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**INCLUSION OF PERSONS WITH DISABILITIES UNDER
MGNREGS : A STUDY ACROSS THREE STATES**

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Persons with Disability (PWD) are the most vulnerable and marginalised section of the society. They are not only suffering from the stigma of discrimination but also from isolation. These barriers are limiting their participation in mainstream developmental activities thereby making them suffer from multiple dimensions of poverty. The present study is aimed at highlighting some of the issues and problems faced by PWD for their inclusion in one of the flagship programmes of the Government popularly known as MGNREGS.

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CHAPTER - I

INTRODUCTION

Persons with disability are the most vulnerable and marginalised sections of society cutting across caste, creed and community. They belong to a heterogeneous group composed of those born with a disability due to nutritional deficiencies or disease or those who became disabled as a result of accidents. Most of the persons with disabilities have been facing several barriers that limit their participation in mainstream societal activities, thereby leading more or less secluded life. In general, the barriers include poor understanding of their abilities and aspirations and inadequate measures and services by the government agencies to rehabilitate them.

What is Disability

In general, two approaches have been followed in conceptualising disability. One is Medical and the other Social. For many decades disability was viewed as a medical subject, wherein it was caused either due to congenital disease or injury. Accordingly, disability is interpreted in terms of inability to walk, or manage one's own daily routine. Under this approach, the problems relating to disability are addressed by providing medical intervention, rehabilitation and preventive care. While the other way to look at it as a socio-economic construct. The lack of inclusion of disabled people in society is not due to disability per se, but factors associated with societal environment. Therefore, Social approach brings attention to the social disadvantage of people with disabilities and the need to promote equality and human rights among them. Considering both the medical and social aspects, DFID (2000) defined disability as an outcome of complex interactions between functional limitations arising from a person's physical, institutional and mental conditions and the social and physical environment.

In Indian context, a comprehensive definition of disability incorporating all the dimensions is lacking in the existing literature.

Examination of typology of definition on disability shows that it is defined either in medical or socio-cultural terms. The most commonly used definition and classification of disability by the Government for all official purposes was based on the Disability Act 1995. Even this definition has its own limitations as it is mostly defined in medical terms. Some of the national level institutions like Census as well as National Sample Survey (NSS) use their own definitions to define disability. According to the census data 2001, the disabled constituted 2.13 per cent of the population, and a year later the same figure given by the NSS (58th round) stood at 1.89. The divergent figures are due to the different definitions adopted by these two organisations in defining disability. Therefore, lack of a comprehensive definition incorporating all the dimensions of disability is resulting in distortion of statistics relating to disability.

Data on Disabled

In a recent study conducted by WHO, it was estimated that between 7 and 10 per cent of the World's population suffer from some kind of disability. The large majority of these people live in developing countries where very few of them have access to rehabilitation and health care. UNDP estimates that globally, one in every 20 people has impairment (physical or learning) and that over 75 per cent of these people with impairment live in developing countries (Helander : 1992). A comparison of data on disability in some of the developed countries showed that the proportion of disabled varied from 5 to 20 per cent. Similarly, considering some of the neighbouring Asian countries, like China (5 per cent), Pakistan (4.9 per cent), Philippines (4.4 per cent), and Nepal (5 per cent) showed that the proportion of disabled in the country is still on the lower side. It may be noted that the percentage of disabled people in any country would depend on the definition of 'disability' in that particular country as well as the enumeration methodology followed and its accuracy. In other countries a broad based definition is in operation as compared to narrow definitions that we follow in the country while defining disability. In India, the definition of disability used in the Census is very different from that in the PWD Act (1991), so also the methods followed by the NSSO. Therefore, there is an urgent need for both a credible definition and a rationalised system of data

collection relating to PWD. A conservative estimate made by the World Bank showed that in India, the disabled constitute about 5 to 7 per cent of the total population.

Causes of Disability

Causes of disability are many which may be broadly categorised into medical, social and economic. According to Arvindrai N. Desai (1995), the reasons for disability are increase in morbidity, late child bearing, increased survival of premature infants, increased incidence of cardiovascular and congenital diseases, increased use of radiation, X-ray etc., nutrition deficiency, increased industrial, agricultural and road accidents. Pandey and Advani (1995) examined various causes that are leading to disability during prenatal and postnatal periods. According to them, during the prenatal phase, nutritional anemia, injection, use of toxic drugs, ill-health or lack of required care of mother, complications such as lack of oxygen reaching the foetal brain, hemorrhage, precipitate birth etc. and during postnatal period, factors like meningitis, encephalitis, heart injury due to accident etc. may result in number of disabilities such as vision impairments, cerebral palsy, mental retardation and hearing impaired. According to DFID (2000), poor nutrition, dangerous working and living conditions, limited access to vaccination programme and health and maternity care, poor hygiene, bad sanitation, inadequate information about the causes of impairment, war, conflict and natural disasters all cause disability. Nevertheless, most of these causes are preventable.

Disability is also closely linked to poverty which often results in a vicious circle. By breaking this vicious circle it is possible to certain extent to check disability among the poor. However, improving economic condition of the poor is not the only solution to deal with the issue of disability. There are other social, political and cultural measures that need to be put in place while dealing with disability (Turmusani in 2003). Therefore, until social and cultural disability barriers are removed, social justice cannot be achieved. To achieve this developmental initiative, one should focus on strategies to change social habits, attitudes and cultural behaviour of people.

Problems Faced by the Disabled

Problems faced by the disabled are many. Most of them are related to discriminatory attitude and behaviour of the people. The reason for such behaviour may be attributed to lack of understanding about their capabilities and insensitivity to the problems faced by the disabled. Sue Enfield (2001) classified the discrimination faced by the disabled into three types: (1) Attitudinal (2) Environmental and (3) Institutional.

Institutional discrimination occurs where the law discriminates against the rights of disabled people by making them second-class citizens, by denying them the right to vote, to own land, to attend school, to marry, or to have children etc. Several legislations and Acts have been passed to enable them to enjoy equal rights and opportunities on par with other fellow men in the country. Persons with disability are often not aware of the various provisions made under these acts along with welfare schemes, benefits and concessions that are made available to them.

Environmental discrimination occurs where public services including building and transport services are not designed with proper access for disabled. School buildings are built with stairs making inaccessible for those with disability and impairment. Problems of the disabled school children get further compounded with lack of trained teachers, inappropriate teaching materials, and unwillingness to include the disabled children as well as those with mental health problems. At the same time, parents of the disabled feel that they lack educational skill and therefore, do not need education.

The differential treatment and the artificial barriers created always keep them away from achieving a full or equal participation and integration into their own society. Disabled people have the same human aspirations and needs as those of normal people living in the wider community. Those include socialising, sexuality, learning, economic independence, dignity, respect, access to community services, access to specialist services, marriage and raising family. They need to be productive members of their communities and need to exercise their right to make decision that affects their life. To address the various problems faced by the disabled, the government has

come out with several measures to bring them into the mainstream society and lead a decent life by enabling them to participate in all the societal activities and to realise their rights. The measures followed in this regard include both preventive and protective measures.

Preventive and Protective Measures

In India, the Government has come out with two different approaches to combat disability. The first approach deals with preventive measures and the other deals with protective measures. Under the former, the Central government conducts and coordinates programmes for the prevention of disabilities throughout the country. These programmes include tetanus, Diphtheria Toxoid, immunisations for expectant mothers, Diphtheria Toxoid immunisation for children, Prophylaxis against nutritional anemia, provision of vitamin A to prevent blindness and health education for nutrition.

Under the latter approach, the Government came out with several right based protective measures and some of them through legislation. Promulgation of Persons with Disability (equal opportunities, protection of rights and full participation) Act, 1995 is considered as a watershed in the development of the disabled in India. The Act addresses the issues relating to prevention of disabilities, identification, early intervention, rehabilitation services, special education, vocational training and incentives for employment to PWD, reservation in Government and semi-government jobs, and educational institutions. It also put in place grievance redressal mechanisms, handling complaints regarding non-implementation of the Act etc. This act was passed to protect the rights of disabled and for their equal participation and equal opportunities. Further, as a step towards economic empowerment, 3 per cent of the funds in all poverty alleviation programmes is earmarked for PWD.

Although both the Central and State governments have been making several efforts through legislation, welfare measures and rehabilitation programme for the disabled, the result is not very encouraging. To understand the major issue/problem faced by the disabled, the All India Institute of Medical Sciences conducted a study among individuals with mental and

physical disability in cities of Chennai, Bangalore and Delhi. The method followed was focus group approach by giving representation to the members of family as well. The results showed that patients with mental disability were more discriminated against than those with physical disability. Awareness regarding the existing laws and social programmes was uniformly poor across the three centres selected for the study. Stigmatisation was a major reason for underutilisation of the meagre resources available. There was negligible awareness of the disability Act 1995 as well (Pal H.R. and *et.al.* 2004). We have several acts passed by the government for the welfare of the disabled. Due to poor implementation, the measures provided under these acts are not yet effectively put into practice. For example, despite the long cherished dream of universal education, only small proportion of disabled children receive any type of education.

Because of the above mentioned peculiar problems faced by them, the disabled were kept outside the purview of the mainstream society thereby denying them a chance to participate and avail of the benefits made available to them. In a study conducted by K.P. Kumaran (2000) it was found that organising them into self-help groups helped them to come out of their houses to know more about their rights and entitlements, at the same time availing of benefits that are due to them. But disabled are not organised everywhere to collectively bargain for their rights and entitlements.

Work Participation Among Disabled

Disabled people face a wide range of employment disadvantages as they suffer from different types of disabilities with different degrees and intensity. As a result of this, they cannot easily be divided between those who can work and those who cannot (Richard Berthoud: 2006). The major barrier to employment by PWD in our society continues to be attitudinal barriers, stereotypical thinking and the assumption that they cannot do the work done by the normal people. It is found that in high income countries, PWD are more likely to have access to the services to decent employment. For example, in the US, about 50 per cent disabled persons have jobs, but only 26 per cent of those considered severely disabled are employed. In

the European Union, 42 per cent of disabled persons are employed compared to 64 per cent of non-disabled persons and significantly, 52 per cent of disabled persons are economically inactive compared to 28 per cent of non-disabled persons (ILO: 2007). However, in some developing countries, the available official data indicate that the unemployment rate is estimated to be 80 per cent and above. For example, in South Africa only 19 per cent of disabled persons are employed.

In India, some of the disabled persons are successfully employed while others, particularly women and men who do not have skill and education lag behind. In a research paper an attempt is made to study the work participation rate among disabled in India by using Census data of 2001. It was found that the work participation among the disabled is 35 per cent; and sex-wise distribution showed that male participation is double than that of the females. The study concludes the need to increase the work participation among disabled particularly among females (S.S Appunni and A.P.Deshpande : 2009).

A recent World Bank report on “people with disabilities in India: from commitments to outcomes” revealed that people with disadvantages are among the most excluded in the Indian society. The report further showed that the employment rate of PWD decreased from 42.7 per cent in the early 1990’s to 37.6 per cent in the early 2000’s. Only 0.44 per cent of the posts in the Public Sector are filled by these people. The study also found that the old age population in the country is on the increase and stressed the need for providing special attention to them. Old age people with disability require special attention apart from pension they receive (World Bank: 2007).

The National Centre for Promotion of Employment for Disabled People made an attempt to study the employment received by the PWD in Public Sector Companies in the light of the PWD Act 1995, which reserves 3 per cent reservation of all categories of jobs in the public sector companies for disabled persons, and incentives for public or private sector companies for employing such people revealed that only 5 per cent of their work force comprised disabled persons. Of the 100 companies to whom the

questionnaires were sent, only 70 responded. The total number of employees in these companies was 7,96,363 of which 3160 was disabled persons consisting of 0.4 per cent of the employees. Among the companies who responded, 50 (71.43 per cent) companies had employed disabled persons. Among the employed, disabled people with locomotive disability was the group most commonly employed, probably because they are less severely disabled and people with mental retardation are rarely employed, probably due to the stigma attached to mental retardation. Instances were also cited that where disabled are employed such people were paid less, experienced less job security and had fewer chances for advancement (Javed Abidi : 2006). The present study aimed at understanding the extent of inclusion of disabled people in a wage employment programme of Government of India's flagship programme popularly known as MGNREGS. Before we do that let us examine the salient features of the scheme.

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

On 2 February 2006, the National Rural Employment Guarantee Act came into force. The main objective of the act is to enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. Initially, the act came into force in India's 200 most backward districts. Subsequently in the year 2007-08, another 130 districts were covered under the act. The remaining districts have been covered from April 1, 2008, covering entire country with the exception of districts that have a hundred per cent urban population.

The primary purpose of the act is to augment wage employment by setting up a strong social safety net for the vulnerable groups by providing a fall-back employment source, when other employment distribution sources are inadequate. Its ancillary objective is strengthening natural resource management through works that address groups of chronic poverty like drought, deforestation, soil erosion and so encourage sustainable job and also strengthen internal resource base of rural livelihood and create durable assets in rural areas.

