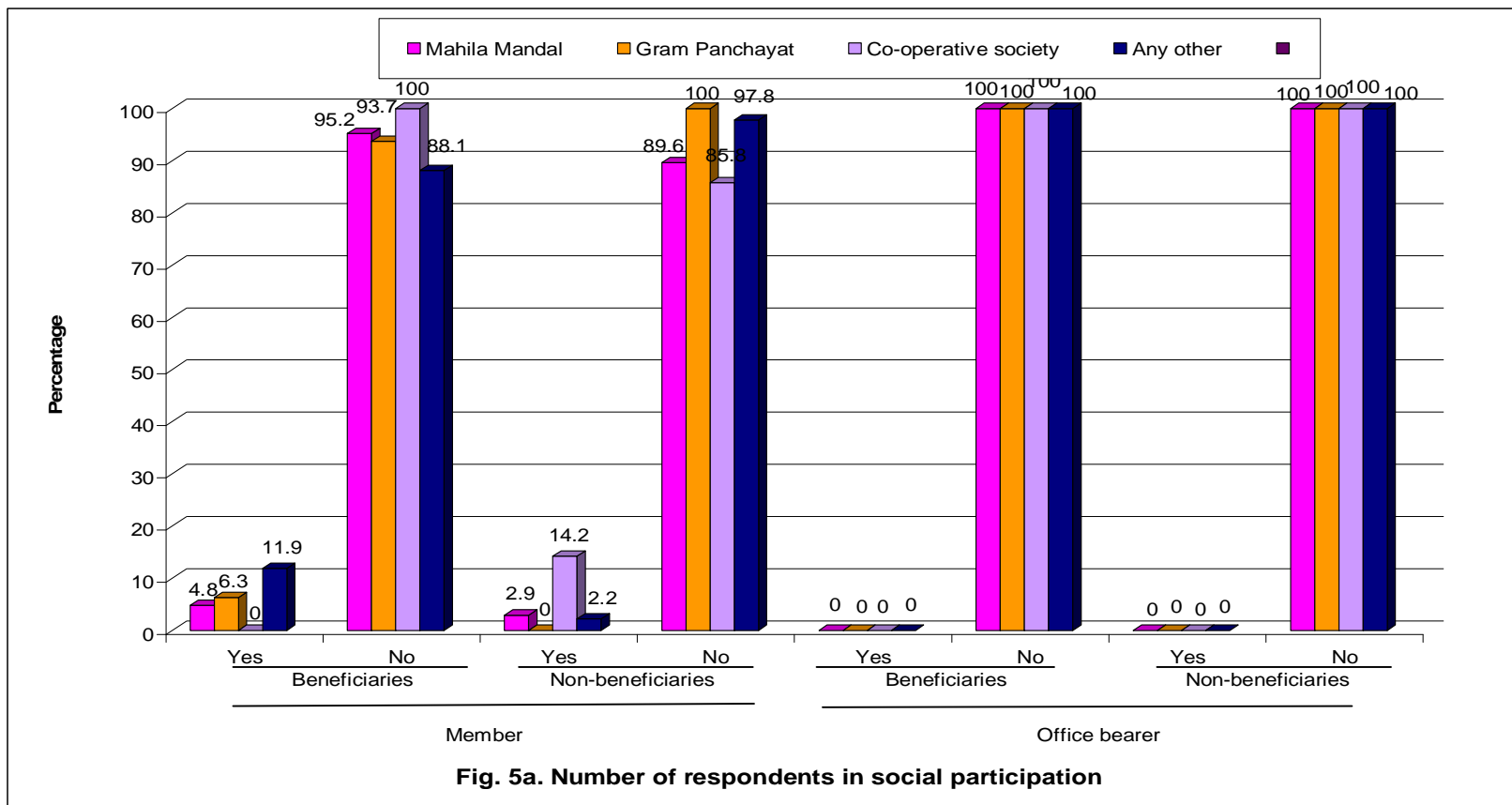


Fig. 5a. Number of respondents in social participation

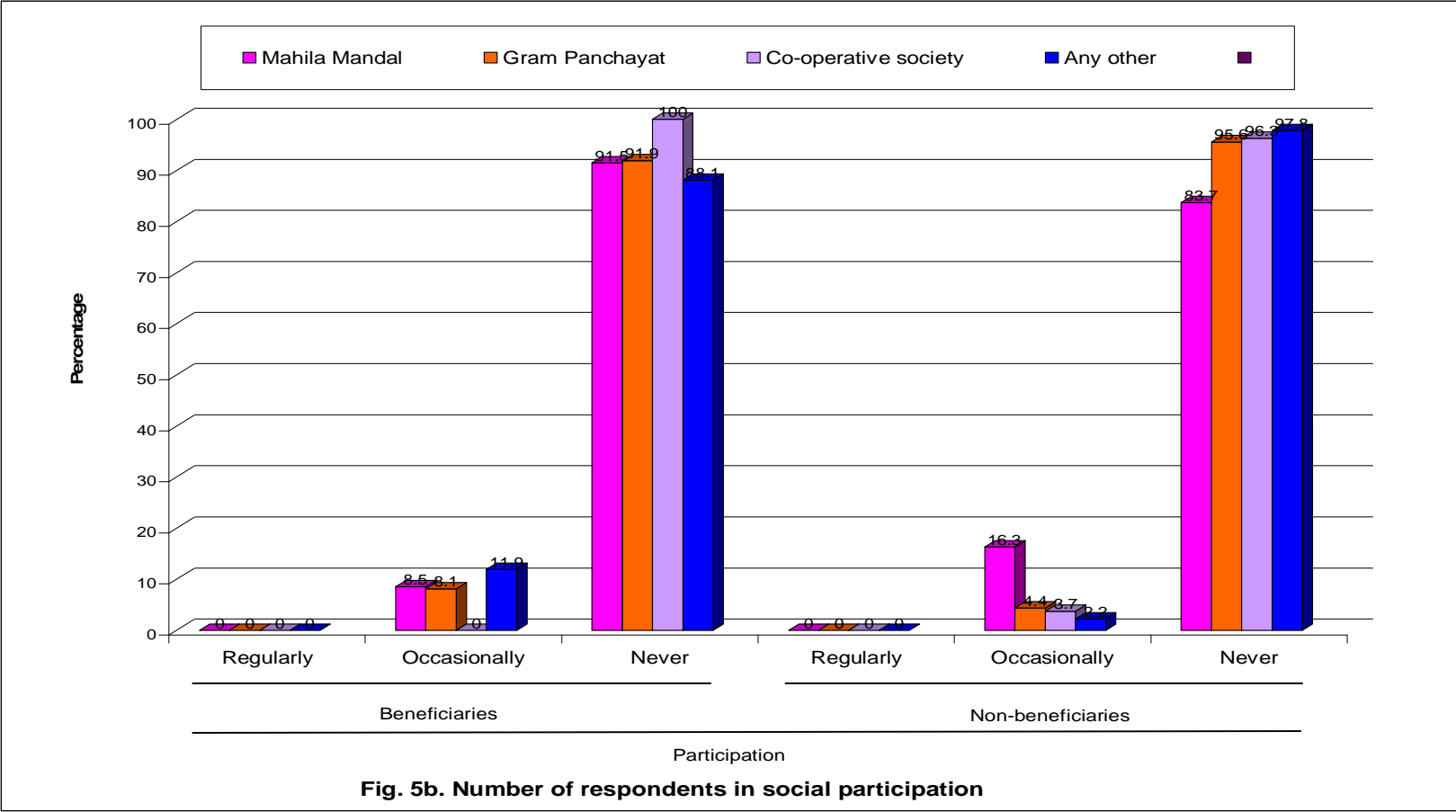


Fig. 5b. Number of respondents in social participation

Regarding beneficiaries none of the respondents were listening to radio regularly, 23.00 per cent were listening occasionally and 77.00 per cent never listened. In case of television 0.7 per cent view regularly, followed by 56.30 per cent who view occasionally and 43.00 per cent never viewed. About 12 per cent respondents read news paper occasionally. None of the beneficiaries buy/read magazines and journals.

Regarding non-beneficiaries, none of the respondents participate regularly in any of the mass media. About 14.00 per cent respondents were listening to radio occasionally, 38.50 per cent viewed television occasionally. In case of news paper only 8.10 per cent respondents read occasionally. About 5.20 per cent read magazines occasionally. None were buy/read journals. Where both groups were compared the mass media participation of non-beneficiaries was almost on par with the beneficiaries. It is interesting to note that though subscription was low but participation was high because they listened to radio or viewed TV in others houses.

Comparison between beneficiaries and non beneficiaries in extension, social and mass-media participation

An observation of Table 5 reveals that, there is a significant difference between beneficiaries and non-beneficiaries with regard to extension participation and mass media participation. There is no significant difference between beneficiaries and non-beneficiaries in case of Social participation.

Significant 't' values in Table 5 shows that, there is a significant difference between beneficiaries and non-beneficiaries with regard to extension participation ($t=8.256^{**}$) and mass media participation ($t=3.157^{**}$). The mean values were higher which means that beneficiaries had greater participation in extension activities and mass media. However with regard to social participation there was no significant difference between the two groups ($t=0.35NS$).

4.2 Knowledge and attitude of beneficiaries and non-beneficiaries towards NREGS

From the Table 6 it could be clearly observed that cent per cent of the beneficiaries had knowledge about certain aspects of the programme like, NREGS provides for legal guarantee of employment, 100 days of employment, work to be given to those who have registered and that it is meant to improve community assets. A very high per cent (above 95.00%) were aware that, half of the stipulated work force is to be women, it is a central government scheme, the payment is based on prevailing wage rates and that it improved the purchasing power of rural people.

However 97 per cent of the beneficiaries did not know that only adult members are given work. About 70-80 per cent beneficiaries do not know about that crèche facility is to be provided to women and that they can demand for the type of work. About 25-30 per cent beneficiaries had no knowledge about the calculation of unemployment allowance and provision of unemployment allowance if employment not provided within 15 days.

Regarding non-beneficiaries, about 84 per cent of the respondents knew that application for the work have to be given in the panchayat office. About 44 per cent knew that work order is displayed at panchayat office and that NREGS provides work to everyone irrespective of class. About 37.00 per cent knew that crèche facility is available to women and that the programme is meant to improve the community assets. Between 33-40 per cent of the respondents knew about the legal guarantee of the programme, employment for 100 days, introduction to improve purchasing power of rural people and work to be provided within of 5km radius.

The obvious difference in the knowledge of beneficiaries and non-beneficiaries is indicated by the calculated knowledge indices of 91.26 and 60.39, respectively. It is very clear that beneficiaries had 91 per cent knowledge about the programme while this was only about 60 per cent among non-beneficiaries.