Salient Features

- * The major responsibility of planning, implementing and monitoring of the scheme lies with the Panchayati Raj Institutions.
- * An adult member of a rural household willing to do unskilled manual work can apply for registration in writing or orally to the local Gram Panchayat. The Gram Panchayat after due verification will issue a job card which will bear the photograph of all adult members of the household willing to work under NREGA and it is free of cost. The job card should be issued within 15 days of application for job and employment should be given within 15 days of application for work.
- * The work should be provided within 5 kms of the village and in case work is provided beyond 5 kms, extra wage of 10 per cent are payable to meet additional transportation.
- * Wages are paid according to Minimum Wage Act, 1984 for agriculture labourers in the State. Equal wages will be paid to both men and women.
- * At least one-third beneficiaries shall be women who have registered for work under the scheme.
- * The work-site facilities such as crèche, drinking water, shade have to be provided.
- * The shelf of projects for a village will be recommended by the gram sabha and approved by the Zilla Panchayat.
- * Permissible works predominantly include water, soil conservation, forestation and land development works.
- * A 60:40 wage and material ratio has to be maintained. No contractor or machinery is allowed.
- * All accounts and records relating to the scheme should be available for public scrutiny.

The main distinguishing feature of this scheme is that it is demand based, right based and inclusive in nature. It is an unique poverty alleviation programme implemented in the country, in the sense that any adult member cutting across caste, religion, ethnicity and gender can avail of the benefit of this scheme. In this sense, it is a boon for the disabled who have been hitherto excluded from unskilled wage employment programme due to their handicap or differently abled nature coupled with the negative attitude prevailing in the society about their ability to undertake unskilled manual labour.

Although in the guidelines no special provision has been made for the benefit of the disabled, the operational guidelines in Chapter-5 titled Registration and Employment (Section 5.5, sub-section 5.5.10) states that “if a disabled person applies for work, work suitable to his/her ability and qualification will have to be given. This may also be in the form of services that are identified as integrated to the programme. Provisions of these persons with disabilities (equal opportunities, protection of rights and full participation) Act 1995 will be kept in view and implemented”.

Though no special provision has been made to the disabled in respect of allotment of works, the act clearly states that the disabled should be given suitable work that suits to his ability and qualifications. Similarly, the provision of 3 per cent reservation in MGNREGS as specified in the Disability Act (1995) mainly depends on the implementing agency. Due to insensitivity of the problems of the disabled and negative attitude of the implementation officer, the disabled person may not get any preference while allotting the work. This will become clear if we look at the data relating to the number of disabled beneficiaries covered under this scheme during the past few years. During the financial year 2008-09, only a total of 1.47 lakh disabled beneficiaries were covered under the scheme at the national level. Considering the total population of disabled in the country their coverage under the scheme is very poor. In the subsequent years as well the coverage of disabled under the scheme was very low. Therefore, the study was undertaken to understand the various issues relating to the inclusion of disabled in MGNREGS.

Objectives

- * To assess the national coverage of disabled under MGNREGS during the last two years
- * To understand the types of work undertaken by people with different disabilities and the nature of problems encountered thereof
- * To examine the benefits of employment and wage earned by the PWD
- * To appreciate the types of livelihood benefits attained by the sample PWD respondents studied.

Methodology

The study was conducted in three States where the population of disabled is more than two per cent. For this purpose, all the states in the country were categorised into low and high concentration states based on the distribution of disabled. Those states having disabled population of less than 2 per cent are grouped under low concentrated states and above 2 per cent are grouped under high concentration states. While selecting the three States from the high concentration areas, the following aspects were also considered. This includes the states where the number of disabled reported for work was on the higher side and those states which introduced innovative efforts for the promotion of employment of disabled in MGNREGS. Considering the above factors the following States viz., Andhra Pradesh, West Bengal and Madhya Pradesh were selected for the study. Further, state and district-wise information about disabled who worked under NREGS was collected. Whichever district has more number of disabled who worked in the NREGS was identified and selected for the study. Based on the above exercise one district was selected from each State - Mahabubnagar from Andhra Pradesh, (AP), Burdwan from West Bengal and Seoni from Madhya Pradesh. A comparative study was made between the States to assess the efforts made by Governments of the three States and the resultant benefits availed under the scheme by the persons with disabilities. The study mainly depended on primary data collected from selected disabled persons who

availed of the benefits of MGNREGS. This was supported with data collected from secondary sources. Primary data were collected from selected respondents who have been employed under MGNREGS. To select the sample respondents for the study, stratified random sampling method was used and the detailed stages are as follows.

Initially for the study it was proposed to cover 300 samples representing 100 from each district. To select the sample respondents the following steps were followed. After selecting the district, two blocks were further identified where the number of PWD worked in NREGS is on the higher side. This is followed by listing of all GPs and villages coming under the selected blocks wherever PWD worked in NREGS during the last five years. Then a detailed list of PWDs who worked during this period was listed down and from the list of PWD on a random basis, samples were collected for detailed study. In the case of Mahabubnagar, the blocks selected were Dharur and Kosgi and in Burdwan, the selected blocks were Kanksa and Memari – II and Seoni district represented Keolari and Seoni blocks. The number of Gram Panchayats covered in the study in respect of Mahabubnagar were four, in Burdwan three and in Seoni 23. Details about number of blocks and Gram Panchayats selected, number of disabled in the selected GPs, number of disabled applied for job cards, number of disabled applied for employment and number of disabled given employment during 2008-09 to 2010-11 are given in Table 1(1). Although 23 GPs were studied in MP, the required 100 samples were not accessed due to the low density of population and scattered nature of the villages. Therefore, in the case of Madhya Pradesh, the total sample was restricted to 80, thus total sample selected for the study was 280.

Keeping in view the objectives of the study, a semi-structured interview schedule was designed to elicit required data for the study. The selected respondents were interviewed either at the work-sites or at their residences. All the respondents interviewed were people suffering from different types of disabilities and the details are given in the following chapter. The interviews were conducted following a survey method by trained investigators at the respondents' residences and work-site. In addition, group interviews and focused group discussions were conducted to

substantiate the data collected for the study. The variables covered in the study include socio - personal characteristics of the selected respondents, coverage of the scheme at the national level with special reference to their inclusion, job card possessed, number of days of employment availed, nature of work allotted, wage paid, and benefit accrued etc. Various stakeholders including non-official and official functionaries associated with the implementation of the scheme were also interviewed to elicit required information for the study. Information was also collected with the help of focused group discussion by forming a group of disabled persons suffering from different types of disabilities to have a feedback about the scheme and its impact on them. Secondary data on the status of implementation of the scheme at the State and Central levels were collected from published sources as well as websites of the Governments.

Table 1 (1) : Showing Details About Study Area (District, Block and GP) and the Disabled People Engaged in NREGS Work

State	Andhra Pradesh	West Bengal	Madhya Pradesh
District selected	Mahabubnagar	Burdwan	Seoni
No. of Blocks (mandals) selected	2 (Kosgi & Dharur)	2 (Kanksa, Memeri-II)	2 (Seoni, Keolari)
No. of GPs selected	4	23	3
No. of disabled in the selected GP	255	915	426
No. of disabled applied for job card during 2008-09 to 2010-11	156	408	253
No. of disabled applied for employment during 2008-09 to 2010-11	159	306	251
No. of disabled given employment	159	306	238

CHAPTER - II

SOCIO-ECONOMIC BACKGROUND OF THE RESPONDENTS

In this Chapter, information about socio-economic background of the respondents selected for the study is provided. Data on socio-economic status of the respondents were collected in respect of socio-personal information and economic status. .

Socio-personal Background

Under the social background the respondents' age, sex, marital status, education, caste, types of disability suffered and their causes are examined. Information about sex-wise distribution is given in Table II (1).

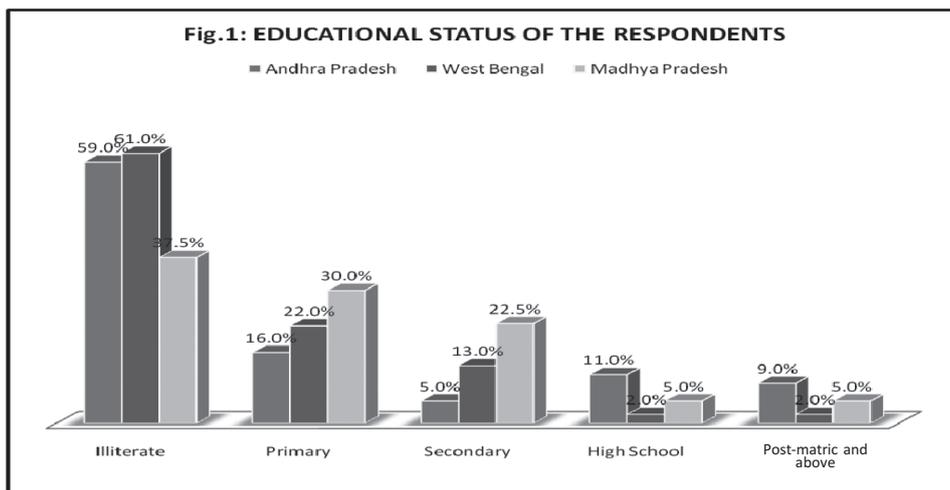
Table II (1) : Sex-wise Distribution of the Respondents

Gender	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Male	56 (56)	77 (77)	64 (80)	197 (70)
Female	44 (44)	23 (23)	16 (20)	83 (30)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note : Figures in parentheses indicate percentage.

Sex-wise distribution of the respondents showed that at aggregate sample level males constituted 70 per cent of the respondents leaving the female share to 30 per cent. Age of the respondents showed that more than three-fourths of the respondents belonged to the age group of 20 to 50 years. Those who were in the age group of 18-20 constituted 4 per cent

of the respondents. The number of respondents above 50 years constituted 15 per cent of the respondents. At the district level also most of them belonged to the age group of 20-50 years. Educational status of the respondents indicated that more than half of the respondents (54 per cent) were illiterate. Those who passed out secondary level education constituted 13 per cent and primary level 22 per cent. At the district level, maximum of illiterates (61 per cent) reported were in Burdwan district followed by Mahabubnagar (59 per cent) and Seoni (38 per cent). The literates mostly studied up to primary and secondary level. Those who had primary and secondary education were more in Burdwan and Seoni, at the same time those who had higher education were reported more in Mahabubnagar.



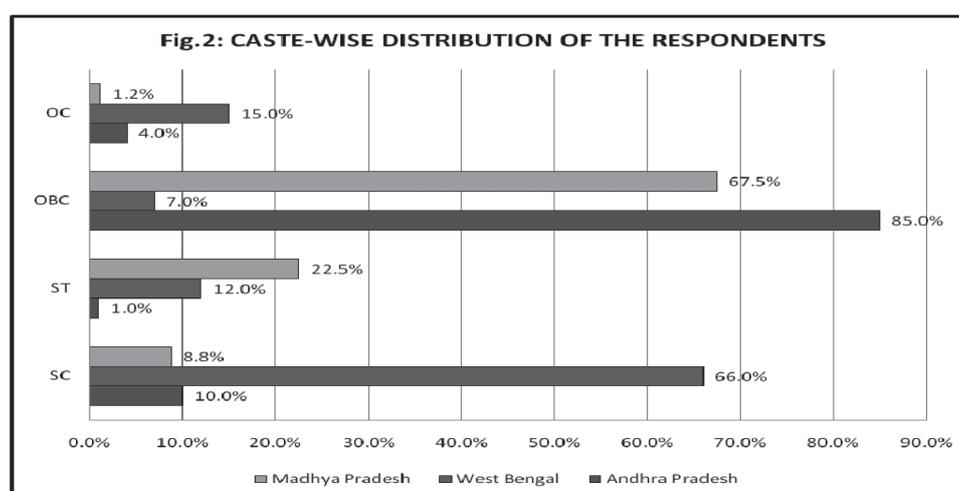
Marital Status

Information about the marital status of the respondents showed that in the sample studied unmarried constituted 25 per cent, and their distribution is 30 per cent in Burdwan, 24 per cent in Mahabubnagar and 20 per cent in Seoni. No divorced or widow/widower case was reported in Mahabubnagar, while in Burdwan district four widower/widow cases and one case of divorce were reported in Seoni. Married respondents were further asked, whether they married a disabled or non-disabled. In Mahabubnagar, except for one all of them married to normal persons. While in Burdwan 12 per cent and in Seoni 8 per cent of the respondents selected

disabled as their marriage partners. In Mahabubnagar, 8 per cent of the couple had disabled children, while the same distribution in Burdwan and Seoni was 5 per cent each. In Mahabubnagar, 6 per cent of the respondents' children suffer from mental retardation while in other districts the children suffer from polio and mental retardation.