Table 4. Mass-media participation of beneficiaries and non-beneficiaries

Mass media	Subscriber/owner				Listening/viewing/Reading behaviour					
	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)		Beneficiaries (n ₁ = 270)			Non beneficiaries (n ₂ = 135)		
	Yes	No	Yes	No	Regularly	Occasionally	Never	Regularly	Occasionally	Never
Radio	37 (13.70)	233 (86.30)	20 (14.80)	115 (85.20)	-	62 (23.00)	208 (77.00)	-	19 (14.10)	116 (85.90)
Television	64 (23.70)	206 (76.30)	34 (25.20)	101 (74.80)	02 (0.70)	152 (56.30)	116 (43.00)	-	52 (38.50)	83 (61.50)
News paper	-	270 (100.00)	03 (2.20)	132 (97.80)	-	32 (11.90)	238 (88.10)	-	11 (8.10)	124 (91.90)
Magazines	-	270 (100.00)	07 (5.20)	128 (94.80)	-	-	270 (100.00)	-	07 (5.2)	128 (94.80)

Figures in parenthesis show percentages

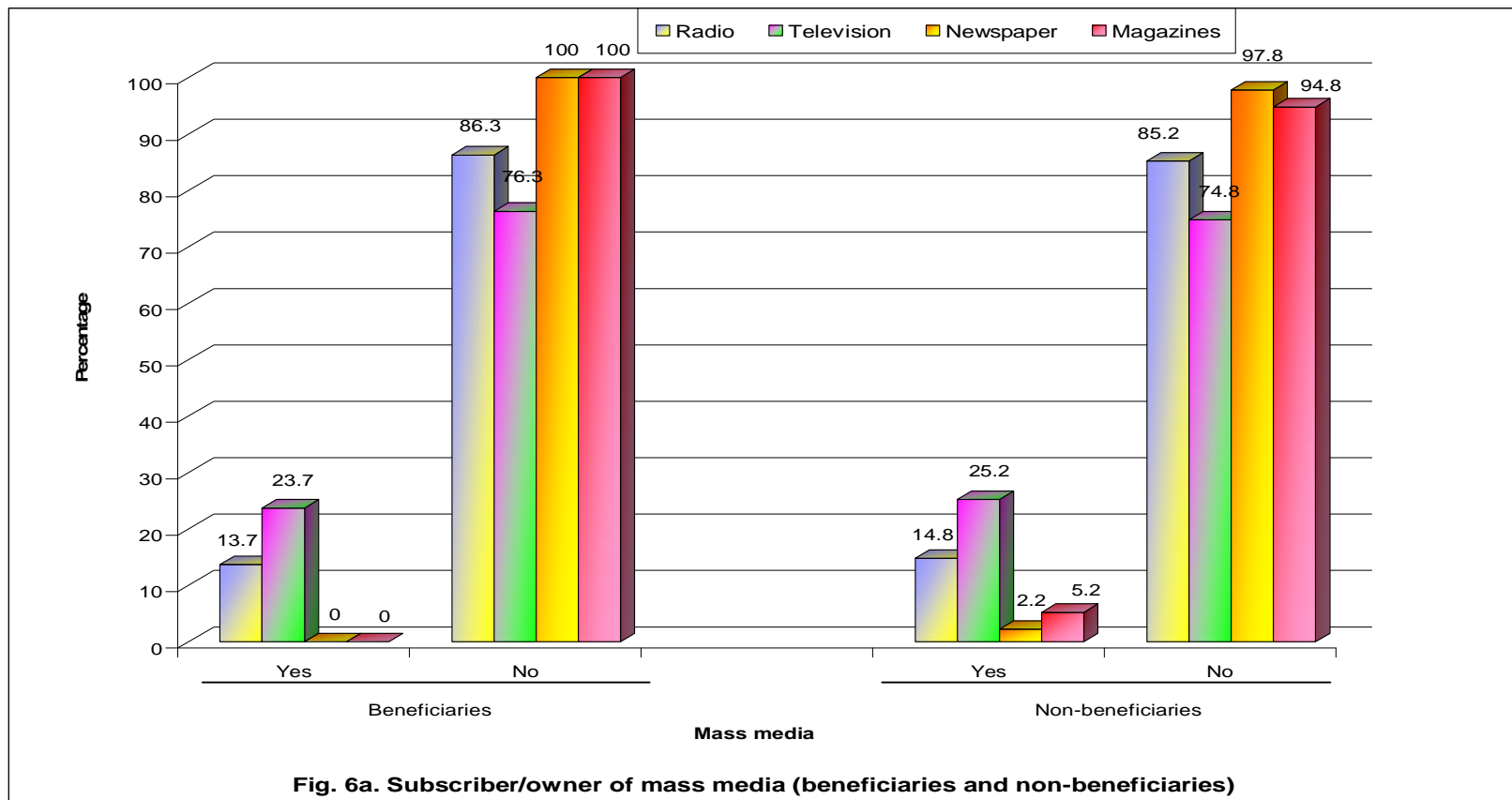


Fig. 6a. Subscriber/owner of mass media (beneficiaries and non-beneficiaries)

Fig. 6a. Subscriber/owner of mass media (beneficiaries and non-beneficiaries)

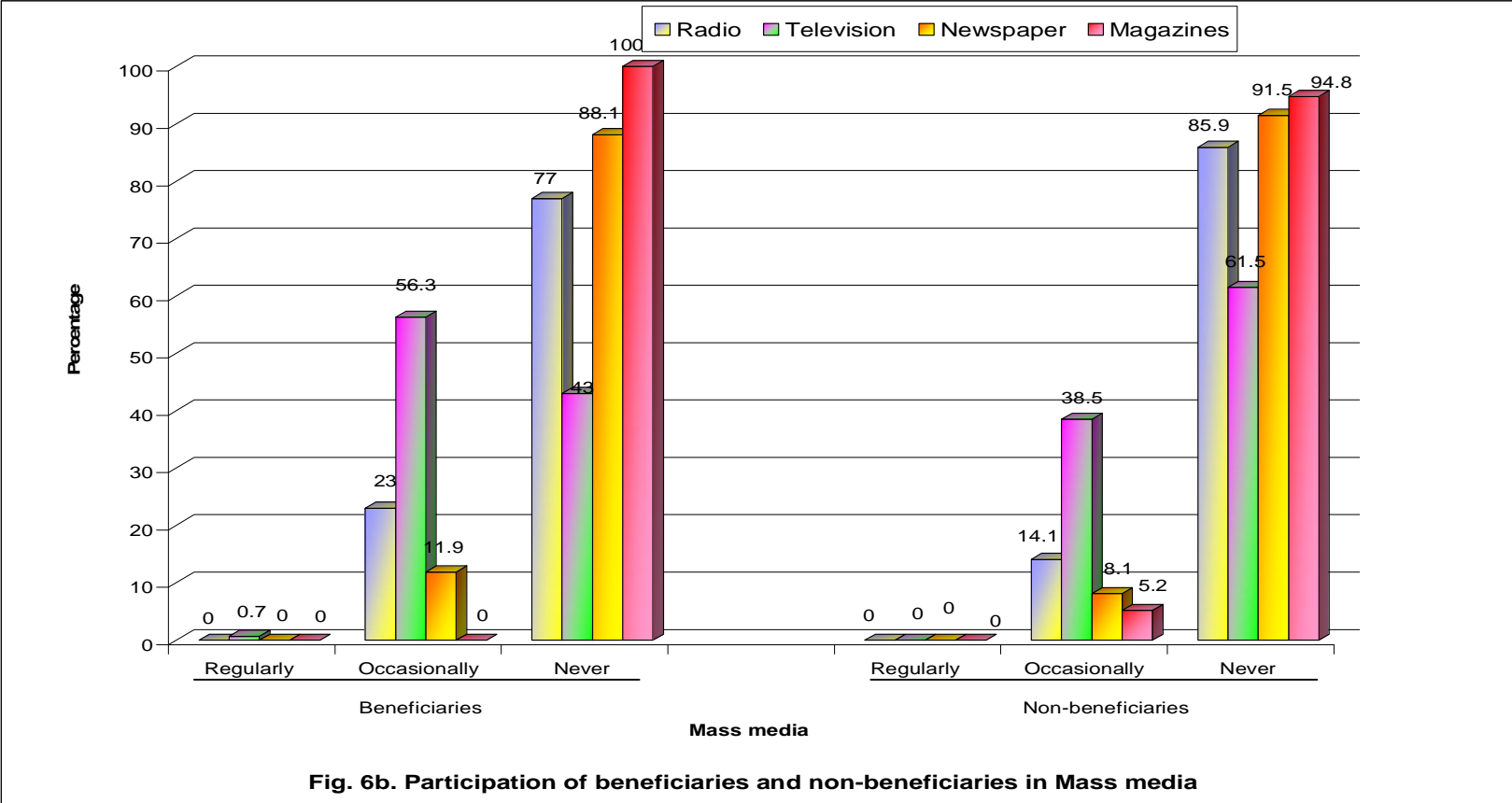


Fig. 6b. Participation of beneficiaries and non-beneficiaries in Mass media

Fig. 6b. Participation of beneficiaries and non-beneficiaries in Mass media

Table 5. Comparison between beneficiaries and non beneficiaries in extension, social and mass-media participation

N = 405

Variable	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)		t-value
	Mean	SD	Mean	SD	
Extension participation	5.99	0.90	5.30	0.50	8.26**
Social participation	4.29	0.49	4.27	0.49	0.36 ^{NS}
Mass-media participation	5.93	0.88	5.66	0.60	3.16**

** - Significant at 0.01 level

NS - Non significant

Knowledge level of the Beneficiaries and non beneficiaries about NREGS

A perusal of data in Table 7 and Fig. 7 shows overall knowledge level of the beneficiaries and non-beneficiaries about NREGS programme. About 97 per cent of beneficiaries had high knowledge while only 3.7 per cent of non-beneficiaries had high knowledge. While in the medium knowledge category there were 5.9 per cent non-beneficiaries and 2.6 per cent beneficiaries. None of the beneficiaries were in the low knowledge category where this per cent was very high (90.40%) among non-beneficiaries. It is therefore very clear that beneficiaries had more knowledge about NREGS than the non-beneficiaries.

Knowledge level of beneficiaries and non-beneficiaries based on their occupation

A look at the Table 8 will reveal that majority of the beneficiaries belonged to the labour class (241/270). There were 29 respondents from farming families and none from the any other category. Of the labour category beneficiaries 95.03 per cent had high knowledge and the others (4.97%) had medium knowledge. None belonged to the low knowledge category. Similarly all the respondents from farming families (29/29) had high knowledge. With regard to non-beneficiaries 91.00 per cent of labour respondents, 10 out of 11 farming respondents and 22 out of 24 respondents with other occupation had low knowledge. Those in the medium and high knowledge category were either nil or negligible.

Attitude of Beneficiaries and Non-beneficiaries towards NREGS

Results depicted in the Table 9a indicated that, majority of the beneficiaries (above 95%) had favourable attitude towards NREGS. And very few (3-5%) were neutral in their attitude about many aspects of the programme. About 66.00 per cent felt that wages were not according to community expectations and 43.34 per cent did not agree that worksite facilities were provided. About 92.00 per cent beneficiaries were neutral in their attitude towards the statement that unemployment allowance sustains the family when there is no work.