Religion, Caste and Family

The religion professed by most of the respondents is Hinduism. Although Burdwan and Mahabubnagar are inhabited by good number of Muslims, their representation is to the extent of 4 and 5 per cent, respectively. A lone Christian respondent was reported in Mahabubnagar. Caste-wise distribution of the respondents showed that OBC constituted the most predominant group (52 per cent) followed by SC (30 per cent), ST (11 per cent) and OC (7 per cent). District-wise distribution also showed that in Mahabubnagar and Seoni, the most predominant group was OBC with a distribution of 85 and 68 per cent, respectively. In Burdwan, majority of the respondents (66 per cent) constituted SC. STs were reported more in Seoni (23 per cent) followed by Burdwan (12 per cent), while in Mahabubnagar they mark a negligible number. OC members were more (15 per cent) in Burdwan followed by Mahabubnagar (4 per cent). The type of family system followed by the respondents showed that nearly two-thirds of them followed joint family leaving the other one-third to nuclear family.



Types of House Possessed

Information was also collected about the types of house occupied by respondents. The types of houses occupied by the respondents were categorised into three types viz. (1) kutcha, (2) semi-pucca and (3) pucca house (For details see the operational definition given by the census of India). The sample studied showed that nearly half of the respondents (49 per cent) possessed kutcha houses. Those who occupied semi-kutcha houses constituted 46 per cent of the respondents. The number of respondents who occupied pucca houses account for 5 per cent of the respondents. At the district level, in Mahabubnagar, 86 per cent respondents occupied semi-pucca houses, while the same distribution in Burdwan was 48 per cent. In Seoni, most of the respondents (98 per cent) occupied kutcha houses and in Burdwan their share was 45 per cent. In Burdwan and Mahabubnagar 7 and 6 per cent, respectively occupied pucca houses, but no one possessed pucca house in Seoni. The above data showed that most of the respondents in Seoni lived in pucca houses, while the common type of houses occupied by the respondents in Burdwan and Seoni were semi-pucca and kutcha, respectively.

Disability

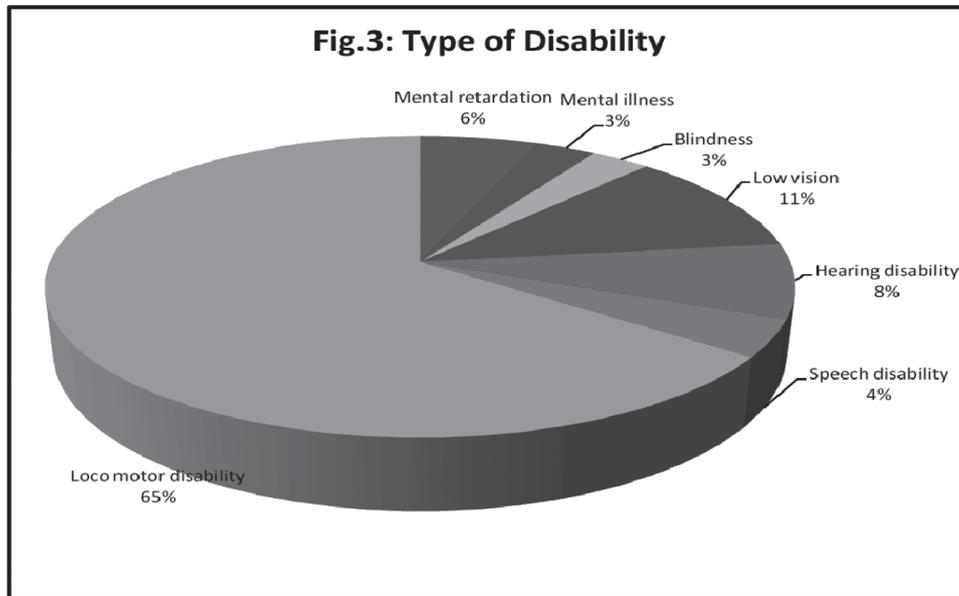
Information about the type of disability found among the respondents is given in Table 11(2). They are classified into two viz, non-locomotor and locomotor. Under non- locomotor include those who suffer from impairments like mental retardation, mental illness, blindness, low vision, hearing impairment and speech disability. Locomotor disability is the inability of a person to execute distinctive activities associated with moving both himself and objects, from place to place and such inability resulting from affliction of musculoskeletal and/or nervous system.

Table II (2) : Types of Disability

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Mental retardation	11 (11)	2 (2)	4 (5)	17 (6)
Mental illness	1 (1)	4 (4)	3 (4)	8 (3)
Blindness	4 (4)	3 (3)	1 (1)	8 (3)
Low vision	14 (14)	13 (13)	5 (6)	32 (11)
Hearing disability	15 (15)	6 (6)	-	21 (8)
Speech disability	4 (4)	7 (7)	1 (1)	12 (4)
Locomotor disability	51 (51)	65 (65)	66 (83)	182 (65)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note : Figures in parentheses indicate percentage.

From the above Table, it may be seen that maximum number of respondents (65 per cent) suffer from locomotor disability. The other common disability was low vision (11 per cent). Speech disability and hearing impairments reported among 4 and 6 per cent of the respondents, respectively. Those respondents suffering from mental retardation constituted 6 per cent. Speech disability was found in another 4 per cent of the



respondents. Respondents suffering from mental illness and blindness constituted 3 per cent each of the respondents.

Further, district-wise distribution about persons affected by different disabilities across the States is provided in Table II (2). In Mahabubnagar, the most common disability is locomotor disability found among 51 per cent of the respondents. The next common disability is hearing disability and low vision, respectively affecting 15 and 14 per cent of the respondents. Mental retardation was relatively high in the district as seen among 11 per cent of the respondents. Blindness and speech disability were found among 4 per cent each of the respondents. Only one case of mental illness was identified in the sample.

In Burdwan district also locomotor disability is the common impairment found among 65 per cent of the respondents, the next highest prevalent impairment was low vision contracted by 13 per cent of the respondents. Speech disability and hearing impairment found among 7 and 6 per cent of the respondents, respectively. Those who suffered from multiple disabilities (speech and hearing impairment) constituted 4 per cent of the respondents. Impairment like blindness is reported among 3 per cent of the

respondents and those who suffer from mental retardation and mental illness constituted 2 and 4 per cent, respectively.

In Seoni, more than three-fourths (83 per cent) suffer from locomotor disability. The next common disability is mental retardation and low vision found among 5 per cent each of the respondents. Those who suffered from mental illness constituted 4 per cent of the respondents. Rest of the respondents suffered from blindness and speech disability (1 per cent each). The above data showed that in the study districts the most common impairment affecting to the respondents was locomotor disability followed by low vision, hearing impairment and mental retardation. Now, let us examine the various causes leading to disability.

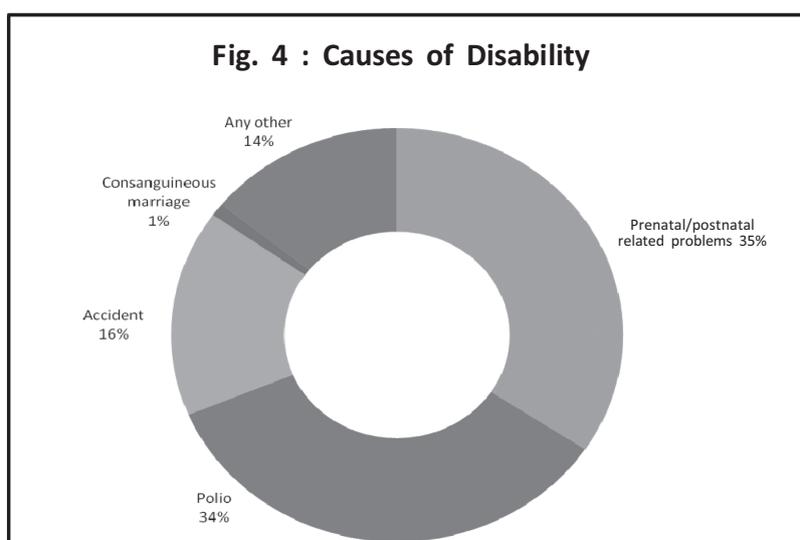
Table II (3) provides information about various causes of disability. We have seen in the earlier Table that locomotor disability is the most common disability in all the three study areas. The aggregate sample studied indicates that polio and accidents were together responsible for half of the impairment (50 per cent). The next important cause relates to improper care during prenatal and postnatal periods. Consanguineous marriages were responsible for disability among 1 per cent of the respondents. Leprosy, meningitis, malnutrition etc. were responsible for the cause of impairment among 14 per cent of the respondents.

District-wise distribution of cause of impairment showed that in Mahabubnagar, polio was responsible for maximum number of impairments (38 per cent) followed by problems related to prenatal and postnatal cases. Accidents were responsible for 7 per cent of the impairments while consanguineous marriages were the cause for 3 per cent of the impairments. In Burdwan factors associated with prenatal and postnatal care were the main reasons resulting in impairments among 43 per cent of the respondents. Accidents account for another 22 per cent of the impairments. The next common cause was polio for impairments affecting 22 per cent of the respondents. A lone case of consanguineous marriage was reported for the cause of disability. The rest 15 per cent had causes like leprosy, meningitis, malnutrition etc.

Table II (3) : Causes of Disability

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Prenatal/postnatal related problems	37 (37)	43 (43)	16 (20)	96 (34.3)
Polio	38 (38)	19 (19)	39 (49)	96 (34.3)
Accident	7 (7)	22 (22)	17 (21)	46 (16.4)
Consanguineous Marriage	3 (3)	1 (1)	-	4 (1.4)
Any other	15 (15)	15 (15)	8 (10)	38 (13.6)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note: Figures in parentheses indicate percentage.



In Seoni, causes for nearly half (49 per cent) of the respondents' impairments were attributed to polio. The next important cause was factors relating to prenatal and postnatal care as reported by 20 per cent of the respondents. The remaining 8 per cent accounted for reasons like leprosy, meningitis, malnutrition etc. Although the major causes for impairment vary between districts, the aggregate sample data showed that the most common causes for impairment were due to lack of prenatal and postnatal care followed by polio and accidents.

Possession of Medical Certificate

One of the essential documents required for availing of the benefits under the disability Act (1995) was possession of a valid medical certificate got issued from a medical doctor. Therefore, it was examined from the respondents whether they have procured a medical certificate. Table II (4) provides information about number and percentage of respondents who possessed valid medical certificate from a competent authority. From the Table it may be noted that 71 per cent of the respondents possessed a valid certificate from a medical doctor and the rest 29 per cent deprived of it. It may be further noticed that in Mahabubnagar most of the respondents (96 per cent) leaving aside 4 per cent did not possess any valid certificate. Whereas in the case of other two districts, majority of the respondents 54 per cent in Burdwan and 50 per cent in Seoni possessed disability certificates.

Table II (4) : No. and Percentage of Respondents Having Medical Certificate

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Yes	96 (96)	54 (54)	50 (62)	200 (71)
No	4 (4)	46 (46)	30 (38)	80 (29)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note: Figures in parentheses indicate percentage.

Degree of Disability Suffered

Further, the respondents were grouped based on the degree of disability suffered by them. This information was provided in Table II (5). From the Table it may be noted that 56 per cent of the respondents suffer from disability in the range of 40 to 50 per cent. Those who suffered from disability within the range of 50 to 60 per cent constituted 20 per cent of the respondents. Disability in the range of 60 to 70 per cent and above 70 per cent affected by 12 per cent each of the respondents. District-wise distribution showed that in Mahabubnagar, nearly two-thirds of them fall in the category of 40 to 50 per cent. Similarly, in Burdwan also maximum number of respondents fall in this range while in Seoni most of them suffer between 40 to 60 per cent. The above data showed that in general, the disability affected respondents largely fall in the range of 40 to 60 per cent. The above data also showed that the extent of disability affected by the respondents in Mahububnagar and Burdwan are relatively less and people with severe disability are more in Seoni.

Table II (5) : Percentage Distribution of Respondents and Degree of Disability Suffered by them as per the Medical Certificate Issued by the Medical Doctor

Degree of Disability	Mahabubnagar (N = 96)	Burdwan (N = 54)	Seoni (N = 50)	Total (N = 200)
40 to 50%	68	55	34	56
50 to 60%	13	19	36	20
60 to 70%	9	7	22	12
Above 70%	10	19	8	12

Main Occupation Pursued by the Respondents

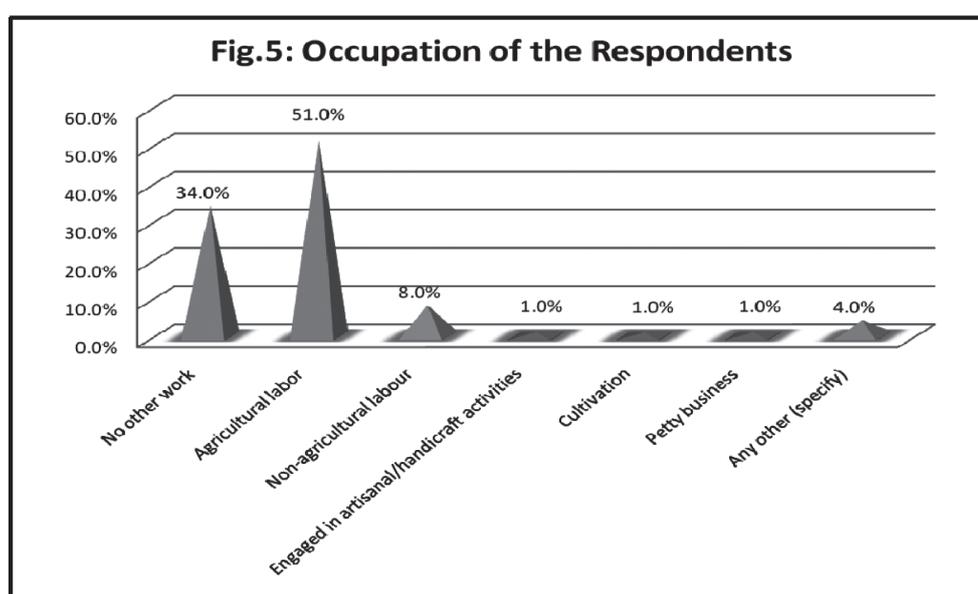
Details regarding main occupations pursued by the respondents are given in Table II (6). Analysis of occupational structure of the respondents studied showed that agricultural labour is the most common occupation pursued by 51 per cent of the respondents. Those who pursued non-agricultural labour as main occupation constituted 8 per cent of the respondents. The other category (like vegetable cultivation, semi-skilled work, etc.) was pursued by 4 per cent of the respondents. Those who are unemployed but currently pursue wage labour under MGNREGS constituted 34 per cent of the respondents.

Table II (6) : Number and Percentage of Respondents Pursuing Different Occupations

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Unemployed (Now pursue NREGA Work)	5 (5)	65 (65)	24 (30)	94 (34)
Agricultural Labour	78 (78)	20 (20)	44 (55)	142 (51)
Non-agricultural Labour	8 (8)	6 (6)	8 (10)	22 (8)
Handicraft/Artisanal	1 (1)	2 (2)	-	3 (1)
Cultivation	2 (2)	-	-	2 (1)
Petty Business	4 (4)	1 (1)	-	5 (1)
Any Other (selling vegetables, etc.)	2 (2)	6 (6)	4 (5)	12 (4)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note : Figures in parentheses indicate percentage.

Occupational distribution of the respondents at the district level showed that in Burdwan nearly two-thirds (65 per cent) of the respondents were unemployed. The next highest number of respondents unemployed was reported in Seoni. But in Mahabubnagar the number of unemployed respondents is few in number. In all the study districts agriculture labour is the common occupation followed by non-agriculture labour.



Under the economic background, information about respondents' household income was also collected and presented in Table II (7). The monthly income of more than half of the respondents (57 per cent) is less than ₹ 1000 indicating the poverty situation of the respondents. The monthly income of those who are earning ₹ 1000 and above constituted 43 per cent of the respondents. Only 6 per cent of the households earn above ₹ 2000, showing that most of the households studied belong to BPL family. District level data also showed that the number of households earning more than ₹ 2000 is less in all the study districts.

Table II (7) : Monthly Income Earned by the Respondents

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Below ₹ 250	4 (4)	28 (28)	16 (20)	48 (17)
₹ 250-500	36 (36)	31 (31)	28 (35)	95 (34)
₹ 500-1000	59 (59)	30 (30)	29 (36)	118 (42)
₹ 1000-2000	1 (1)	10 (10)	6 (7.5)	17 (6)
₹ 2000 +	-	1 (1)	1 (1)	2 (1)
Total	100 (100)	100 (100)	80 (100)	280 (100)

Note : Figures in parentheses indicate percentage.

Summary

Under the socio-economic background information on the respondents' age, sex, marital status, education, caste, types of disability suffered and its causes, occupation pursued and income earned was collected and examined. Sex-wise distribution showed that most of the respondents were males. Age-wise distribution also showed that in all the study areas, most of the respondents belonged to the age group of 20-30 to 50-60 years and elderly persons who were above 65 years were less. Exactly one quarter were unmarried and the rest were married. Educational status of the respondents showed that more than half of them were illiterate and illiterates reported more in Burdwan followed by Mahabubnagar. Those who were educated, post-metric and above were few in number. The type of house owned by the respondents varied across the States. In Mahabubnagar, most of them possessed semi-pucca houses and in Seoni,

leaving aside a few, the rest all possessed kutcha houses. Seven types of disabilities were identified among the respondents studied. Nearly, two-thirds of the respondents suffer from locomotor disabilities. The non-locomotor disabilities suffered by the respondents include mental retardation, mental illness, blindness, low vision, hearing disability, and speech disability. Data further showed that polio and prenatal and postnatal related problems were responsible for most of the cases of disability in all the study areas. Accident related disabilities are more in Burdwan and Seoni. The main occupation pursued by the respondents showed that, more than half of them pursued agricultural labour as their main occupation followed by non-agricultural labour. Unemployed accounted for nearly one-third of the respondents. Most of the respondents in Burdwan were unemployed and currently engaged in wage labour, thanks to MGNREGS. Income distribution of the respondents' household showed that most of them belonged to BPL families. In short, the socio-economic data showed that the respondents selected for the study were poorest among the poor who lived mostly in kutcha and semi-pucca houses with meagre income and poor health facilities.

CHAPTER – III

EMPLOYMENT STATUS OF PWD UNDER MGNREGS : NATIONAL SCENARIO

In this chapter an attempt is made to understand national scenario of employment availed of by the PWD in MGNREGA during the last two years with the help of secondary data accessed from the Ministry of Rural Development, Government of India. As mentioned earlier, the implementation of NREGS was marked by three distinct phases. The year 2006 marked as the first phase of implementation of the scheme and in that year 200 most backward districts in the country were covered. Second phase was started in the year 2007 and extended the scheme to another 130 districts. In the third phase by 2008 it has become a national programme covering all rural districts of the country.

In Table III (1), number and percentage of distribution of individual disabled beneficiaries employed in MGNREGA during 2009-10 and 2010-11 (up to March 4, 2011) are given. In the year 2009-10, the highest number of disabled engaged in MGNREGA was reported in Andhra Pradesh which accounted for 23 per cent of total beneficiaries. The next highest (17 per cent) was reported in West Bengal followed by Uttar Pradesh accounting for 16 per cent of the beneficiaries. Whereas the disabled engaged in MGNREGS in Bihar accounted for 11 per cent of the total beneficiaries. The distribution in rest of the State indicated that the number of disabled engaged in MGNREGS was very marginal. The proportion of disabled engaged in MGNREGA work in the States of Rajasthan, Chhattisgarh, Maharashtra and Gujarat stood at 4 per cent each. The States of Madhya Pradesh and Tamil Nadu accounted for 3 per cent each of the beneficiaries. Jharkhand accounted for 2 per cent of the beneficiaries. Distribution in the order of 1 per cent each was reported in the States of Kerala, Odisha, Karnataka, Himachal Pradesh and Assam. Some of the union territories are yet to open their account. In all the north-eastern states except Tripura, the coverage of disabled in MGNREGS was very dismal.

Table III (1) : Showing No. of Disabled Individuals Benefited in MGNREGS in 2009-10 and 2010-11

S.No.	State	No. of Disabled individual beneficiaries			
		2009-10 March		2010-11 (up to 4 March, 2011)	
(1)	(2)	(3)	(4)	(5)	(6)
1	Andhra Pradesh	68256	(23)	61978	(20)
2	West Bengal	51591	(17)	72535	(23)
3	Uttar Pradesh	47523	(16)	13279	(4)
4	Bihar	34161	(11)	3533	(1)
5	Tripura	13678	(5)	10018	(3)
6	Rajasthan	11586	(4)	3110	(1)
7	Chhattisgarh	11221	(4)	22906	(7)
8	Gujarat	10926	(4)	28059	(9)
9	Tamil Nadu	9381	(3)	37862	(12)
10	Madhya Pradesh	8665	(3)	22232	(7)
11	Karnataka	8522	(3)	5977	(2)
12	Jharkhand	5515	(2)	8682	(3)
13	Odisha	4017	(1)	4639	(1)
14	Kerala	2661	(1)	2583	(1)
15	Maharashtra	2186	(1)	10994	(4)
16	Assam	1989	(1)	1792	(1)
17	Himachal Pradesh	1791	(1)	2112	(1)
18	Jammu & Kashmir	1037	(0)	332	(0)

(Contd.)

Table III (1) : (Contd.)

(1)	(2)	(3)	(4)	(5)	(6)
19	Meghalaya	518	(0)	93	(0)
20	Manipur	513	(0)	133	(0)
21	Uttarakhand	505	(0)	280	(0)
22	Nagaland	271	(0)	41	(0)
23	Mizoram	236	(0)	57	(0)
24	Sikkim	164	(0)	53	(0)
25	Punjab	114	(0)	183	(0)
26	Andaman & Nicobar Islands	85	(0)	1	(0)
27	Haryana	74	(0)	234	(0)
28	Arunachal Pradesh	18	(0)	1	(0)
29	Puducherry	8	(0)	4	(0)
30	Goa	3	(0)	-	(0)
31	Lakshadweep	0	(0)	0	(0)
32	Chandigarh	0	(0)	-	(0)
33	Dadra & Nagar Haveli	0	(0)	0	(0)
34	Daman & Diu	0	(0)	25	(0)
Total		297215	(100)	313728	(100)

Source : NREGA, Ministry of Rural Development, Department of Rural Development.

We have seen earlier that Andhra Pradesh tops the list of disabled who received employment in MGNREGS during 2009-10. While in the following year, the highest proportion (23 per cent) of disabled engaged in

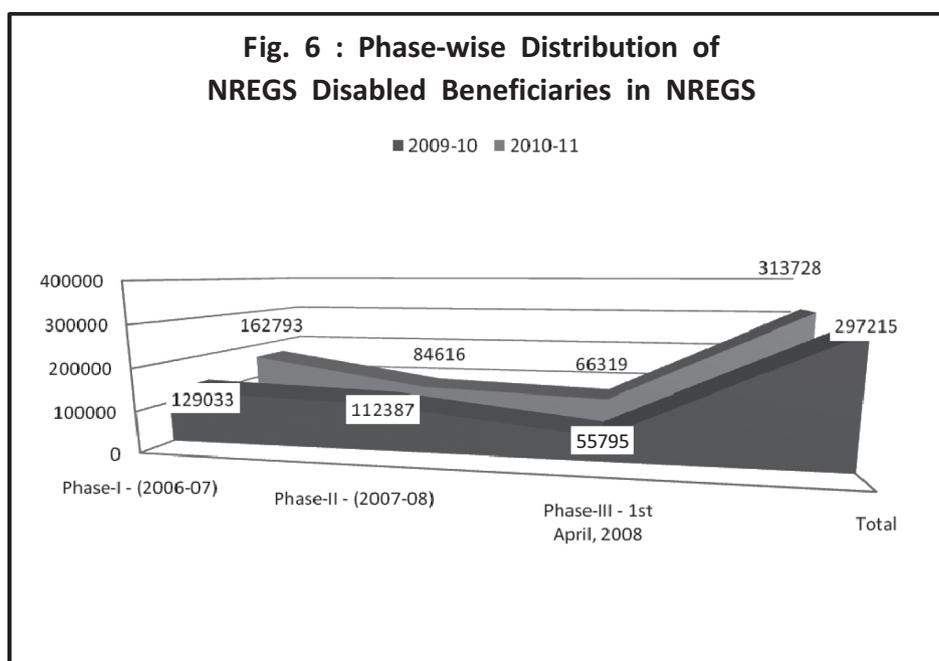
MGNREGS was reported in West Bengal leaving Andhra Pradesh to the second position which stood at 20 per cent. It may also be noted that Tamil Nadu was in a lower position in the year 2009-10 but secured third position by improving its performance of increasing the number of disabled in MGNREGS to 12 per cent. The next highest proportion of disabled engaged in MGNREGS was in Gujarat (9 per cent) followed by Chhattisgarh and Madhya Pradesh accounting for 7 per cent each. The next highest distribution of 4 per cent was reported in Uttar Pradesh and Maharashtra. Jharkhand and Tripura accounted for 3 per cent each of the beneficiaries. Distribution in the order of 2 per cent was reported in Karnataka and 1 per cent each in the States of Assam, Himachal Pradesh, Bihar, Kerala, Odisha and Rajasthan. Situation in the north-eastern states has not changed even during 2010-11. Similarly, the performance of the union territories also remained more or less the same.

The total number of beneficiaries covered in 2009-10 was 2, 97,215 and their distribution in the following year 2010-11 stood at 3, 13,728 indicating the increase to the extent of just 5 per cent. From the above it may be inferred that marginal increase in employment among the disabled was reported during the period mentioned above. Many States like Uttar Pradesh, Bihar which performed well in the year 2009-10 could not sustain the performance in the second year. But many States like Madhya Pradesh, Chhattisgarh, Gujarat and Tamil Nadu could perform better during 2010-11 as compared to the year 2009-10.