Table 6. Knowledge of beneficiaries and non-beneficiaries about NREGS

N=405

Sl .No	Statements	Beneficiaries (n ₁ = 270)			Non- beneficiaries (n ₂ = 135)		
		Yes	No	Index	Yes	No	Index
1	NREGS provides for legal guarantee of employment	270 (100)	-	100	33 (24.44)	102 (75.56)	62.22
2	It provides 100 days of employment	270 (100)	-	100	36 (26.66)	99 (73.34)	63.33
3	Fifty percent of the stipulated work force is to be women	268 (99.25)	02 (0.25)	99.62	13 (9.62)	122 (90.38)	54.81
4	Only adult members are given work	08 (2.96)	262 (97.04)	51.48	19 (14.07)	116 (85.93)	57.03
5	All those who register have to be given work.	270 (100)	-	100	15 (11.11)	120 (88.89)	55.55
6	This scheme is a central government funded scheme.	268 (99.25)	02 (0.25)	99.62	05 (3.70)	130 (96.30)	51.85
7	Minimum wage of at least rupees 60 is to be paid to the beneficiaries	270 (100)	-	100	14 (10.37)	121 (89.63)	55.18
8	Actual payment is based on prevailing rates.	254 (94.07)	16 (5.93)	97.03	15 (11.11)	120 (88.89)	55.55
9	After application employment has to be provide within 15 days	253 (93.70)	17 (6.30)	96.85	09 (6.66)	126 (93.34)	53.33
10	If employment is not provided within 15 days unemployment allowance will be paid	195 (72.22)	75 (27.78)	86.11	-	135 (100)	50.00
11	The calculation of unemployment allowance that is not less than the minimum wage for the 30 days and not less than half the minimum wage after that.	186 (68.88)	84 (31.12)	84.44	11 (8.14)	124 (91.86)	54.07
12	The act was introduced to improve purchasing power of rural people	267 (98.88)	03 (1.12)	99.44	39 (28.88)	96 (71.12)	64.44
13	The programme is meant to improve Community assets	270 (100)	-	100	50 (37.03)	85 (62.97)	68.51
14	Anybody rich or poor willing to do semi unskilled work in rural can for work	268 (99.25)	02 (0.75)	99.62	61 (45.18)	74 (54.82)	72.59

15	Do you know procedure to get a job card?	264 (97.77)	06 (2.23)	98.88	32 (23.70)	103 (76.30)	61.85
16	Application for the work to be given to panchayat/programme office	270 (100)	-	100	113 (83.70)	22 (16.30)	91.85
17	Letter providing employment will be sent to the applicant and also displayed at the panchayat office	269 (99.62)	01 (0.38)	99.81	59 (43.70)	76 (56.29)	71.85
18	Provision of employment should be provided within radius of 5km'	269 (99.62)	01 (0.38)	99.81	35 (25.92)	100 (74.08)	62.96
19	If work is beyond 5km's transport allowance and 10 percent extra living allowance will be paid.	262 (97.03)	08 (2.97)	98.51	09 (6.66)	126 (93.34)	53.33
20	No discrimination between the wages of men and women.	261 (96.66)	09 (3.34)	98.33	17 (12.59)	118 (87.41)	56.29
21	Crèche facility is provided to women.	41 (15.18)	229 (84.82)	42.40	51 (37.77)	84 (62.23)	68.88
22	You can demand for the type of work.	68 (25.18)	202 (74.82)	62.59	-	135 (100)	50.00
23	Social auditing is an integral part of NREGS	186 (68.88)	84 (31.12)	84.44	09 (6.66)	126 (93.34)	53.33

Figures in the parentheses indicate percentage

Overall index (Beneficiaries)	91.26
Overall index (non-beneficiaries)	60.39

Table 7. Knowledge level of the beneficiaries and non beneficiaries about NREGS

N = 405

Knowledge	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)	
	Frequency	Percentage	Frequency	Percentage
Low	-	-	122	90.40
Medium	07	2.60	08	5.90
High	263	97.40	05	3.70

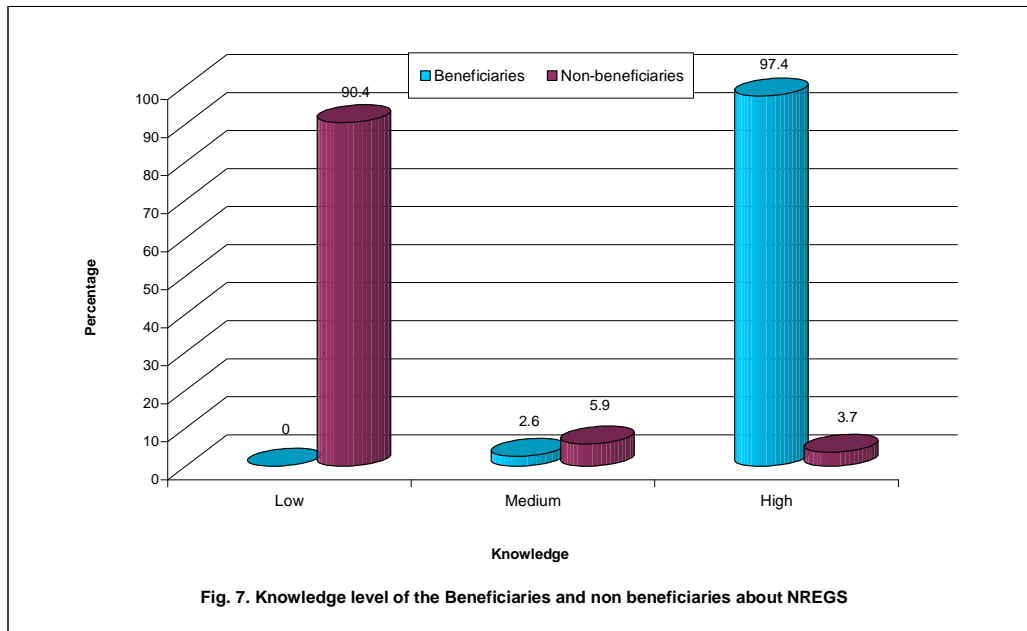


Fig. 7. Knowledge level of the Beneficiaries and non beneficiaries about NREGS

Table 8. Knowledge level of beneficiaries and non-beneficiaries based on occupation

N = 405

Occupation	Beneficiaries (n ₁ = 270)				Non-beneficiaries (n ₂ = 135)			
	Low	Medium	High	Total	Low	Medium	High	Total
Labour	-	12 (4.97)	229 (95.03)	241 (100)	91 (91.00)	06 (6.00)	03 (3.00)	100 (100.00)
Farming	-	-	29 (100)	29 (100)	09 (81.81)	02 (18.19)	-	11 (100.00)
Any other	-	-	-	-	22 (91.70)	02 (8.30)	-	24 (100.00)

Figures in the parentheses indicate percentages.

Table 9a. Attitude of Beneficiaries towards NREGS

N = 405

Sl. No	Attitude statements	Beneficiaries (n ₁ = 270)			
		Agree	Undecided	Disagree	Index
1	NREGS job guarantee scheme is boon to the rural people.	270 (100)	-	-	100
2	Proper understanding of the scheme has been created among the rural masses	261 (96.66)	09 (3.34)	-	98.88
3	The legal guarantee of employment has been made clear by the officials	264 (97.77)	06 (2.28)	-	99.25
4	All those who have registered under a scheme are to be employed.	266 (98.51)	03 (1.11)	01 (0.38)	99.38
5	Sufficient worksite facilities have been provided by NREGS.	145 (53.70)	08 (2.96)	117 (43.34)	70.12
6	The wage rate is standard and according to the community expectation.	81 (30.00)	10 (3.70)	179 (66.30)	54.56
7	NREGS has improved the lives of beneficiaries by generating income.	243 (90.00)	10 (3.70)	17 (6.30)	94.56
8	Sincere efforts have been made by panchayati members in implementing the programme.	259 (95.92)	10 (3.70)	01 (0.38)	98.51
9	Women are also encouraged to register for employment.	264 (97.77)	06 (2.23)	-	99.25
10	The employment provides is able to generate adequate income purchase basic needs.	258 (95.55)	07 (2.59)	05 (1.86)	97.90
11	The community has been greatly benefited by the assets creation	255 (94.44)	15 (5.56)	-	98.18
12	The gram panchayat has accomplished the scheme successfully.	258 (95.55)	11 (4.07)	01 (0.38)	98.39
13*	NREGS has concentrated more on the influential people	06 (2.23)	13 (4.81)	251 (92.96)	36.40

Sl. No	Attitude statements	Beneficiaries (n ₁ = 270)			
		Agree	Undecided	Disagree	Index
14	Employment provision within 5km's radius has been helpful to the beneficiaries.	266 (98.51)	04 (1.49)	-	99.50
15	Unemployment allowance sustain family when there is no work	21 (7.77)	248 (91.85)	01 (0.38)	69.13
16	In this scheme men and women are treated on poor with regard to wages	267 (98.88)	03 (1.12)	-	99.62
17	NREGS has been able to develop the rural community and provide employment	257 (95.18)	13 (4.82)	-	98.39
18	This programme does not discriminate between the rich and the poor.	268 (99.25)	02 (0.75)	-	99.75
19	It is good that NREGS provides employment to able and willing workers.	260 (96.30)	10 (3.70)	-	98.76
20	The programme has helped the beneficiaries to sustain themselves during off seasons.	170 (62.96)	100 (37.04)	-	87.65
21	Social Auditing prevents mismanagement	243 (90.00)	06 (2.23)	21 (7.77)	94.07

Figures in the parentheses indicate percentages

* Negative statement.