Further an attempt is made to desegregate the above data based on the three phases through which the implementation of the scheme was effected. Table III (2) provides information about phase-wise distribution of beneficiaries during 2009-10 and 2010-11. From the Table it may be seen that in the first phase of its implementation which covered most backward districts of the country, the number of disabled engaged in MGNREGA was 43 per cent in the year 2009-10 and increased to 52 per cent in the year 2010-11 indicating appreciable increase in number of beneficiaries engaged in MGNREGS.

Table III (2) : Phase-wise Distribution of Disabled Beneficiaries in MGNREGS

Phases	2009-10	2010-11
Phase-I (2006-07)	129033 (43)	162793 (52)
Phase-II (2007-08)	112387 (38)	84616 (27)
Phase-III (1 April, 2008)	55795 (19)	66319 (21)
Total	297215 (100)	313728 (100)



During the second phase (2007-08) the number decreased to 27 per cent in the year 2010-11 from 38 per cent reported in 2009-10. The third phase is marked by slight increase in the number of disabled beneficiaries engaged in MGNREGA work. The figure which was 19 per cent in the year 2009-10 marginally increased to 21 per cent during 2010-11. The above data indicated that except for the second phase, increase in the number of beneficiaries engaged in MGNREGS is reported in the phases-I and III. In the phase-I, the increase is relatively more as the districts covered under the first phase involved mostly backward districts in the country where the demand for wage employment is on the higher side as compared to the districts covered in the subsequent phases.

Attempts were also made to understand the work participation of disabled in each of the States taking into account the number of disabled worked during 2009-10 – and 2010-11 and the number of disabled enumerated in each State as per the 2001 census. Details are given in Table III (3). As per the 2001 census, the proportion of disabled in the selected States is given in the Table, which accounts for 2.16 crores. From the Table it may be seen that the maximum number of disabled (23 per cent) benefited from MGNREGA in the year 2009-10 was reported in the State of Tripura followed by Andhra Pradesh which stood at 5 per cent. In the States of Uttar Pradesh and Chhattisgarh, 3 per cent each of the disabled benefited from the scheme in the year 2009-10. In Bihar the benefited disabled accounted for 2 per cent of the disabled. North-eastern states like Meghalaya, Manipur and Mizoram engaged 2 per cent of the disabled in MGNREGA work, while Sikkim provided employment to 1 per cent of the disabled. The number of disabled engaged in NREGA in the rest of the states and union territories was very marginal.

Table III (3) : Showing State-wise Disabled Population and the Percentage of Disabled in NREGS Work During 2009-10 and 2010-11

S.No.	State	No. of disabled population as per 2001 census (per cent of disabled)	No. of disabled individual beneficiaries and their per cent (2009-10)	No. of disabled individual beneficiaries and their per cent (2010-11)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Andhra Pradesh	1364981	68256	(5)	61978	(4)
2	West Bengal	1847174	51591	(3)	72535	(4)
3	Uttar Pradesh	3453369	47523	(1)	13279	(0)
4	Bihar	1887611	34161	(2)	3533	(0)
5	Tripura	58940	13678	(23)	10018	(17)
6	Rajasthan	1411979	11586	(1)	3110	(0)
7	Chhattisgarh	419887	11221	(3)	22906	(6)
8	Gujarat	1045465	10926	(1)	28059	(3)
9	Tamil Nadu	1642497	9381	(1)	37862	(2)
10	Madhya Pradesh	1408528	8665	(1)	22232	(2)
11	Karnataka	940643	8522	(1)	5977	(1)
12	Jharkhand	448377	5515	(1)	8682	(2)
13	Odisha	1021335	4017	(0)	4639	(1)
14	Kerala	860794	2661	(0)	2583	(0)
15	Maharashtra	1569582	2186	(0)	10994	(1)
16	Assam	530300	1989	(0)	1792	(0)

(Contd.)

Table III (3) : (Contd.)

(1)	(2)	(3)	(4)	(5)	(6)	(7)
17	Himachal Pradesh	155950	1791	(0)	2112	(1)
18	Jammu & Kashmir	302670	1037	(0)	332	(0)
19	Meghalaya	28803	518	(2)	93	(0)
20	Manipur	28376	513	(2)	133	(1)
21	Uttarakhand	194769	505	(0)	280	(0)
22	Nagaland	26499	271	(0)	41	(0)
23	Mizoram	16011	236	(2)	57	(0)
24	Sikkim	20367	164	(1)	53	(0)
25	Punjab	424523	114	(0)	183	(0)
26	Andaman & Nicobar Islands	-	85		1	
27	Haryana	455040	74	(0)	234	(0)
28	Arunachal Pradesh	33315	18	(0)	1	(0)
29	Puducherry	-	8		4	
30	Goa	15749	3	(0)	-	
31	Lakshadweep	1678	0	(0)	0	(0)
32	Chandigarh	15538	0		-	
33	Dadra & Nagar Haveli	4048	0		0	(0)
34	Daman & Diu	3171	0		25	(1)
Total (All-India)		21637969	297215	(1.37)	313728	(1.5)

Sources : (1) NREGA, Ministry of Rural Development, Department of Rural Development.

(2) Census of India, 2001, Govt. of India.

Further, from the Table III (3), it may be noted that in terms of number of disabled engaged in employment for the year 2010 – 11, Tripura topped the list with 17 per cent and Chhattisgarh stood second with 7 per cent. West Bengal and Andhra Pradesh had the same distribution of 4 per cent each. The next highest was reported in Gujarat (3 per cent) followed by Madhya Pradesh, Tamil Nadu and Jharkhand accounting for 2 per cent each of the disabled. Distribution in the order of 1 per cent was reported in Karnataka, Maharashtra, Himachal Pradesh, Manipur and union territory of Daman and diu. The distribution in the rest of the states and union territories was very marginal.

We have seen that the total population of disabled in the selected states stood at 2.16 crores. In the year 2009-10 the total number of disabled individual beneficiaries benefited in MGNREGS was 2,97,215 indicating that number of disabled benefited from employment was only 1.37 per cent. While in the following year of 2010-11, the number of disabled engaged in employment was 1.5 per cent indicating marginal increase. The macro level national level data showed that even after implementation of MGNREGA work nearly for the last 5 years only 1.5 per cent of disabled could benefit from the scheme. This figure is only half of the figure of the mandated 3 per cent reservation made available to them. The reasons for this low level of participation may be due to lack of awareness about the scheme, discrimination in the community and work place, environmental barriers among other factors associated with disability. The micro level data presented in the following pages try to answer the above barriers faced by the disabled in availing of employment in MGNREGS.

Summary

The national scenario of employment availed of by the PWD in MGNREGS during 2009-10 and 2010-11 is arrived at with the help of secondary data collected from the Ministry of Rural Development. During 2009-10 among the states, the highest number of disabled engaged in wage labour was reported in Andhra Pradesh followed by West Bengal. The next highest reported states were Uttar Pradesh and Bihar. In all the north-eastern states except Tripura the work participation rate was very

low and some of the union territories have not even opened the account. In the following year, 2010-11, the increase in number of employment was very modest. The State which tops in providing employment to the PWD was West Bengal followed by Andhra Pradesh. But some States like Gujarat, Tamil Nadu, Chhattisgarh and Madhya Pradesh performed better when compared to the previous year. In the second year, there was no significant improvement in employment in union territories and north-eastern states. Considering the total disabled population in the country, based on the Census 2001 and the number of PWD employment under NREGS the work participation rate was as low as 1.37 per cent in the year 2009-10. While in the second year employment rate has improved slightly to 1.5 per cent. The macro level data showed that even after five years of implementation of NREGS, the coverage of PWD is not at all satisfactory.

CHAPTER - IV

INSTITUTIONAL ARRANGEMENTS FOR DELIVERY OF MGNREGS AT DISTRICT LEVEL AND BELOW

The implementation of MGNREGS involves various institutions at both national and state levels. As the scheme is implemented through a decentralised process, the most important authority is the Panchayati Raj Institutions (PRIs), Gram Panchayat in particular. As per the MGNREG Act, at the Gram Panchayat level, the plans for NREGS works should be prepared after having detailed discussion in the gram sabha and ward sabha. All the Gram Panchayat plans are scrutinised at Block Panchayat level by the Programme Officer and then sent to the District Programme Coordinator/Officer. The plan proposal of all the Block Panchayats at different levels should be formed as the district plan. Out of the total plans, the Gram Panchayat must execute 50 per cent of the projects.

The district collector is the coordinator of MGNREGS at the district level. In case of Mahabubnagar, the collector is the district project coordinator. He is being assisted by Project Director, and Director Watershed Management Agency (DWMA) as additional project coordinator. At mandal level (block), the programme unit is headed by MGNREGS Programme Officer, additional programme officer, an engineer and a technical assistant. At the Gram Panchayat level, the team consists of Field Assistant (Gram Rozgar Sevak), the Village Secretary and the Sarpanch. The field assistant is responsible for taking care of the needs of 2000 to 2500 job cardholders at Gram Panchayat. Posts of Village Secretaries are lying vacant for several years. As such some of the village secretaries have to look after the work of 3 to 4 GPs, vacancy of secretary posts occurred due to delay in recruitment of vacant posts. As a result of this, smooth implementation of NREGS is affected in the study area of Mahabubnagar.

In West Bengal, Chairman of Zilla Panchayat is responsible for financial sanction of the MGNREGS budget at district level and also monitors

the implementation of the programme. But the CEO of the Zilla Panchayat is responsible for the implementation of the scheme. In addition, a district nodal officer is in place to implement and monitor the overall programme. At block level, Janpath CEO and secretary are responsible for the MGNREGS implementation. The Chairman, Janpath Panchayat sanctions the labour budget. At GP level, the programme is implemented by a team consisting of Sarpanch, Secretary and Gram Rozgar Sahayak. In the study area, it was found that the number of revenue villages in some of the GPS are more for instance, numbering more than 20 villages with only 1 or 2 Gram Rozgar Sevaks in place. In such cases it may be noted that implementation of the scheme covering huge area with the help of just two functionaries is indeed difficult.

In MP, the district collector is the coordinator of MGNREGS and CEO Zilla Panchayat acts as District Additional Coordinator of the scheme. At block level, the CEO, Janpath Panchayat is responsible for its implementation. At block level, there are APOs (MGNREGS) and a Manager (MIS). The technical staff at block level consists of Assistant Secretary (who does technical sanction and inspection), a sub-engineer (valuation) and an Assistant Draftsman (ADM). At Gram Panchayat level the implementing team consists of Secretary, Sarpanch and Gram Rozgar Sevaks. In the case of Seoni, the number of villages in a Gram Panchayat varies from 1 to 3. Out of the 23 GPs studied 15 GPs do not have the posts of Gram Rozgar Sevak, while the other 8 do have them in place. Therefore, wherever Gram Rozgar Sevak is not there, the work mostly lies with the Secretary, who finds it difficult to cope up with the situation.

In all the study districts, planning for MGNREGS is initiated at Gram Panchayat level, particularly in Gram Sabhas. In Burdwan, planning for MGNREGS work is done at Sansad level (Sansad constitutes an area covering 300 to 700 voters). The village level planning committee which is known as Gram Unmayan Samithi, consists of Gram Panchayat members, Sansad elected members, sarpanch and deputy sarpanch. At the district level, there are three cells viz., engineering cell, consisting of a junior engineer and a technical assistant, social audit coordinators, public

grievances cell and IEC training coordinator generally outsourced to NGOs. The labour budget is prepared taking into account the demand made by the households, taking into account the number of days of employment demanded, wage per person per day etc. Based on the labour budget, amount is released to the Gram Panchayat from the district through the Block Panchayats.

In all the study areas, shelf of projects is prepared every year. The shelf of project is prepared under the supervision of a team consisting of a junior engineer, skilled technical person, etc. While preparing the shelf of projects, no consideration is given to the disabled, similarly while implementing the scheme, no special efforts were made to provide employment to the disabled on a priority basis. This shows that the discrimination towards disabled MGNREGS beneficiaries starts right from the project preparation under the scheme.

The type of works undertaken by the disabled under the scheme varied. The most common activity undertaken by the disabled in Burdwan falls in the category of light work such as supply of drinking water, running crèche for children of the beneficiaries and semi - skilled works. Other beneficiaries performed work in areas of digging of ponds, wells, constructions of drain, village roads, irrigational channel and afforestation. While in Mahabubnagar, the common work undertaken by the disabled was mostly in areas of land based activities and most common among them was desilting of feeder channel, in the case of Seoni, land based activities were predominantly undertaken by the disabled along with light works like child care, supply of drinking water and semi-skilled works.

Special Efforts Made by States to Provide Employment to Disabled

Two States viz, MP and AP have come out with innovative measures for the benefit of PWD. One of the significant efforts made by the Government of AP for the development of disabled has been by bringing them into certain organisational fold. A brief note on the efforts made by the Government in this regard and the incentives provided that motivated people to take up work under MGNREGS is given below. Concerted efforts

have been going on to bring them into SHG and exclusive disabled groups. Starting with the State sponsored poverty alleviation programme , **Velugu**, through **Indira Kranthi Pathakam (IKP)** sincere efforts have been going on to empower them by bringing them into different types of organisations. Of late, with the introduction of MGNREGS exclusive labour groups were formed among the disabled to access benefits under the scheme.

Vikalangulu Shram Shakti Sangham (VSSS) in Mahabubnagar

On December 3, 2010 (World Disabled Day), the Government of Andhra Pradesh convened a meeting of disabled to discuss the issues raised by them for the welfare of the disabled community in the State. In that meeting, it was decided that they form groups of the disabled ranging from 2 to 20 members popularly known as **Vikalangula Shram Shakti Sangham (VSSS)**. Till the formation of the **sangham**, very few disabled dared to venture into the employment provided under the scheme due to the common feeling that the people with disability may find it difficult to execute the work which is hard in nature. By forming the group, they started discussing among them about MGNREGA, its benefits, the type of work to be taken up etc. Sharing the opinion of those who already worked in MGNREGS motivated other members also to enroll for work. In villages wherever VSSS were formed, most of the disabled members capable of doing the work came forward to take up works under MGNREGS leaving some of them who were suffering from leprosy, mental retardation and severe locomotor disabilities. Formation of VSSS is a major initiative made by the government to bring them into some sort of organisational fold to enable them to avail of benefit under MGNREGS in particular and other schemes in general.

The State Government came out with special benefits and provisions to attract the disabled which include additional number of days of employment, increased transportation costs, additional wage payment, and discount in number of working hours Vide Circular No.1456/ES/PM(D)/2010 dated 30.09.2010. Through the circular, orders were issued to allot independent job cards to disabled persons in the age of 18 years and above

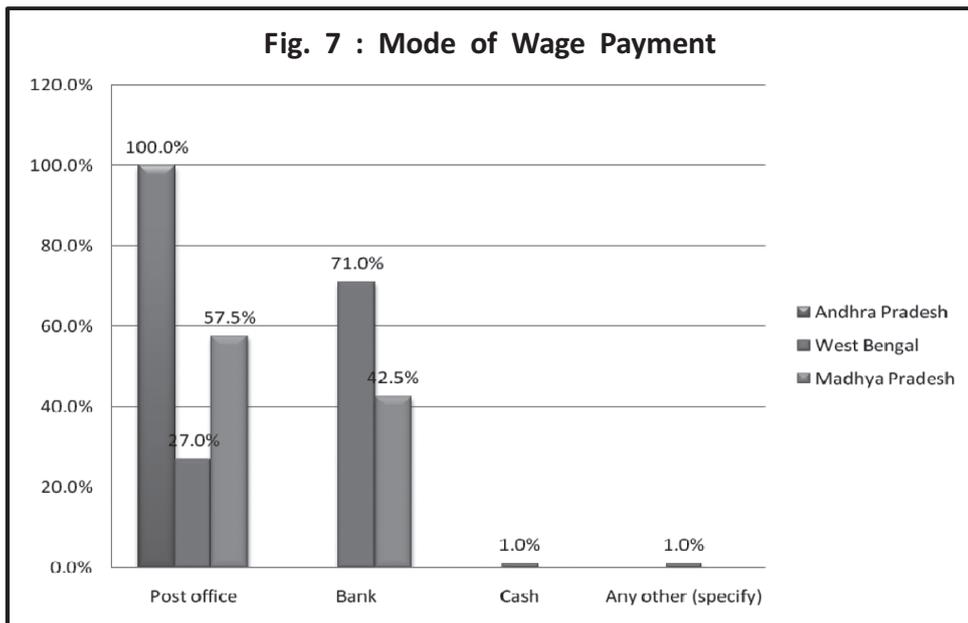
and decided to increase the number of days of employment to 150 days in a year from the existing 100 days. Provision is also made to extend additional benefits to the disabled who became members of the labour societies formed for disabled and also members of Shram Shakti groups formed to undertake MGNREGS works in groups. The members of Shram Shakti groups are further eligible for 30 per cent additional wage apart from the stipulated wage payment. Priority is also given to the workers of Shram Shakti groups in allotting light works. Members of Shram Shakti group are also entitled for special facilities like transportation costs of ₹ 10 if they have to travel up to 5 kms and ₹ 20 if it exceeds 5 km. Detailed information about the special efforts made by the Government of Andhra Pradesh to provide additional facilities to the PWD is given in Annexure I.

The initiatives made by the Government of Madhya Pradesh to attract the disabled under the scheme are worth noting. It is for the first time the government of Madhya Pradesh has come out with a typology of work that could be performed by persons suffering from different types of disabilities, so also, old age people. Special efforts were made to identify suitable work for persons suffering from a particular disability. This list is the outcome of various consultation meetings and workshops organised by the Government of Madhya Pradesh to identify the types of work that the physically challenged people and the old age people can take up. In the Annexure II, a copy of the GO issued by the Government of Madhya Pradesh No.MP No.8934-A/NREGS-MP/NR-5/2008 is given which deals with appropriate work identified for persons with different types of disabilities and aged according to their capacity to work.

Mode of Wage Payment

In the district of Seoni, payment of wage to the workers is made through banks and post offices. Out of the 23 GPs studied, in 11 cases payment was made through both banks and post offices. Out of the remaining 12 cases, in half of the cases payment was made through the bank and the rest through post offices. The banks through which payment was made include Bank of Maharashtra, Union Bank of India and Central

Bank. Regional Rural Banks are also participating in disbursement of payment to the workers. In Burdwan district, both post offices and banks are involved in the payment to the workers. Similarly in Mahabubnagar, payment is made through banks and post offices.



CHAPTER - V

TYPES OF WORK UNDERTAKEN IN MGNREGA

The MGNREGA guideline specifies the type of works to be undertaken under the scheme and they are popularly known as shelf of projects and cover the following activities. (1) water conservation and water harvesting (2) Drought proofing(3) Irrigation canal, (4) Provision of irrigation facility for plantation and horticulture (5) Renovation of traditional water bodies (6) Land development (7) Flood control work and (8) Rural connectivity to provide all-weather roads. The Act says that if a rural disabled person demands for work, suitable work to his/her ability and qualifications will have to be given. In the study area, it was found that when the shelves of projects were prepared, no consideration was made to identify the work that the disabled people can take up in that area. Therefore, it is the discretion of the implementing agency at the Gram Panchayat level in deciding what type of work is to be given to the disabled. Generally, considering their physical and mental conditions, it was found that light works like supply of drinking water to the workers, child care, are entrusted to the disabled. But wherever the number of disabled is more, they have to be content with other jobs available under the shelf of works even if it is hard work.

Types of Work Undertaken in the Study Area

What follows is a detailed account of different types of work performed by the respondents in the study area. While doing that we also examine the kind of problems faced by them in undertaking such works. Table V (1) provides information about number and percentages of respondents and the nature of work undertaken by them. The nature of work undertaken by the disabled is categorised into land based and non-land based activities. Land based activities include those works related to land development, irrigation including desiltation of feeder channel,

afforestation, tree plantation, and roads. The non-land based activities cover supply of drinking water to the workers in the work-site, child care and semi-skilled works like supervision of MGNREGS work.

Table V (1) : No. and Distribution of Respondents in Respect of Nature of Work Undertaken by Them

	Land based activities				Non-land based activities	
	Land develop-ment	Desilting of feeder channel	Affore- station	Road dressing	Supply of drinking water, child care, supervision, etc	Total
Mahabubnagar	67 (67)	27 (27)	-	-	6 (6)	100 (100)
Burdwan	45 (45)	-	-	3 (3)	52 (52)	100 (100)
Seoni	53 (66)	-	2 (3)	-	25 (31)	80
Total	165 (59)	27 (10)	2 (1)	3 (1)	83 (29)	280 (100)

Note : Figures in parentheses indicate percentage.

While analysing the data it may be inferred that 71 per cent of the respondents performed land based activities leaving the rest 29 per cent to work related to non-land based activities. Under the former category the most common activity undertaken was water conservation work followed by desilting of feeder channel and afforestation and road dressing works and under the latter category the activities are confined to supply of drinking water to the workers, taking care of the babies and semi-skilled work as mates who play a major role in the work-site management.

District-wise data showed remarkable variation in the types of work undertaken by the respondents. From the Table V (I), it may be noted that in Mahabubnagar, 94 per cent of the respondents undertook land based activities. In this category, 67 per cent of the respondents have undertaken works related to land development like erecting bund, digging of village pond, wood cutting and jungle clearing and the other 27 per cent undertook works like clearing of feeder channel used for irrigation. The notable feature in Mahabubnagar is that only 6 per cent of the respondents could take up non-land based activities like supply of water or child care, etc.

In Burdwan, the respondents undertook both land and non-land based activities. In this district more than half of the respondents (52 per cent) had taken up non-land based works like supply of drinking water, child care and semi-skilled works. The rest (48 per cent) were engaged in land based works and among them 45 per cent were engaged in land development works and the rest 3 per cent undertook road dressing work.

In Seoni those who were engaged in land based works and non-land based works constituted 69 and 31 per cent, respectively. In the former category, 66 per cent of the respondents were engaged in land and related activities like water conservation and the rest 3 per cent engaged in afforestation and tree plantation work. Based on the data presented above it may be summarised that in Mahabubnagar and Seoni most of the respondents performed land based activities, whereas in Burdwan more number of respondents undertook non-land based activities. While undertaking the work the respondents faced certain problems in respect of types of implements supplied and difficulties in reaching the work-sites etc. which are more pertinent to the disabled and are highlighted below.

Problems Encountered in Undertaking the Work

While analysing the problems encountered by the respondents it was found that out of the sample studied, 71 per cent of the respondents felt that the works given to them are not suited to their physical condition, the rest 29 per cent denied it. In Mahabubnagar district, 70 per cent of the respondents felt that they were able to undertake work given to them while

the rest 30 per cent felt that the work given to them was very hard to perform given their poor health conditions. In Burdwan earlier, we have seen that the majority of the respondents took up soft work and in response to the question of facing any difficulty in performing the work, 72 per cent respondents answered negatively and remaining 28 per cent found it difficult to perform such works. While in Seoni, 73 per cent of the respondents felt that the work given to them actually suited to their physical condition and the rest 27 per cent were unhappy with the nature of work given to them.

Another important problem faced by the respondents was lack of appropriate implements which are disabled-friendly. Out of the sample studied, 49 per cent of the respondents felt that the tools given to them to undertake the work were disabled-friendly. At the same time, the rest 51 per cent answered negatively. Distribution of respondents at the district level showed that in Mahabubnagar, 49 per cent of the respondents admitted that implements given to them did not suit their physical condition and the rest 51 per cent did not agree with such statements. In Burdwan and Seoni districts, 45 and 43 per cent of the respondents, respectively agreed that the implements given to them were user-friendly, and the rest disagreed.

Respondents find difficulty in reaching the work-site as there is no provision for any vehicle arrangements to take the participants to the work-site. In all cases it was found that the work-site was within the distance of 5 km from their residence. In some cases family members provided necessary help to reach them to the work-site. In the course of discussion with some of the respondents, it was opined that they should be provided with free transport service or else provide travelling allowance. The respondents also expressed problem in executing eight hours work a day. At the aggregate sample level, more than half (53 per cent) of the respondents felt that given their physical conditions it was difficult for them to work 8 hours in a day (with one-hour break in between). But at the same time, 47 per cent of the respondents agreed to do 8 hours work a day. In the district of Mahabubnagar, 69 per cent of the respondents found it difficult to work continuously for 8 hours a day. The rest 31 per cent did not experience any problem in working for 8 hours a day. In Burdwan 49 per cent disagreed with the 8 hours of work a day as it was very strenuous for them and

51 per cent agreed to work for 8 hours a day. In Seoni, most of the respondents (84 per cent) felt that it is possible for them to work for 8 hours a day, the rest 16 per cent felt that 8 hours work is very difficult for the disabled, as they are physically weak. In the informal discussion, some of the respondents felt that the duration of work should be reduced by 1 to 1½ hours,

Summary

It is a fact that disabled are differently abled and their physical and mental conditions cannot be equated with the rest of the population. Therefore, it is necessary to identify separate shelf of work depending upon the types of disability suffered by the people as introduced by the government of Madhya Pradesh. Lack of awareness about the scheme and the nature of work proposed under the scheme are actually distancing the disabled from participating in MGNREGS work. To attract the disabled under the scheme there is a need to delineate specific activities exclusively for disabled taking into account their physical and mental capability to work. Some of them were lucky enough to perform lighter work like taking care of babies, supply of drinking water to the labourers and semi-skilled works. Others had to perform land based activities which some of them found difficult to execute as it was strenuous one. In some cases the respondents themselves informed that as the work was very hard, they failed to execute the stipulated work on a day-to-day basis leading to receipt of lower wage payment. There were cases where the disabled respondents discontinued the work as they found the stipulated output beyond their physical capacity. The data also showed that lack of disabled-friendly implements and lack of transport facilities to reach the work-site are actually de-motivating them from taking up MGNREGS work.