Table 9b. Attitude of non-beneficiaries towards NREGS

Sl. No	Attitude statements	Non-Beneficiaries (n ₁ = 135)			
		Agree	Undecided	Disagree	Index
1	NREGS job guarantee scheme is boon to the rural people.	52 (38.51)	08 (5.92)	75 (55.57)	60.98
2	Proper understanding of the scheme has been created among the rural masses	09 (6.66)	27 (20.00)	99 (73.34)	44.44
3	The legal guarantee of employment has been made clear by the officials	-	64 (47.40)	71 (52.60)	49.13
4	All those who have registered under a scheme are to be employed.	-	13 (9.62)	122 (90.38)	36.54
5	Sufficient worksite facilities have been provided by NREGS.	-	22 (16.30)	113 (83.70)	38.16
6	The wage rate is standard and according to the community expectation.	02 (1.48)	20 (14.82)	113 (83.70)	37.77
7	NREGS has improved the lives of beneficiaries by generating income.	15 (11.11)	15 (11.11)	105 (77.78)	44.44
8	Sincere efforts have been made by panchayati members in implementing the programme.	-	17 (12.59)	118 (87.41)	37.53
9	Women are also encouraged to register for employment.	07 (5.18)	40 (29.62)	88 (65.19)	46.66
10	The employment provides is able to generate adequate income purchase basic needs.	13 (9.62)	19 (14.07)	103 (76.29)	44.44
11	The community has been greatly benefited by the assets creation	44 (32.59)	09 (6.66)	82 (60.75)	57.28
12	The gram panchayat has accomplished the scheme successfully	-	09 (6.66)	126 (93.34)	35.55
13	NREGS has concentrated more on the influential people	28 (20.74)	49 (36.29)	58 (42.91)	59.25

14	Employment provision within 5km's radius has been helpful to the beneficiaries	39 (28.88)	21 (15.56)	75 (55.56)	57.77
15	Unemployment allowance is sustain family when there is no work	-	64 (47.40)	71 (52.60)	49.13
16	In this scheme men and women are treated on poor with regard to wages	09 (6.66)	59 (43.70)	67 (49.64)	52.34
17	NREGS has been able to develop the rural community and provide employment	-	21 (15.55)	114 (84.45)	38.51
18	This programme does not discriminate between the rich and the poor.	30 (22.22)	37 (27.40)	68 (50.38)	57.28
19	It is good that NREGS provides employment to able and willing workers.	10 (7.40)	20 (14.81)	105 (77.79)	43.20
20	The programme has helped the beneficiaries to sustain themselves during off seasons.	-	56 (41.48)	79 (58.52)	47.16
21	Social Auditing prevents mismanagement	28 (20.74)	77 (57.03)	30 (22.22)	66.17

Figures in the parentheses indicate percentages

Overall index (Beneficiaries) 90.10
Overall index (non-beneficiaries) 42.97

Table 9b revealed regarding non-beneficiaries, very few respondents had favourable attitude. Majority of the respondents (70-80%) had unfavourable attitude towards the programme regarding worksite facilities, sincerity of panchyati members in implementing the programme, and provision of employment to able and willing workers. About 94 per cent respondents felt that the gram panchayat has not accomplished the scheme successfully. In general most respondents (>50.00%) had unfavourable attitude towards the programme.

The difference in the attitude of beneficiaries and non-beneficiaries is revealed by the attitude indices of 90.10 and 42.97 respectively. Among beneficiaries favourable attitude towards the programme is to the extent of 90.10 per cent and this percentage was only 42.97 for non-beneficiaries.

Categorization of the beneficiaries and non beneficiaries based on attitude

Table 10 and Fig. 8 indicated categorization of the beneficiaries and non-beneficiaries according to their attitude towards NREGS programme. About 94.00 per cent beneficiaries had favorable attitude towards NREGS. Whereas only 6.30 per cent and 1.10 per cent beneficiaries had neutral and unfavourable attitude towards NREGS. Regarding non-beneficiaries most (87.40%) respondents had unfavourable attitude towards NREGS and only 12.60 per cent respondents had neutral attitude towards NREGS. There were none in favourable category.

Attitude of Beneficiaries and Non-beneficiaries based on their occupation

The attitude of beneficiaries and non-beneficiaries based on their occupation (Table 11) shows that beneficiaries irrespective of their occupation had a favourable attitude. Among non-beneficiaries none of them had a favourable attitude. Among labourers 60 per cent had unfavourable attitude while the others were neutral. It is interesting to note all the respondents (11/11) from the farming had an unfavourable attitude towards the programme. Even among the 'any other' category of respondents the non-beneficiaries having unfavourable attitude were large in number (62.50%) and 37.50 per cent were neutral in their attitude.

4.3 Comparison of knowledge and attitude of Beneficiaries and Non-beneficiaries

It can be seen from Table 12 that, the mean knowledge of beneficiaries is 40.47(SD=1.37) and non-beneficiaries is 24.90 (SD=0.15). The mean difference between beneficiaries and non-beneficiaries is 15.57(SD=1.22). Regarding the attitude, the mean of beneficiaries is 61.15 (SD=2.34) and non-beneficiaries is 40.15 (SD=1.22). The attitude mean difference between beneficiaries and non-beneficiaries is 21.00 (SD=1.12).

The results depicted in the table 12 revealed that, there is significant difference between beneficiaries and non-beneficiaries knowledge $t=55.86$ about and attitude $t=97.5$ towards NREGS.

4.4 Relationship between knowledge and demographic variables towards NREGS

Relationship between knowledge and demographic variables

The results presented in Table 13 revealed that, age and education were positively and significantly related to the knowledge of the beneficiaries, whereas income and caste were found to be not associated with knowledge about the programme. Regarding non-beneficiaries, education, caste, income and occupation were positively and significantly related with knowledge. However age was not associated with knowledge.

This means that higher the education and age the better was the knowledge of the beneficiaries. While in case of non-beneficiaries in addition to age and education, the caste had a bearing on the knowledge.

Relationship of Extension, social and mass-media participation with respondents knowledge and attitude

Table 10. Categorization of beneficiaries and non-beneficiaries based on attitude

N = 405

Attitude	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)	
	Frequency	Percentage	Frequency	Percentage
Unfavourable	03	1.10	118	87.40
Neutral	17	6.30	17	12.60
Favourable	250	23.60	-	-

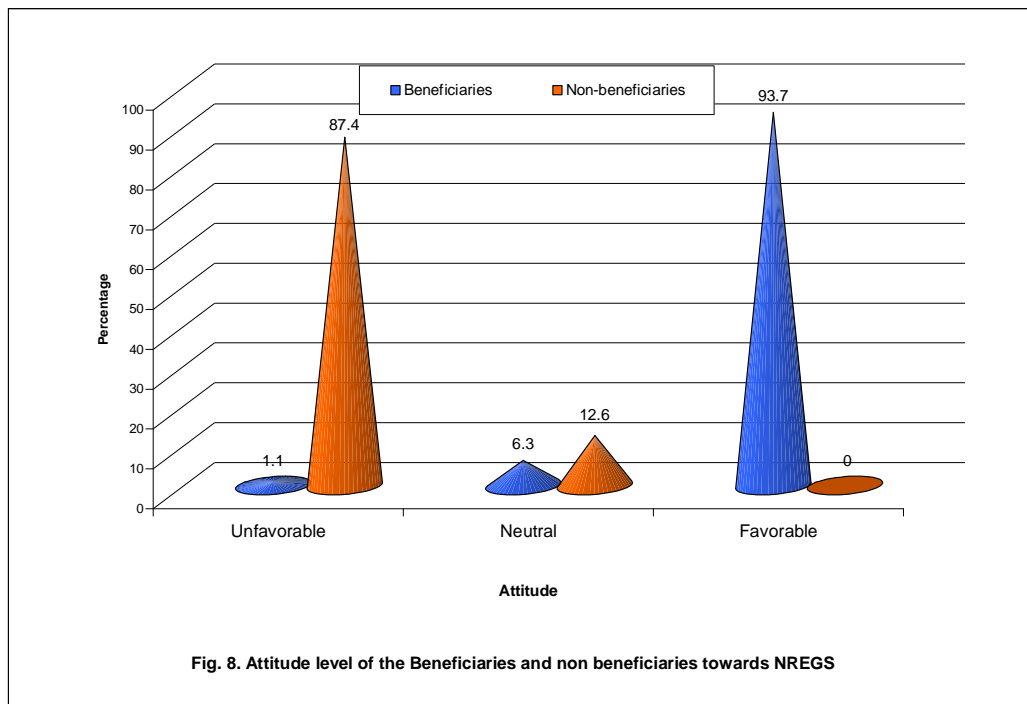


Fig. 8. Attitude level of the Beneficiaries and non beneficiaries towards NREGS

Table 11. Attitude of beneficiaries and non-beneficiaries based on occupation

N = 405

Occupation	Beneficiaries (n ₁ = 270)				Non-beneficiaries (n ₂ = 135)			
	Unfavourable	Neutral	Favourable	Total	Unfavourable	Neutral	Favourable	Total
Labour	-	16 (6.64)	225 (93.36)	241 (100.00)	60 (60.00)	40 (40.00)	-	100 (100.00)
Farming	-	09 (31.03)	20 (68.97)	29 (100.00)	11 (100.00)	-	-	11 (100.00)
Any other	-	-	-	-	15 (62.50)	09 (37.50)	-	24 (100.00)

Figures in parentheses indicate percentages

Table 12. Comparison of knowledge and attitude of beneficiaries and non beneficiaries

N = 405

Variable	Beneficiaries (n ₁ = 270)		Non beneficiaries (n ₂ = 135)		t-value
	Mean	SD	Mean	SD	
Knowledge	40.47	1.37	24.90	0.15	55.86**
Attitude	61.15	2.34	40.15	1.22	97.59**

** Significant at 0.01 level

Table 13. Relationship between knowledge and demographic variables

N = 405

Demographic variables	Knowledge	
	Beneficiaries (n ₁ = 270)	Non beneficiaries (n ₂ = 135)
Age	0.233**	-0.093
Education	0.140*	0.323**
Income	-0.057	0.172*
Caste	0.018	0.491**
Occupation	0.057	0.246**

** Significant at 0.01 level

* Significant at 0.05 level

Table 14. Relationship of extension, social and mass media participation with knowledge and attitude

Variables	Knowledge		Attitude	
	Beneficiaries (n ₁ = 270)	Non-beneficiaries (n ₂ = 135)	Beneficiaries (n ₁ = 270)	Non-beneficiaries (n ₂ = 135)
Extension participation	0.128*	-0.218*	0.015	-0.048
Social participation	0.047	0.256**	-0.098	0.067
Mass media participation	0.013	0.102	0.151*	-0.008

Table 15. Relationship between attitude and demographic variables

N = 405

Demographic variables	Attitude	
	Beneficiaries (n ₁ = 270)	Non beneficiaries (n ₂ = 135)
Age	-0.260**	-0.013
Education	0.117	0.015
Income	0.089	-0.028
Caste	0.147*	0.086
Occupation	-0.042	0.55

** Significant at 0.01 level

* Significant at 0.05 level

The Pearson co-relation was calculated to find out the relationship between Extension, Social and Mass-media participation with respondents knowledge and attitude towards programme. The results depict in Table 14 revealed that, extension participation of beneficiaries was positively and significantly related with knowledge and there is no significant relationship of beneficiaries with attitude. In case of social and mass media there is no significant relationship of beneficiaries with knowledge and in case of attitude only mass media is positively and significant with attitude of beneficiaries.

Regarding non-beneficiaries, only social participation was positively and significantly related with knowledge. In case of attitude none of the variables were associated with attitude of non-beneficiaries.

Relationship of Demographic variables with respondents attitude towards the programme

Results of Table 15 show that caste of the beneficiaries had a positive and significant relation with attitude. Although age was significantly and negatively related, which means younger beneficiaries had a more favourable attitude than older beneficiaries. None of the variables of the non-beneficiaries were associated with the attitude meaning that age, education, income and caste had no bearing on the attitude of the beneficiaries.

4.5 Influence of demographic variables on beneficiaries and non-beneficiaries knowledge about and attitude towards NREGS

Influence of demographic variables on knowledge of respondents

An observation of Table 16 indicates that out of four demographic variables, only age is positively and significantly influencing the knowledge level of beneficiaries. The co-efficient of determination was 0.05 which revealed that 5 per cent of the variation in the knowledge level was explained by all the four independent variables.

Influence of demographic variables on knowledge of non beneficiaries

The results in Table 17 indicated that out of four independent variables, only one variable namely caste is positively and significantly influencing the knowledge level of non-beneficiaries. The co-efficient of determination was 0.29 which revealed that 29 per cent of the total variation in the knowledge level was explained all the four independent variables.

Influence of demographic variables on Attitude of beneficiaries

The results depicted in Table 18 indicated that, out of five variables, three variables namely age, caste and occupation, only caste was positively and significantly influenced the attitude level of beneficiaries, where as age and occupation were negatively and significantly influenced the attitude level of beneficiaries. The co-efficient of determination was 0.09 which revealed that 9 per cent of the total variation in the attitude level was explained by all the five independent variables.

Influence of demographic variables on Attitude of non beneficiaries

The results in Table 19 indicated that out of five demographic variables were not significantly influenced the attitude level of non-beneficiaries. The co-efficient of determination was 0.03 which revealed that 3 per cent of the attitude level was explained by all the independent five variables.

4.6 Assets created in the village under NREGS

Preferences for Asset created in the villages by the programme

Garret ranking was assigned to the assets created in the community as per the preferences of the beneficiaries based on their usefulness to the community. It could be seen from Table 20, majority of the (66.15%) respondents had given more preferences to digging of new tanks, ponds and percolation tanks. The next preference was land leveling and tree planting (57.97%), this was followed by rural connectivity (56.80%) which is mainly road laying. Flood control and protection was preferred by 56.49 per cent beneficiaries.

Table 16. Influence of demographic variables on knowledge of beneficiaries

Variables	Regression co-efficient	t-value
Age	0.026*	3.049
Education	0.067	1.02
Income	0.063	1.02
Caste	0.035	0.753
Occupation	0.020	0.313

R square value=0.057

* Significant at 0.05 level

Table 17. Influence of demographic variables on knowledge of non beneficiaries

Variables	Regression co-efficient	t-value
Age	-0.205*	-2.42
Education	0.298**	3.19
Income	0.001	1.85
Caste	0.094	1.02
Occupation	0.206	2.32

R square value=0.291

* Significant at 0.05 level

Table 18. Influence of demographic variables on Attitude of beneficiaries

Variables	Regression co-efficient	t-value
Age	-0.062**	-4.037
Education	-0.009	-0.165
Income	0.000	1.111
Caste	0.479*	2.292
Occupation	-0.919*	-2.935

R square value=0.092

* Significant at 0.05 level

** Significant at 0.05 level

Table 19. Influence of demographic variables on Attitude of non beneficiaries

Variables	Regression co-efficient	t-value
Age	0.060	0.828
Education	0.133	0.604
Income	0.000	0.032
Caste	0.040	0.385
Occupation	0.346	0.386

R square value=0.033NS

The Vth rank was assigned to water conservation and harvesting (44.10%). Other works which included construction of school compound and construction of Panchayat building (37.76%). Only 28.44 per cent of the beneficiaries preferred afforestation programme which included digging of pits and planting trees.

4.7 Perceived benefits of the programme

Perceived individual benefits of the programme

The results of the Table 21 revealed the perceived individual benefits of the programme. It could be seen that the most respondents (72.05%) felt that the programme helped to reduce distress migration. The next in order was, it provide extreme protection against poverty (64.82%) by providing work during lean period. Redacted indebtedness was reported by (52.28%) of the respondents. NREGS generated purchasing power in rural local economy was quoted by (47.68%) respondents. About 46 per cent said that the programme gave greater economic independence to women. Enhanced food security was the feeling of 45.08 per cent. On the whole more than 45 per cent respondents have quoted one or the other benefits of the programme.

4.8 Problem faced and suggestions given by beneficiaries about NREGS

The results in Table 22 indicated that, 33 per cent beneficiaries said that there are no sufficient work site facilities provided by panchayat and 24 per cent women beneficiaries said there is no crèche facility at work site. Only five per cent beneficiaries said that they had not paid unemployment allowance when ever work was not be given.

About 93 per cent had suggested that there should be increased wages and 70 per cent beneficiaries said that government should increase the number of working days beyond 100 days per year and 33 per cent beneficiaries had suggested that sufficient work site facilities should be provided.

Table 20. Preferences for assets created in the villages by NREGS

(n = 270)

Assets	Average	Ranking
Digging of new tanks, ponds, percolation tanks	66.15	I
Land leveling and Tree planting	57.97	II
Rural connectivity	56.80	III
Flood control and protection	56.49	IV
Water conservation and harvesting	44.1	V
Construction of school compounds and panchayat buildings	37.76	VI
Afforestation	28.44	VII

Table 21. Perceived individual benefits of NREGS

(n = 270)

Perceived benefits	Average	Ranking
Helped to reduce distress migration	72.05	I
Provide extreme protection against poverty	64.82	II
Helped to reduce indebtedness	52.28	III
Generated purchasing power in the rural local economy	47.68	IV
Gave greater economic independence to women	45.74	V
Has enhanced food security	45.08	VI

Table 22. Problems faced and suggestions given by beneficiaries about programme

Sl. No.	Problems faced (n = 270)*	Frequency	Percentage
1.	Work site facility	90	33.00
2.	Creche facility	65	24.00
3.	Unemployment allowance	12	4.40
	Suggestions given (n = 270)*		
1.	Increase in wages	252	93.33
2.	Increase working days	189	70.00
3.	Provide sufficient worksite facility (drinking water, shed and first aid)	90	33.00

* Multiple responses and no responses



Plate 1. Rural Connectivity



Plate 2. Construction of panchayat building



Plate 3. Tree planting



Plate 4. Social Auditing

5. DISCUSSION

National Rural Employment Guarantee Scheme: In September 2005, Government of India passed the NREGS Act in the Parliament. Through this Act a member of a rural household was to be provided job for at least 100 days in a financial year, as an unskilled worker (labour). This was guaranteed under the Act. This is a very important step of the Government of India to bring about a uniform act of employment guarantee for all the states, and also in its implementation. The expressed social advantages of the job guarantee act are as follows :

- Employment Guarantee Scheme helps to provide an opportunity to build useful assets in the villages.
- Employment Guarantee Scheme helps to save rural households from poverty and hunger.
- The Scheme provides an opportunity to most of the below poverty line households to move upwards.
- This will help reduce the influx of population from rural to urban areas in search of job.
- This will empower the labourers and workers to negotiate their wages.
- Employment Guarantee Scheme will empower the women and will help to make themselves reliant.

The important findings of the study are interpreted and discussed in this chapter under the following heads.

- 5.1. Personal and socio-economic characteristics of beneficiaries and non-beneficiaries of NREGS.
- 5.2. Knowledge of beneficiaries and non-beneficiaries about NREGS and relationship with demographic variables.
- 5.3 Attitude of beneficiaries and non-beneficiaries and its relationship with demographic variables
- 5.4 Assets created in the village under NREGS
- 5.5 Perceived individual benefits of NREGS scheme
- 5.6 Problems and Suggestions.

5.1 Personal and socio- economic characteristics of beneficiaries and non-beneficiaries of NREGS

The data in Table 1 and Fig. 2 would show that majority of the beneficiary respondents were male (72.20), middle aged (31-50 years) and either illiterate or less educated. Most of them were landless labourers belonging to Schedule caste/tribes.

The NREGS is an employment generation programme wherein those willing to do unskilled manual work are given employment. It is therefore obvious that able bodied men in the age group of 31-50 years have registered for the programme. Since it is manual work many agricultural labourers are willing to do work under the programme. Members from landed families often hesitate to do such jobs as they consider that it would lower their status in the society. With regard to gender and caste categories, the scheme envisages that there should be at least 1/3rd women and 1/3rd of SC/ST beneficiaries. The findings are almost on par with the mandates of the programme. The nature of the work itself is suitable for the illiterate and less educated labourers and so, most of the beneficiaries who have registered for the programme are illiterate and less educated. Regarding the non-beneficiaries the findings represent the demographic characteristics of the selected rural area.

The findings of the present study are in line with those reported by Thejaswini (1996), Usha Rani (1999) for age, Padma (1984) for gender, Gautam & Singh (1991) for Caste, Pattanaik (2009) for Education.

The extension participation of beneficiaries was better than non-beneficiaries probably because many government programmes cater to the rural poor and these people have also registered under the scheme (Table 2). With regard to social participation (Table 3) non-beneficiaries had better participation in co-operative societies, mahila mandal and yuvak mandal compared to the beneficiaries. These are social institutions where well to do people with a social standing participate.

Similarly with mass media participation (Table 4), the better socio-economic status of the non-beneficiaries enables them to buy and read news paper and magazines. Irrespective of the social status TV and radio are possessed by both beneficiaries and non-beneficiaries because they are now considered as necessities rather than luxuries.

5.2 Knowledge of beneficiaries and non-beneficiaries about NREGS

The high level knowledge of the beneficiaries about the programme is evidenced by the findings in table 7. Having registered for the programme the beneficiaries have made efforts to know the benefit and shortcoming of the programme. In addition to their own efforts the concerned panchayat officials have also educated the beneficiaries about the mandates of the programme. Although the overall knowledge is high, it was observed that most beneficiaries were not aware of certain aspects of NREGS like, only adult members are given work and that one can demand for the type of work. They were not aware about social auditing of the scheme. Most of them were also not aware about crèche and worksite facilities. Probably because these facilities were either not provided or very poor. (Table 6)

With regard to non-beneficiaries they were mostly aware that the programme gives work to those people who have registered for the programme. The non-beneficiaries in the present study are those who have not registered for the programme. It was observed that generally families with better socio-economic status do not register for the programme because work to be done is a manual work. The better socio-economic status and upper caste rural folk hesitate to do manual labour.

Results in Table 13 indicated that, the knowledge level of beneficiaries was significantly related to age and education meaning that as age increases their knowledge level also increased. The more experienced beneficiaries had better knowledge. Similarly the more the education the beneficiary had better understanding of the scheme. The significant influence of age is also revealed by the regression value in Table 16.

Regarding non-beneficiaries education, income and caste were positively and significantly related with knowledge. This means that, knowledge level had increased along with education, income and caste. As the level of income increases the village folk do not register for the programme but they would certainly find out what the scheme is all about and how it functions. They do not however register because they do not prefer manual work. With regard to caste, higher the knowledge scores were obtained by lower caste. NREGS is highly beneficial to the SC/ST with 1/3rd reservation. Due to this they had more knowledge about the programme. This is also evidenced by the significant regression value in Table 17.

The findings of the present study are in line with those reported by Vijaya (1995) for age, Vijaya (1995) and Bhemappa (2006) for education.

According to Yadav and Garag (2010) suggest that state Government should take step to provide adequate publicity to the programme and to persuade and ensure that all BPL households as possible are persuaded to register under NREGS.

According to Banerjee (2010) the local social activists realized the potential of NREGS in augmenting the meagre sources and have now to begin work to mobilize and assist local communities to demand work and get their full entitlement.

Singh and Kumar (2009) reported that in Haryana initially many labours were not interested to take up work in the same village to dig a pond as they were not sure of the payment. However, when they were given detailed information about NREGS by the panchyat by the officials they started slowly to enroll for the work. Thus it is clear that empowering them with the knowledge is very important to motivate them to come towards and enroll themselves and understand that getting work is their right.