CHAPTER – VI

BENEFITS OF EMPLOYMENT AND WAGE EARNED BY THE PWD IN THE STUDY AREA

In the previous chapter we have examined the types of work undertaken by the disabled respondents under the scheme. In this chapter an attempt is made to document the number of days of employment availed of by the selected respondents and also the income earned by them by engaging in MGNREGS work. This information was collected for the period 2006-07 to 2010-11. The following information is based on the primary data collected from the selected 280 respondents spread over three districts. The first step involved in accessing benefits under the scheme is to register the beneficiaries' name in the Gram Panchayat and apply for a job card. In the study area it was found that all the respondents in Seoni and majority of them in Mahabubnagar received job card during the first phase of implementation of the scheme. In Burdwan most of them got the job cards in the second phase of its implementation. Further information showed that the job cards were issued to respondents or other members of the households. Out of the sample respondents studied, 55 per cent of them got job cards issued in their name and in the remaining cases job cards were issued to other members of the households. In this regard wide variation was observed between the districts. The highest number of respondents (81 per cent) holding job cards in their names was reported in Burdwan followed by Seoni (58 per cent) and Mahabubnagar (27 per cent). In general, the data showed that in the study area more than half of the respondents got job card issued in their own name.

Table VI (1) provides year-wise information about the number of days worked by the respondents during the period under study (2006-07 – 2010-11). The data required for this Table were collected from individual respondents by interviewing and also by cross-checking with other documents including job cards. From the Table, it may be noted that from the third year onwards, the number of respondents worked and number of

days worked showed regular and gradual increase. Although over the years number of respondents engaged in the work showed increase, the number of days worked failed to show proportionate increase. Further, it may be recalled that though there is a provision for 100 days of employment, only three cases of availing 100 days of employment were reported in the year 2009-10. Table also showed that the respondents who availed of the work were irregular and the number of days worked was below the desirable level.

Table VI (1) : Year-wise Number of Days Worked by Respondents

S.No.	No. of days worked	2006 – 07	2007 – 08	2008 – 09	2009 – 10	2010 – 11
1	10 days & below	15 (5)	28 (10)	35 (13)	35 (13)	54 (19)
2	11 – 20 days	22 (8)	26 (8)	44 (16)	49 (18)	63 (30)
3	21 – 40 days	23 (8)	52 (19)	47 (17)	73 (26)	58 (21)
4	41 – 60 days	2 (1)	8 (3)	16 (6)	24 (9)	21 (8)
5	61 – 80 days	1 (0)	3 (1)	13 (5)	22 (8)	6 (2)
6	81 – 100 days	1 (0)	3 (1)	23 (8)	28 (10)	6 (2)
7	100 days & above	-	-	-	3 (1)	-

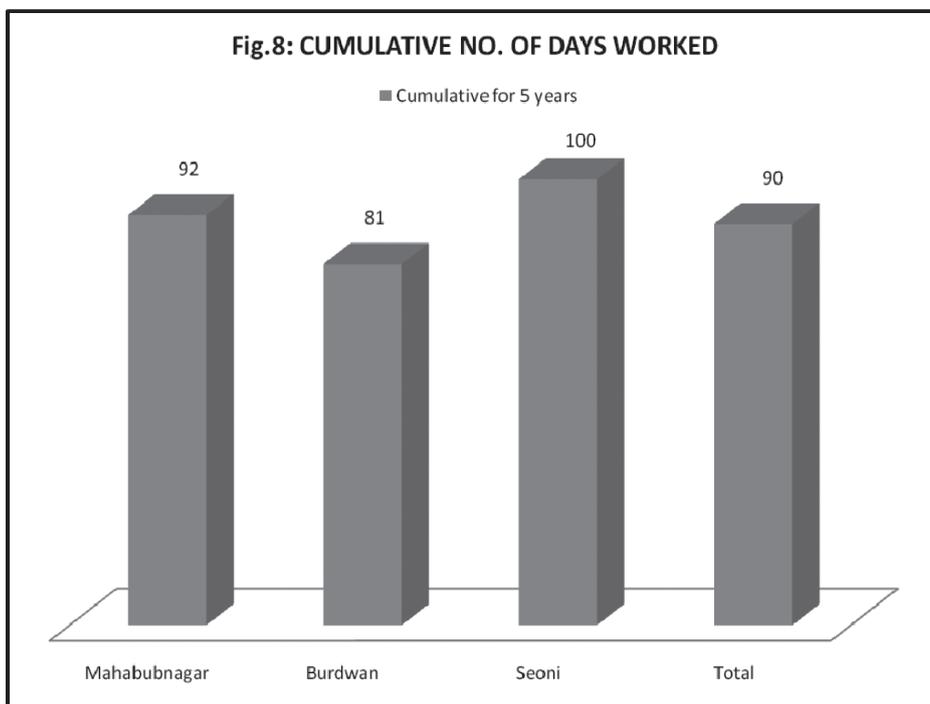
Note : Figures in parentheses indicate percentage.

Number of Mandays of Employment Generated and Wage Earned in the Study Areas

Year-wise information about number and percentage of respondents reported for work, average number of days of employment generated, and average wage earned by them is provided in Table VI (2) for the period 2006-07 to 2010-11. Year-wise data on participation of disabled in MGNREGS showed a regular increase during the first four years with a slight decline

in the fifth year. Similarly, in the case of average number of days worked also showed regular increase in the first four years which is in line with number of respondents engaged in work. However, average wage earned do not show such regular increase except for the second and the last year.

The cumulative data for five years showed that the highest average value of number of days worked was reported in Seoni (100.25) followed by Mahabubnagar (92.17) and Burdwan (80.76). Whereas, the maximum mean value of wage earned (8245.59) was reported in Seoni followed by Burdwan (7426.96) and Mahabubnagar (6081.33). Further, the Pearson correlation tests showed that the r value between the number of days worked and wage earned in Seoni and Burdwan showed high correlation. Whereas in the case of Mahabubnagar although the mean number of days worked was more, the proportionate increase in mean value of wage was not observed as compared to the other two districts.



Year-wise information in regard to average number of days worked and mean value of wage earned showed variation across the States. The data showed that at the district level there is a steady increase in participation of respondents in Mahabubnagar and Burdwan except for the last year, while Seoni showed regular increase except for the second year. Examination of average number of days worked showed that in Mahabubnagar there was a steady increase in the mean values reported till the third year with a decline in the next two years. In Burdwan, the number of respondents worked and the number of days worked showed proportionate increase. Seoni did not show any regular increase in the number of days worked in the first three years. Further, it may be noted that the mean values of wage earned in Mahabubnagar do not show any proportionate increase commensurate with the number of days worked. The data pertaining to Burdwan showed regular increase in average wage earned against the number of days worked particularly for the first three years. Similarly, in Seoni also the average wage earned and average number of days worked showed regular increase in the first three years.

A comparative study between the districts showed that in Mahabubnagar although the number of days worked was more, the average wage earned is less and not commensurate with the number of days worked. In the course of the study in Mahabubnagar, some of the respondents complained that they were getting low wages, which is less than minimum wages. But in other districts most of them were contented with whatever wages they earned. The reason for the low wage paid despite increased number of days worked may be due to the following reasons. Earlier we have seen that in Mahabubnagar most of the respondents undertook land based activities which are strenuous and hard for them. Since they have taken up mostly land based activities they might have found it difficult to execute the stipulated quantity of work due to their physical weakness. Whereas in Burdwan, more than half of them performed soft work and in Seoni also nearly one quarter of respondents performed similar type of work. Further, it may be noted that In Mahabubnagar the work was executed in groups formed exclusively of persons with different disabilities. It is true that when they work in groups the feeling of togetherness and self-help

Table VI (2) : District and Year-wise Information on Number and Percentage of Respondents Worked, av. Number of Mandays of Employment Generated and av. Wage Earned (Up to Jan. 2011)

District	Year	2006-07	2007-08	2008-09	2009-10	2010-11	Cumulative for 5 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Mahabubnagar	No. of respondents worked	27 (27)	44 (44)	53 (53)	88 (88)	72 (72)	
	Mean value of No. of mandays generated	24.7	25.7	44.34.	42.97	18.21	92.17
	Mean value of wage earned	2196.3	1913	3349.68	3032.57	1531.42	6981.33
Burdwan	No. of respondents worked	44 (44)	71 (71)	90 (90)	71 (71)		
	Mean value of No. of mandays generated		21.1	26.1	36.08	28.83	80.76
	Mean value of wage earned		1575.57	2063.92	3461.27	3038.61	7426.96
Seoni	No. of respondents worked	37 (46)	32 (40)	54 (68)	56 (70)	65 (81)	

(Contd.)

Table VI (2) : (Contd.)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Mean value of No. of mandays generated	25.7	35.4	37.74	37.7	27.49	100.25
	Mean value of wage earned	1692.19	2243.55	2925.76	3271.11	2797.32	8245.59
Total	No. of respondents worked	64 (23)	120 (43)	178 (64)	234 (84)	208 (74)	
	Mean value of No. of mandays generated	25.02	26.56	35.06	39.06	24.74	90.40
	Mean value of wage earned	1904.86	1880.45	2708.22	3253.65	2444.34	7501

Figures in Parentheses indicate percentages.

would have helped them feel at home, but at the same time giving scope for taking advantage of their disability by working leisurely, thereby failing to carry out the stipulated quantity of work. In the other two districts, the disabled worked independently or in group consisting mostly of non-disabled where they might have worked hard to equate the work output as that of their co-workers to get equal wage. As the payment is made for the actual work executed, the above factors might have affected in Mahabubnagar for the receipt of lower wage. The above findings suggest that forming groups among the disabled is indeed necessary but it should be restricted to empowering and creating awareness about the schemes, including motivating

the disabled to take up such work. For better work output the disabled may be permitted to undertake soft work individually or work in mixed groups rather than in exclusive groups of disabled. Now let us see whether there is any variation in average number of days worked and wage earned depending on the types of disability suffered by the respondents.

Work Participation and Types of Disabilities

In this section an attempt is made to understand the relationship between participation of respondents in MGNREGS work and the types of disability that they suffer from. This is attempted by cross tabulating cumulative data (for five years) on number of days worked by the respondents against the type of disability suffered by them. The average number of days worked by the persons with locomotor and non-locomotor disability for the cumulative period of five years (2006-07 to 2010-11) is given in Table VI (3). For the sake of presentation, the type of disability suffered by the respondents is categorised into two types' viz., locomotor disability and non-locomotor disability. Earlier we have seen that among the sample studied 65 per cent comprised those who suffer from locomotor disability and the rest 35 per cent non- locomotor disabilities.

Table VI (3) : Mean Value of Number of Days Worked by Persons with Locomotor and Non-Loomotor Disabilities During 2006-07 – 2010-11

(Cumulative Figures)

District	Locomotor	Non- Locomotor	Total
Mahabubnagar	98	86	92
Burdwan	85	75	81
Seoni	107	67	100
Total	97	79	90

Analysis of mean value of number of days worked by the respondents suffering from locomotor and non-locomotor disabilities showed marginal variation. Between the districts, under the category of respondents suffering from locomotor disability it may be noted that Seoni reported the highest average days worked followed by Mahabubnagar and Burdwan. Under the non-locomotor category highest number of average days worked was reported in Mahabubnagar followed by Burdwan and Seoni. Further, the data for the period under study showed that among those affected by non-locomotor disability, higher participation was reported among those who suffered from mental retardation followed by speech impaired, low vision, mental health, blindness and hearing impairment. Having examined the average number of days worked by respondents suffering from locomotor and non-locomotor disabilities, let us examine the average wage earned by them.

Cross Tabulation of Wage Earned and Types of Disability

Attempt is also made to find out any variation in average wage earned and the types of disability suffered by the respondents. The details are given in Table VI (4). Analysis of data clearly shows that there is remarkable variation in average wage earned by the respondents who suffered from locomotor and non-locomotor disabilities. Across the districts, particularly in Seoni the variation is very high which is to the extent of 43 per cent. But this variation is relatively less in respect of Mahabubnagar and Burdwan. The above results show that under MGNREGS people with locomotor disability earned better wage as compared to those with non-locomotor disabilities. In other words, the abilities to do physical work have a direct bearing on the extent of disability affected by the participants.

**Table VI (4) : Mean Value of Wages Earned by
Persons With Disabilities During 2006-07 – 2010-11**

(Cumulative Figures)

District	Locomotor	Non-Locomotor	Total
Mahabubnagar	7516.22	6424.61	6981.33
Burdwan	7776.76	6923.60	7426.97
Seoni	8911.70	5103.36	8245.59
Total	8126.86	6443.74	7501.70

Summary

In this section details about work participation and wages earned by the respondents were furnished. The analysis has been done both at the district level and types of disability. During the five years period of the study only few cases of the respondents availing of 100 days of employment in a calendar year were reported. Otherwise, in general, it was found that the participation and number of days of employment availed of by the disabled respondents was too low. In terms of average number of days worked, it varied across the districts where the highest value was reported in Seoni followed by Mahabubnagar and Burdwan. Further, data also showed that the number of days worked by the disabled declined over the years indicating that the same respondents may not have taken up more number of days of work, may be due to lack of motivation or difficulties in taking up the work due to their physical weakness. Those respondents who worked less number of days were reported more among those suffering from non-locomotor disabilities. Another important finding of the study is that the wage earned is not commensurate with the number of days worked. The variation in wage may be due to the specific problems faced by the disabled including their weak physical structure. Efforts made by the Government of Andhra Pradesh into Self-Help Groups is a good idea to empower them by

mobilising and creating awareness and building confidence to take up work under the Scheme. But while engaging them in MGNREGS work it is better to allow them to work individually by allotting soft work particularly those who suffer from high degree of disability and others may be encouraged to work with non-disabled workers. The inventory of work identified by the Government of Madhya Pradesh may be useful while allotting work to the disabled.