5.3 Attitude of beneficiaries and non-beneficiaries and its relationship with demographic variables

Attitude is a feeling, belief or opinion of approval or disapproval towards something. Attitudes are generally positive or negative views of a person towards, place, thing or event. It is believed that attitudes influence behaviour. Advertising, political campaigns and other persuasive media messages are all built on the premise that behaviour follows attitude and attitude can be influenced with the right message delivered in the right way.

Attitude can be changed through persuasion and we should understand attitude change as a response to communication. The factors affecting persuasiveness are the target characteristics that are the people who receive and process the message, the socioeconomic status and the mind frame.

To measure the attitude level of beneficiaries and non-beneficiaries about NREGS, a specific attitude index was developed and the analysis of the results are presented in the (table 10), shows that, most (93.70%) of the beneficiaries had favourable attitude, while most non-beneficiaries (87.40%) had a negative attitude.

The findings for the present study are in line with those reported by Nagarajaiah (1978).

The reason why majority of the beneficiaries had favourable attitude is that, those who had registered for the work had very high knowledge about the programme and after understanding the social advantage of the job they developed a favourable attitude. This is opposite in case of non-beneficiaries, their knowledge about programme is low and attitude was also unfavourable. The non-beneficiaries knew that the programme ensures work to those who registered for work irrespective of caste or class. Since the programme expects everybody to perform manual labour and work shoulder to shoulder with those who are lower in caste and class the non-beneficiaries had a negative attitude. The attitude of the landed class is also highly negative because they consider that this programme has created shortage of labour to work on their farms. The act guarantees that work will be provided within 15 days of registration and if this is not possible the unemployment wages would be paid. This aspect of the programme has also created discontent among the landed families. They feel that the labour class is being pampered by the government by providing unemployment wages. The wage rate which is enhanced from time to time has also created heartburn among the upper classes.

The co-relation of attitude with independent variable (table 15) revealed that caste was positively and significantly related with attitude. Hence again the greater the score the lower the caste, so the lower caste people mainly SC/ST had a more favourable attitude, they feel this programme is a great leveler which means that even the upper caste/class people work along with them and in the village. This finding is further strengthened by the significant regression value presented in table 18. Age was negatively and significantly related with attitude, which means that younger beneficiaries had a more positive attitude. Youngsters are more eager and curious about the programme. Most beneficiaries were in the 30-50 age groups who were physically fit and healthy for work.

5.4 Asset created in the village under NREGS

The NREGS works are intended to create permanent assets in the rural areas for future needs. These include water conservation and water harvesting, drought proofing (including afforestation and tree plantation) irrigation canals including micro and minor irrigation works, provision of irrigation facility, horticulture plantation and land development facilities on land owned by households belonging to the Scheduled Castes and Scheduled Tribes or to Below Poverty Line families or to beneficiaries of land reformers or to the beneficiaries under the Indira Awas Yojana of the Government of India. Desilting of tanks, land development, flood control and protection works including drainage in water logged areas, rural connectivity to provide all-weather access and any other work which may be notified by the Central Government in consultation with the state Government.

A majority of the poor in rural areas of the country depend mainly on the wages they earn through unskilled, casual and manual labour. Inadequate labour demand or unpredictable crisis adversely impact their employment opportunities. Unemployment and poverty are strongly related and hinders the economic growth and development of the country. NREGS ensures that the employment generated should benefit the community. Emphasis is therefore given to building of roads and other infrastructure facilities, water conservation, afforestation, land development and drought proofing.

The findings of the present study (Table 20) revealed that many assets have been created in the study villages. The beneficiaries have indicated that these works have greatly contributed to the development of the village. Most of the beneficiaries were happy with the works regarding the digging of new tanks, ponds and percolation tanks. These assets created are a blessing to the rural people especially during summers when there is shortage of water. Desilting works have enhanced the water holding capacity of the existing tanks which new tanks have also been dug. Land leveling and planting were also appreciated by the beneficiaries because it has helped in greening of the areas in and around the village where vegetation had practically disappeared. Rural roads are normally in bad shape which worsen during monsoon, so the construction of roads in the village have opened opportunities for good transportation and facilitated marketing for agricultural produce.

In the past 2-3 years the area under study has been receiving unprecedented rainfall creating great havoc to houses, farms and standing crops. The flood control and protection measures initiated under NREGS have therefore helped in reducing their woes.

Afforestation was not a very popular programme probably because the study area does not have forest cover.

NREG projects are a valuable and timely investment in rural areas, with virtually no gestation period. A particular significance of the NREGS is that many of the assets created under the programme can directly benefit the poor. This is because the Act specifies that individual works are permitted, but only for the benefit of households who are below the poverty line and from the scheduled caste and tribe communities.

According to Kumar 2011, NREGS has aided in enhancement of agricultural productivity (through water harvesting, check dams, ground water recharging, improved moisture content, check in soil erosion and micro-irrigation), increased access to markets and services through rural connectivity works, supplementing household incomes, increase in women workforce participation ratio, and the regeneration of natural resources.

5.5 Perceived individual benefits of the NREGS

NREGS is a milestone legislation that is bound to bring a qualitative change in the living standards of million of rural poor so that they would feel economically emancipated.

According to Yadav and Garag 2010. Majority of the workers joined NREGS in Rewari district of Haryana to fulfill their basic needs like food, shelter and clothing.

According to Sankari and Muragan 2009, out of 80 NREGS workers, 78 per cent were women and the rest of the workers were men. The NREGS programme helped a lot in reducing the seasonal and disguised unemployment in the agriculture sector and also contributed to empower the women folk in the rural areas. Further this also reduced the wage dissimilarity between men and women workers by increasing the minimum wages. It is also observed that the income levels of the workers have increased substantially.

Rajanna and Ramesh 2009 say that NREGS has become a beacon of light in the rural areas and contributed substantially in Karimanagar district of Andhra Pradesh. According to them NREGS had,

- Increased living and economic condition by reducing the income in the rural area.
- Reduction of wage differences in various works by creating equal wages to male and female workers.
- Helped to overcome the uncertainty in the employment.
- Work culture norms in bringing cohesiveness among the workers in the rural areas irrespective of caste and creed, gender and age.

The perceived benefits based on the preferred ratings are presented in Table 21. Maximum numbers of respondents have felt that the programme has succeeded in reducing distressed migration. This was followed by extreme protection against poverty, reduced indebtedness, generation of purchasing power in the rural economy, greater economic independence to women and enhanced food security. Each of the benefits have been discussed under

Reduction in distressed migration pattern

A large number of rural youth have been migrating to the cities since independence. Therefore it always remained the priority of the government to stop this exodus of population to the cities. Migration is seen as one of the natural phenomenon which gradually seeps in with the adoption of Neo-liberal policies. With the skewed style of development, where only the urban areas are experiencing an investment boom, the rural workers are left with no choice but to come to these places in the look-out for work. In the cities, every worker is in constant competition with each other in matters of work, which puts them into a highly vulnerable position giving the contractors and the employers' avenues for exploitation.

Distress migration can be viewed as a destabilising factor-economically and socially. Labourers are at the mercy of contractors who never fail to extract their maximum to meet the expenses of migration such as finding a place to stay in the cities, travel costs, food expenses and also to meet expenses back home. The contractors expect to be paid back this sum along with a 3-4 per cent interest rate. Seasonal migrants work normally in the construction sector either work freelance or under a contractor. Although the wages are reasonable, work is not available every day. Women may also work as domestic maids in nearby houses to supplement their income. Women coming to work alone, without a spouse or a brother, are extremely vulnerable to abuse. Working under a labour contractor gives labourers more days of work but they are often exploited by the contractors and mistreated.

The slow down of the employment in agriculture as well as the seasonal nature of rural employment clubbed with low wage rate has resulted in distressed migration of labour. Migration has occurred from rural areas to urban areas and from the economically backward states to the economically developed state. This has hampered agriculture in the out migrating state and added to the urban slums in the migrating states. NREGS is a strategic employment plan for the eradication of rural poverty and prevention of distressed migration.

NREGS has reduced migration of workers from rural to urban area. The NREGS income in wages has two dimensions. The families owning small agricultural land, which is insufficient to generate food security for the whole of the year or create additional surplus of cash to meet other basic needs, are supplementing the agricultural income with the wage income of NREGS. There are large numbers of small land holding families having low agricultural produce. NREGS income provides a significant value addition to meet their higher order needs, the income is useful for their survival or growth and development of their families. There are families who are completely landless and depend on wage labour. They look for work in the agriculture sector or civil works. In the off season of agriculture, such families migrate to towns. Civil works opened up in village have given them options to earn in their village itself, even if the wage rates are lower in the NREGS civil works. Even if the younger family members migrate as skilled labourers, middle aged unskilled family members prefer to stay in the village and work under NREGS. Among the sample villages, overall half of the villages reported that migration has been considerably decreased due to the availability of jobs at the local level. Now, migration has reduced in the NREGS villages and labourers are able to spend more time with their families as they do not have to migrate in search of work. The guaranteed employment increased the income of labourers which could be used for fulfilling their daily needs like food, cloth, etc. and ensures the dignity of labour.

By securing livelihood and creating employment opportunities at the village level itself- NREGS mitigates seasonal/distress migration which has been a significant source of employment and income for a large proportion of rural population.

According to Kumar and Haorei (2010) the scheme has prevented migration in five panchayats in Tamil Nadu, NREGS beneficiaries say that the scheme is enough for getting extra employment.

Provide extreme protection against Poverty

Poverty is an extremely complex phenomenon, which manifests itself in a range of overlapping and interwoven economic, political and social deprivations. These include lack of assets, low income levels, hunger, poor health, insecurity, physical and psychological hardship, and discrimination, and lack of political power. Therefore, policy instruments should be designed to address not only the low income and consumption aspect of poverty, but also the complex social dimensions. Poverty alleviation has thus assumed a new thinking and new practices have emerged through integrated community participation of the poor.

The NREGS is possibly the most ambitious income security programme for Indian's rural poor in post independence era. Evolving the design of the wage employment programmes to more effectively fight poverty, the Federal Government formulated the National Rural Employment Guarantee Act (NREGS) in 2005, a paradigm shift from earlier programmes. With its legal framework and rights-based approach, NREGS provides employment to those who demand it. Low levels of income continues to be the barrier for the poor to escape the poverty trap. NREGS aims to provide the safety net to the poor from the "poverty that kills". Besides the legal guarantee of 100 days of work in a financial year, NREGS households are also assured of basic minimum income.

Around 30 per cent of Indian's live in absolute poverty. Most of the vulnerable are from the scheduled caste and scheduled tribes, the minorities and the other backward classes. The rural poor principally comprise of landless labourers, who are not even assured of finding work on a daily basis. It is in this context that the NREGS assumes importance since guarantees 100 days of works to anyone desirous of it at the minimum wages. The purpose of the scheme is to employ labour to create rural assets. NREGS is a ray of hope for the rural poor and unskilled labourers who are in the clutches of poverty, deprivation and discrimination, particularly on economic and social fronts.

The NREGS is a programme that aims to provide wage employment to the rural poor programme. The labour surplus economy of rural population in our country depend on the wages they earn through unskilled casual manual labour their poverty may worsen in the event of inadequate labour demand specially during slack agriculture periods. The provision to include women under this act is a refreshing welcome change. Most of the laws passed so far are simply concentrated on development to eradicate poverty and controlling hunger with the advancement and participation of women in each and every sphere of society, their inclusion was inevitable. The objective of this programme is to keep poverty at bay and at the same time create durable assets for the community and strengthen the livelihood base of the rural poor.

NREGS helped to reduce indebtedness

Low income and consumption levels, unstable and less-developed agriculture (the main occupation in the village), and lack of adequate employment avenues have pushed many households into debt. Households seem to incur debts for consumption smoothing, social functions such as funerals, marriages, etc; sudden emergencies, like ill health; education of children and, for production purposes (buying capital and other inputs). Since financial institutions do not give loans for consumption, the households have to borrow from private sources including from local money-lenders, employers, large farmers, relatives, etc. These loans are usually unfavourable in terms of rate of interest charged and other conditions and the households frequently find it difficult to get out of the debt trap. According to Pang and Pinto (2007) the debt/loans for production constitute only 16 per cent of total debt and only 9 per cent of the households are able to access it. About 48 per cent of the households have incurred debts for consumption and 37 households (9.01 per cent) have incurred debt for production purposes. About 65 per cent of the indebted households (for consumption loan) are labour households and 19 per cent are farmers (all marginal farmers). That is, the highest incidence of indebtedness in an agricultural labour households and small farmers. NREGS has come into existence to eradicate these type of problems by generating employment opportunities for rural poor. In the present study the beneficiaries have perceived rural indebtedness as the least beneficial probably because NAREGA provides only short term wage employment to the poor for about 100 days while for the rest of the year they are left to fend for themselves.

This amount is just enough for them to keep off hunger. Rural folk especially landless labourers still borrow money for social and productive purposes. Long term sustainable poverty reduction can come about only if other sectors of the economy grow rapidly and loans for production purposes are available on easy terms.

NREGS generated purchasing power in the rural local economy

NREGS is an opportunity to put purchasing power in the hands of most needy parts of our population. The involvement of NGOs, social clubs, educated rural youth may help to increase the purchasing power of rural poor. The social audit team comprise of educated village youth with the help of village committees can check the irregularities in the implementation of the NREGS program and can bring equilibrium in the rural labor market. The institutionalization of social audit may check the leakages of the programme.

Wages earned under NREGS have increased the purchasing power of rural poor and propelled them towards a better life. There has been a "significant dent" in poverty in rural areas as the implementation of NREGS has increased the income of rural households thereby increasing their purchasing power. NREGS has suddenly increased purchasing power of the poor and there is visible local economic development. This is particularly true of Wayanad which was ridden with farmer suicides. The peasants have managed to get substantial relief from NREGS by getting over their inhibition in working as labourers in richer farmer's lands by moving on to the now-respectable public works.

Economic independence of women

Majority of the rural women depend on the wages they earn through unskilled, casual and manual labour. Inadequate labour demand adversely affects their employment opportunities. In general, empowerment is a social action process that promotes participation of people in organization and communities in gaining control over their levies in the communities.

As far as women's participation in the NREGS is concerned, first, there is a clear rise in share of women in NREGS as a whole. Though women's participation in NREGS is often higher than women's participation in other forms of recorded work so far, and women's participation is negatively correlated with the existing gender wage gap in unskilled agricultural labour. Which means that where women's actual wages as a share of men's is lower in the private sector, women are flocking to work in this government administered programme. This will have an impact on women's agricultural wage and their bargaining power, and is potentially a critical factor in reducing gender disparities in the labour market.

There is much that the NREGS promises from the perspective of women's empowerment especially in rural areas which are marked by stark inequalities between men and women. In the opportunities for gainful employment afforded as well as wage rates. NREGS represents action on both these counts. The act stipulates that wages will be equal for men and women. It is also committed to ensuring that at least 33% of the workers shall be women. By generating employment for women at fair wages in the village, NREGS can play a substantial role in economically empowering women and laying the basis for greater independence and self-esteem.

By putting cash incomes into the hands of women, NREGS is beginning to create a greater degree of economic independence among women. It is expected that NREGS's with the increased participation of women in NREGS the household income-generation a positive contribution to gender relations can be made. Studies in various parts of the country, Dasgupta and Sudarshan (2011), Jandu (2007), Pankaj and Tankha (2010) studied on empowerment effect of the NREGS on women workers, covering four states namely, Bihar, Jharkhand, Rajasthan and Himachal Pradesh, Sudarshan *et al.* (2010) studied Women's Participation in the NREGS in three states of Himachal Pradesh, Kerala and Rajasthan. suggest that women workers are more confident about their roles as contributors to family expenditure and their work decisions, and that they are also becoming more assertive about their space in the public sphere.

Empowerment of rural women has emerged as an unintended consequence of NREGS. Women have benefited more as workers than as a community. Women as individuals have gained because of their ability to earn independently, it has been made possible due to the paid employment opportunity under NREGS. Independent and monetised earnings have increased consumption choices and reduced economic dependence. This has helped women in registering their tangible contribution to the household's income. The overall effects of these have translated into an increased say for women in household affairs.

The women beneficiaries of NREGS opined that the income through this wage rate has helped the household to purchase low cost furniture, kitchen materials and even better clothes for their children and even spend on the education of the children to purchase books, copies and other need of their school going children. The income has enabled them to purchase additional amount of pulses, vegetables and other nutritional items for their households by Khera and Nayak (2008).

Enhanced food Security

NREGS aims to address poverty and ensure food security for the rural poor through cash transfer in terms of wages. Through short term employment NREGS provides income transfers to poor households during critical times such as lean agricultural seasons and enable consumption smoothening. The choice of work suggested in the NREGS addresses causes of chronic poverty like drought deforestation and soil erosion, so that the process of employment generation is maintained on a sustainable basis.

NREGS is rights based legislation which aims at eliminating hunger and deprivation. The auxiliary objective of NREGS is natural resource base generation and addresses growing concerns of the food security with emphasis on water and soil conservation through increasing squeeze on water availability and new irrigable land for expanded crop production, facilitating dual cropping and crop diversity. Cultivation of bio-fuels has also been encouraged under NREGS and works relating to drought proofing and flood protection are aimed to provide resistance to climate shocks and natural disasters. Thus, NREGS can actually be seen moving towards its objective of food and livelihood security and long term sustainable development through ecological regeneration. NREGS is a probably the worlds largest ecological security programme. The present study revealed that food security ranked VI meaning that beneficiaries are not as satisfied as the policy makers intended. The wages paid to the beneficiaries have not kept pace with the increase in prices. More over the respondents feel that being assured of only 100 days of work is not really sufficient to keep poverty at bay. The earlier wage employment programmes were self targeting in the sense only the poor came for work at minimum wage rates. These programmes played a major role in protect ting consumption patterns of the rural poor during natural calamities. However the present programme is not meant only for the labour class but all able bodied individuals willing to work regardless of their status and caste. Sample for the study consists of respondents from better of families also where availability of food is not a problem.

It was a general response that due to the employment generation under the scheme, some changes occurred in terms of their food security, which resulted in improvement in their diet. According to Engler (2009) an analysis on better food for children reveals that villagers are able to include vegetables in their diet and can ensure food security for the family. In some cases, the diet pattern of labourers has also changed considerably since some people have reported that they have also been able to include meat occasionally in their diet. The additional income has transformed the composition of the food consumption pattern. Very poor families are also able to supplement nutritional items like vegetables and pulses and are having a more balanced diet.

It can thus be concluded that NREGS has enhanced food security for families worked under NREGS

- Families are able to include vegetables in their food.
- Increased food availability for more months than previous year.
- Due to increase in income they occasionally eat meat too.
- Many families previously got one time food, now they are getting one and half times more food.
- Decrease in migration and higher wage payments ensured food security.

5.6 Problems and suggestions

Some of the problems expressed by the respondents are listed hereunder

- Very few worksites have the mandatory facilities. For instance, most worksite have no first-aid kit and no child-care facilities. Some do not even have shade or water.
- Where ever child care facilities are available women hesitate to bring their children because they are discouraged from bringing children to the worksite.
- In most villages, workers know very little about their entitlements under NREGS. Right to demand for work, unemployment allowance worksite facilities and social auditing of the programme are some aspects about which most respondents are ignorant.

Suggestions

The study also elicited from the respondents suggestions for improvement and better implementation of the programme. Suggestions of the respondents are listed below:

- Wages should be paid to workers on time.
- There should be better communication between beneficiaries and officials.
- There should be increase in wages to keep up with inflation and also increase the number of working days.
- Provide sufficient worksite facilities. Women suggested that crèche facility would be of great help to them.
- Clear understanding of the programme should be provided between beneficiaries and non-beneficiaries in the villages, as this will reduce tension and unrest between rich and poor, farmers and landless agricultural labourers to co-exist in happiness.

In view of the above mentioned problems there is a need for awareness creation among the rural folk. The information about the programme has mostly spread through word of mouth. The villagers are given told about the programme only after registration. There is suggested that before launching of the programme the panchayat members should be educated about the programme. This should be followed by village level awareness campaign for people from all castes and classess because this programme promises work to all those who are willing to do manual work. Apart from village level meetings and discussion, wider publicity needs to be given via the mass media. Presentation with, success stories would motivate young men and women to come forward to work for the programme which would not only benefit them on personal basis but benefit the community by way of the assets created.

6. SUMMARY AND CONCLUSION

The main aim of the government of India is to achieve social justice and economical growth. In this context, the government has been planning and implementing a number of rural development programmes since independence. It has however, become clear that these programmes have not fully succeeded in bringing about the desired changes in the social and economic conditions of the rural masses. In this context the National Rural Employment Guarantee Scheme (NREGS) came in to being.

The NREGS is a right based scheme implemented by the government. This scheme aims to enhance livelihood security of rural people by guaranteeing 100 days of wage employment. It is a holistic programme encompassing employment opportunities, women empowerment and creation of durable assets for the community. There is therefore a need to find out whether the huge investment made on it and the restructuring of wage employment programme can be justified, interns of its success and the type of people getting the benefit of the employment opportunities. Hence the present study was designed with the following objectives.

1. To know the socio-personal characteristics of beneficiaries and non-beneficiaries.
2. To study the awareness and knowledge of NREGS among rural people
3. To compare the attitude of beneficiaries and non-beneficiaries towards NREGS.
4. To study the community assets created in the selected panchyats.
5. To study the economic and social benefits derived out of the programme by the NREGA beneficiaries

The study was conducted during 2010-11 in Dharwad district of Karnataka state. In Dharwad taluk five panchayats were selected for conducting the present investigation. A sample of 54 beneficiaries and 27 non-beneficiaries were selected from each of the village. Thus the total sample for the study was 270 beneficiaries and 135 non-beneficiaries.

For the present study knowledge about and attitude towards NREGS were considered as dependent variables, and variables such as age, education, gender, caste, family income, land holding, extension participation, social participation and mass media participation were studied as independent variables.

Knowledge tests and attitude tests were developed to measure the knowledge and attitude levels regarding NREGS. An interview schedule was formulated to collect the information. After pre-testing the interview schedule in non sample area, suitable modifications were made and the structured schedule was used to collect the data from the respondents by personal interview method. The data collected were tabulated and analyzed using frequency, percentage, t-test, correlation coefficient, regression and Garrett ranking. The major findings of the study are as follows.

1. Majority of the beneficiaries (54.80%) and non-beneficiaries (55.50%) belonged to middle aged group.
2. More than half of the beneficiaries (72.20%) were male and non-beneficiaries (56.30%) were female.
3. About 42 per cent beneficiaries belonged to OBC (41.50%), while more than half (68.10%) of the non-beneficiaries belonged to SC/ST.
4. Forty six per cent of the beneficiaries and 51.90 per cent non-beneficiaries were illiterates.
5. Majority of the beneficiaries (89.25%) and non-beneficiaries (74.10%) were farm labourers.
6. The income level of beneficiaries (56.70%) and non-beneficiaries (75.60%) ranged between 1000-3000/month.
7. About 73 per cent of the beneficiaries and 85 per cent of the non-beneficiaries were landless.
8. Occasional participation of respondents was seen in extension activities, social activities and mass media.
9. There is significant difference between beneficiaries and non-beneficiaries regard to extension and mass media participation.

10. Majority of the beneficiaries (97.00%) had high knowledge, while 90.40 per cent of the non-beneficiaries had low knowledge.
11. About 94.00 per cent beneficiaries had a favourable attitude towards the programme. Regarding non-beneficiaries most respondents (87.40%) had unfavourable attitude, while only 12.60 per cent were neutral in their attitude. None of the non-beneficiaries favoured the programme.
12. There is a significant difference between beneficiaries and non-beneficiaries knowledge and attitude about NREGS.
13. Attributes such as age and education were positively and significantly related with knowledge of the beneficiaries. In case of attitude only caste had a positively and significantly related with attitude, where as age is negatively and significantly related with attitude. Regarding non-beneficiaries none of the variables were associated with attitude.
14. Most beneficiaries were happy with the assets created by the programme in the village. The preference wise assets were in the following order: Digging of new tanks, ponds, percolation tanks (66.15%) followed by land leveling (57.97%), rural connectivity (56.80%), flood control and protection (56.49%), water conservation and harvesting (44.10%), Other activities like building school compounds, constructing panchayat buildings (37.76%) and A- forestration (28.44%).
15. In case of perceived benefits of the programme, majority of the beneficiaries (72.05%) felt the programme helped to reduce distress migration. Next in order was that, it provides extreme protection against poverty (64.82%), followed by reduced indebtedness (52.28%). About 48.00 per cent said that the programme generated purchasing power in the local economy. Greater economic independence to women was reported by 45.74 per cent and enhanced food security was reported by 45.08 per cent respondents.

Implication of the study

Based on the findings of the study and researchers own observation while personally interviewing respondents, the following recommendation are made for the effective implementation of NREGS to the concerned field level personnel and policy makers.

1. The characteristic of NREGS workers like Extension Participation and Mass Media Participation were significantly correlated with knowledge level and attitude level. The mass media channels specially Radio, Television should be extensively used for creation of awareness. Extension activities like training, meetings and exhibitions can also be used for creation of awareness about NREGS. Thus the findings could be used for motivating the workers to improve their knowledge and attitude by exposing them to mass media, organizing extension programme and motivating and encouraging in the social participation of the rural folk.
2. The findings showed that beneficiaries had high level of knowledge and a positive attitude. While non-beneficiaries had low knowledge and a negative attitude. This suggests that there is scope to educate the non-beneficiaries and the rural folk in general so as to increase their knowledge which in turn would change the attitude. This could be done by devising suitable education, training and communication strategies.
3. The assets like, digging of tanks, rural connectivity, flood control, water conservation and harvesting were created under NREGS have become a boon to the rural community.
4. The study has conclusively proved that the beneficiaries have got additional employment and income. It has prevented distress migration, increased women empowerment and alleviated poverty. In the sense the programme can be called as successful. Although there are allegations of the programme that it has largely benefited landless labourers and rural poor.

Suggestion for future study

The study was conducted only on knowledge about and attitude towards NREGS. Other variables like economic benefits, nutritional security and women's empowerment could also be studied. A comparative study between men and women beneficiaries could also be taken up. Similarly there are other rural development programmes, which could also be studied in depth. The findings of such studies could help planners and policy makers to take into consideration those points which are responsible for the success/failure of the programme.

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Appendix I. Part-I General Information

Name of the respondent:

Village : District :

Taluk : Size of land holding:

Sex :

Age : Caste: SC/ST/Other forward castes

Education : Occupation :

No of days employed/year :

Family income : Rate of payment :

1] Registration with work:
Have you registered: Yes/no?

2] Registration without work:
If yes have you been given employment? Yes/no?

If no. have you received any financial benefit? Yes/no?

Extension participation:

Sl. no	Activities	Extension participation		
		Regularly	Occasionally	Never
1	Demonstration			
2	Training			
3	Meeting			
4	Exhibition			
5	Any other			

Social participation:

Sl. No	Name of the Organization	Member	Office bearer	Extension participation		
				Regularly	Occasionally	Never
1	Mahila Mandal					
2	Gram Panchyat					
3	Co-Operative Society					
4	Any other					

Mass media Participation

Sl. no	Mass media	Subscriber/Owner	Listening/Viewing/Reading behavior		
			Regularly	Occasionally	Never
1	Radio				
2	Television				
3	News paper				
4	Magazines				
5	Journals				

Appendix – II. Part-II: Knowledge Statements

Do you know about the following aspect of the programme?	Yes/No
1. NREGA provides for legal guarantee of employment.	
2. It provides 100 days of employment.	
3. One third of the stipulated work force is to be women.	
4. Only adult members are given work.	
5. All those who register have to be given work.	
6. This scheme is a central government funded scheme	
7. Minimum wage of at least rupees 60 is to be paid to the beneficiaries.	
8. Actual payment is based on prevailing rates.	
9. After application employment has to be provide within 15 days.	
10. If employment is not provided within 15 days unemployment allowance will be paid.	
11. The calculation of unemployment allowance that is not less than the minimum wage for the 30 days and not less than half the minimum wage after that.	
12. The act was introduced to improve purchasing power of rural people.	
13. The programme is meant to improve community assets.	
14. Any body rich or poor willing to do semi unskilled work in rural can work for.	
15. Do you know the procedure to get a job card?	
16. Application for the work to be given to panchayat/programme officer.	
17. Letter providing employment will be sent to the applicant and also displayed at the panchayat office.	
18. Provision of employment should be provided within radius of 5km's	
19. If work is beyond 5km's transport allowance and 10 percent extra living allowance will be paid.	
20. No discrimination between the wages of men and women.	
21. Creche facility is provided to women	
22. You can demand for the type of work.	
23. Social auditing is an integral part of NREGS	

Appendix III. Part III. Attitude Statements

Agree Undecided Disagree

1. NREGA job guarantee scheme is boon to the rural people.
2. Proper understanding of the scheme has been created among the rural masses.
3. The legal guarantee of employment has been made clear by the officials.
4. All those who have registered under a scheme are to be employed.
5. Sufficient worksite facilities have been provided by NREGA.
6. The wage rate is standard and according to the community expectation.
7. NREGA has improved the lives of beneficiaries by generating income.
8. Sincere efforts have been made by panchayati members in implementing the programme.
9. Women are also encouraged to register for employment.
10. The employment provides is able to generate adequate income purchase basic needs.
11. The community has been greatly benefited by the assets creation.
12. The gram panchayat has accomplished the scheme successfully.
13. NREGS has concentrated more on the influential people.

14. Employment provision within 5km's radius has been helpful to the beneficiaries.
15. Unemployment allowance is to sustain family when there is no work.
16. In this scheme men and women are treated on par with regard to wages.
17. NREGS has been able to develop the rural community and provide employment.
18. This programme does not discriminate between the rich and the poor.
19. It is good that NREGS provides employment to able and willing workers.
20. The programme has helped the beneficiaries to sustain themselves during off -seasons.
21. Social Auditing prevents mismanagement

Appendix IV. Part - IV Assets created in the community

Assets	Ranks
1. Water conservation and harvesting.	
2. Afforestation.	
3. Rural connectivity.	
4. Flood control and protection.	
5. Digging of new tanks, ponds, percolation tanks and construction of check dams.	
6. Land leveling, tree planting.	
7. Construction of school compounds and panchayat buildings.	

Appendix V. Part-V Perceived individual benefits of the programme

Benefits	Ranks
1. Has enhanced food security.	
2. Provided extreme protection against poverty.	
3. Helped to reduce distress migration.	
4. Helped to reduce indebtedness.	
5. Gave greater economic independence to women.	
6. Generated purchasing power in the local economy.	

Appendix - VI

Part-VI: Problems faced by beneficiaries

1. In getting job cards.
2. In submitting work application and work allotment.
3. In getting correct wages.
4. Discrimination between men and women.
5. Work site problems.

Do you have any suggestion?

If yes.

- 1.
- 2.
- 3.
- 4.

KNOWLEDGE AND ATTITUDE OF RURAL PEOPLE ABOUT NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME (NREGS)

S. KYATANAGOUDAR

2011

**DR. (MRS.) S. NAGNUR
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ABSTRACT

The research study was conducted during 2010-11 in Dharwad district of Karnataka state. In Dharwad taluk five panchayats were selected. Data was collected from one village from each of the panchayats, with a sample of 270 beneficiaries and 135 non-beneficiaries. Knowledge and attitude of the rural people regarding NREGS was studied. The findings revealed that there was significant difference between NREGS beneficiaries and non-beneficiaries with regard to knowledge ($t=55.86$) and attitude ($t=97.50$) of the NREGS. Ninety seven per cent of the beneficiaries had high knowledge about NREGS while only 3.7 per cent of non-beneficiaries had high knowledge. About 94.00 per cent beneficiaries had favourable attitude towards NREGS while none of the non-beneficiaries had a positive attitude towards the programme. Most beneficiaries had favourable attitude because having registered for the work, they had high knowledge and better understanding of the social advantage of the programme. With regards to asset creation, beneficiaries were satisfied with the works taken up, like rural connectivity, construction of school compounds and flood control and protection which have greatly benefited the community. Beneficiaries faced some problems like, lack of sufficient work-site facilities like drinking water and crèche for women with young children. Suggestion for improvement of the programme were sought from the beneficiaries. About 93 per cent suggested that there should be increased wages and 70 per cent beneficiaries said that the number of working days should be increased beyond 100 days per year. The findings would therefore call for educating rural people about NREGS so that more number of people become aware about the programme. This would motivate larger number of rural folk to take advantage of the beneficiaries of this programme. The government should also note the shortcomings as posed by beneficiaries so that the programme would be more meaningful to the indented rural families.