CHAPTER – VII

LIVELIHOOD BENEFITS UNDER MGNREGS

Implementation of MGNREGS has proved to be a boon to the PWD as they enjoy the right to work for 100 days provided they are willing to take up unskilled wage labour. Many PWD have been denied or kept away from wage labour due to the wrong notion that disabled could not work and even if they work, output would not be worth to the payment made. As a result of this, they were kept away from wage labour in the agriculture and construction sectors. Implementation of MGNREGS provided great opportunities for those disabled to work and earn decent income to support the family. With the opening up of this opportunity at least in the study areas, it was found that many disabled people entered in wage labour for the first time in their life.

Table VII (1) provides details about those who worked earlier and those who got an opportunity to work for the first time with the advent of MGNREGS.

Table VII (1) : Percentage and Number of Respondents Who Worked Earlier and for the First Time in Their Life Through NREGS

	Mahabubnagar (N = 100)	Burdwan (N = 100)	Seoni (N = 80)	Total (N = 280)
Those who worked earlier	33 (33)	10 (10)	17 (21)	60 (21)
Employment started with NREGS	67 (67)	90 (90)	63 (79)	220 (79)
Total	100 (100)	100 (100)	80 (100)	280 (100)

From the Table it may be noted that for the sample as a whole only 21 per cent of the respondents had previous experience of working and the other 79 per cent reported no previous experience before entering NREGS works. This showed that MGNREGS served as a platform for most of the respondents to enter into unskilled wage employment. At the district level, the data showed that in Mahabubnagar, one-third (33 per cent) of the respondents worked earlier and two-thirds (67 per cent) entered in employment through the scheme. Block-wise distribution of respondents in Mahabubnagar district showed that in Dharur block none of the respondents have any previous experience of working anywhere. Here almost all of them got employment for the first time through NREGS. Whereas in the other block, Kosgi, which is adjoining the town of Mahabubnagar, many of them were engaged as agriculture labour before availing of employment under NREGS. The case of Burdwan showed that most of them (90 per cent) did not have any previous experience of working and only 10 per cent had worked earlier. In Seoni also, most of the respondents (79 per cent) did not work before the introduction of NREGS. Only 21 per cent had worked earlier. The above data showed that NREGS provided most of them an opportunity to enter into wage employment.

Employment Before MGNREGS and Discrimination Faced

Data elicited from the respondents showed that the type of employment pursued by the respondents in Mahabubnagar before NREGS was mostly agricultural labour, sheep rearing, working in hotels, petty works and selling vegetables. In Burdwan, it was cultivation followed by agricultural labour. In the case of Seoni, the type of employment pursued by them was agricultural labour, vegetable vendor and semi-skilled labourers. Data showed that some of those who were engaged in work before the introduction of the scheme underwent discrimination in the hands of their employers. In the case of respondents in the order of 2 per cent in Mahabubnagar and 5 per cent in Burdwan informed that because of their disability they were denied job in the agriculture sector. About 14 per cent of the respondents in Mahabubnagar informed that even though they worked, their employers paid them meagre amount. In Seoni, some of the respondents informed that they were discriminated and given bad treatment

by the employers. Further the respondents were asked whether they were discriminated while doing NREGS work. Informants in the order of 4 per cent in Mahabubnagar, 5 per cent in Burdwan and 2 per cent in Seoni felt that they were subjected to discrimination either by officials or co-workers. Some of the respondents in Mahabubnagar and Burdwan informed that they did not even get any preference while allotting the work and they were the last ones to get it.

Purpose for Which Income Earned Utilised

It was found that more than three-fourths of the respondents earned income on their own after joining the MGNREGS work. Otherwise, they were dependent on the parents/siblings/spouses for their livelihood. MGNREGS brought new wage seekers into its fold and provided employment to the disabled who were otherwise excluded from such works. Working in NREGS provided them with decent and modest income to support the household income. Enquiry was made to find out the purpose for which income earned from NREGS was utilised. The aggregate data indicate that 95 per cent of the respondents utilised the entire income earned from NREGA for meeting household expenses. Apart from meeting household expenses, some portion of the income was also utilised for repaying loans, meeting health expenses and children's education. In Mahabubnagar district, 87 per cent of the respondents utilised the income exclusively for meeting household expenses. In addition to this, 3 per cent of the respondents used it for repaying loans taken from the moneylenders. 5 per cent each were able to keep aside certain amount to meet the expenditure related to children's education and health. In Burdwan, 88 per cent of the respondents spent all the income earned from NREGA in meeting household expenses. At the same time, 8 and 4 per cent of the respondents, respectively, could meet the additional expenditure on health and educational requirements of the family members. Similarly, in Seoni also, most of the respondents (92 per cent) spent the income for meeting household expenses. Those who could spend a small portion of money on health and education constituted 8 and 3 per cent of the respondents. In general, in all the districts, it may be noted that all the income earned from NREGS was spent mostly to meet the consumption needs of the households.

Impact on Livelihood Security

Under this section the respondents were asked to furnish information about the types of changes experienced in their livelihood with their participation in MGNREGS. This was examined in respect of three areas, employment security, improved purchasing power and enhanced food security. The responses are given in Table VII (2).

Table VII (2) : Respondents' Perception about Change Experienced in the Economic and Livelihood Fronts

District		Employment security	Improved income and Purchasing Power	Enhanced Food Security
(1)	(2)	(3)	(4)	(5)
Mahabubnagar	Yes	93 (93)	99 (99)	83 (83)
	No	7 (7)	1 (1)	17 (17)
	Total	100 (100)	100 (100)	100 (100)
Burdwan	Yes	68 (68)	55 (55)	81 (81)
	No	32 (32)	45 (45)	19 (19)
	Total	100 (100)	100 (100)	100 (100)
Seoni	Yes	58 (58)	48 (48)	69 (69)
	No	22 (22)	32 (32)	11 (11)
	Total	80 (100)	80 (100)	80 (100)

(Contd.)

Table VII (2) : (Contd.)

(1)	(2)	(3)	(4)	(5)
Total	Yes	219 (78)	202 (72)	233 (83)
	No	61 (22)	78 (28)	47 (17)
	Total	280 (100)	280 (100)	280 (100)

Figures in parentheses indicate percentages.

Maximum number of respondents (93 per cent) who felt that MGNREGS provided them employment security was reported in Mahabubnagar followed by Burdwan (68 per cent) and Seoni (58 per cent). In the district of Mahabubnagar almost all the respondents (99 per cent) felt that their purchasing power has improved with NREGA. While similar response was made by the respondents who constituted 55 per cent in Burdwan and 48 per cent in Seoni. Rest of the respondents in the order of 55 per cent in Burdwan and 48 per cent in Seoni did not find any improvement in their purchasing power even after availing of income benefits from NREGA. The next question deals with enhanced food security with the intervention of wage employment. In Mahabubnagar and Burdwan, 83 and 81 per cent, respectively admitted that the financial benefits received from MGNREGA definitely enhanced their food security. In Seoni only 69 per cent of the respondents admitted that income earned from NREGA enhanced food security. In general, it may be informed that most of the respondents in Mahabubnagar felt that the guaranteed employment enhanced their income which resulted in improvement in purchasing power and enhanced food security as compared to those in Burdwan and Seoni.

At the aggregate sample level, the data showed that more than three-fourths of the respondents (78 per cent) felt that with the introduction of MGNREGS, employment chances in the villages become better. At the same time, remaining 22 per cent denied it. With better prospects in employment, income earned by the households also increased. According

to 72 per cent of the respondents, MGNREGS helped them to enhance their purchasing power, but the other 28 per cent did not agree to such perception. That better income resulted in enhanced food security was reported by 83 per cent of the respondents, but the remaining 17 per cent denied such change in food security. In short, at least to certain extent the MGNREGS has definitely improved their employment prospects, purchasing power and enhanced food security of most of the respondents in the study area.

Voices from the Focused Group Discussions

The following are the voices of selected respondents' aired during a focused group discussion. Before the introduction of MGNREGS some of the respondents in Burdwan admitted that they could not even think of going for any type of wage employment as they lacked self-confidence and encouragement to take up such work. Moreover, even if someone ventured, nobody was ready to give them job and if employed paid them under-wage. NREGS provided them employment and also decent and modest income, which helped them to augment the family income. Most of the respondents used the income in meeting the consumption requirements of the family. According to some of them, before the introduction of NREGS, no one was ready to give soft loan to the disabled as they do not have anything to mortgage. They even faced problem in getting their daily essential items from the market due to lack of regular income. The disabled people used to face problems in getting provisions from the local market, whenever they did not have any cash with them. Earlier, the local shopkeepers never gave them anything in credit, as they knew that they will not be able to repay the credit in time. Now the situation has changed. Now the local shopkeepers are ready to give provision items on credit basis, as they feel that the money would be returned due to assured employment. One respondent who suffered from MR told in the meeting that he never thought that he could do any sorts of work and earn any income to support the family. Today he is the happiest person as he could work and able to extend financial support to the family. .

In Mahabubnagar, some of the respondents stated that earlier they used to have hand-to-mouth living. If the household members go for work,

then only there is scope for daily succour. If they do not go for work they have to starve. Some of them informed that their purchasing power has gone up with the introduction of NREGS. With the money received from NREGS works, they are able to buy provisions in bulk and use it for one or two weeks. Now they are able to access items provided by the PDS, which was not possible earlier, as the PDS opens only for few days and cash needs to be paid to get the items. And such times if they did not have money they were deprived of the PDS items like rice, oil, kerosene, sugar, etc. Of late some people are able to buy more rice, dal etc., at a time and are able to stock it for more days, thanks to MGNREGS. In fact NREGS is acting as a big support to food security. In Mahabubnagar some of the respondents informed that now they could buy better clothes and pay fees for children's education. Few of them could invest in renovating old houses, and repaid old loans, and meet hospital expenses. In Seoni also most of the sample respondents admitted that the household income has improved after entering in MGNREGS work. Now they are able to buy good quality of clothes for their children, better quality of food and invest on health and children's education. One of the group members informed that apart from economic benefit, it has a social benefit also by reducing petty quarrels among them by getting engaged in MGNREGS work.

Summary

The study revealed that for the disabled, working in NREGS was a turning point in their life. For quite some time they were very much apprehensive about their ability and capability to work. But once they were exposed to NREGS works they gained confidence and strength to take up unskilled labour not only under NREGS but also wherever such work is available. In fact, MGNREGS provided them employment in an environment to work with dignity and earn a decent wage on par with other workers. Many of them who ventured into wage employment for the first time earned a decent income and the income earned from NREGS reasonably increased the household income. It was used for meeting their consumption needs like food, clothes, education of children, health, repairing old house etc. But at the same time, one quarter of them did not experience any perceptible change in their household income. Most of the respondents felt that they

achieved certain financial security due to assured employment and income for the days that they worked. Some of them could purchase grains and essential items from the market and PDS in bulk and stock it for weeks. Data also showed that in the study area shopkeepers are ready to give provisions on credit. Such practice was not encouraged before the introduction of MGNREGS. In fact, in the study area, to a certain extent the NREGS, provided job security, better wage and this resulted in better livelihood security which otherwise would not have been easy.

CHAPTER – VIII

SUMMARY OF FINDINGS AND CONCLUSION OF THE STUDY

The MGNREGS is aimed at enhancing livelihood security of people living in rural areas by providing minimum 100 days of wage employment in a financial year to every household whose adult members volunteer to do unskilled manual labour. One of the main objectives of this scheme is to generate employment and enhance purchasing power among the rural poor. Therefore, if the ultimate goal of NREGS is poverty eradication, it is necessary to ensure the reaching of its benefits to the PWD who are considered vulnerable as well as the poorest of the poor. Despite the mandatory 3 per cent reservation to the PWD in the entire poverty alleviation programme, no special measures were taken for the inclusion of PWD in MGNREGS. This is very essential considering their vulnerable nature and the various problems faced by them in mainstreaming into the development programmes. Therefore, unless special efforts are made, the PWD will not get their due share in this scheme. Therefore, this study is an attempt to understand the extent of inclusion of PWD in MGNREGS and the benefits availed of by them.

The study was conducted in three selected districts of Mahabubnagar in Andhra Pradesh, Burdwan in West Bengal and Seoni in Madhya Pradesh. Both primary and secondary data were collected for the study. Primary data were collected from 280 sample respondents who worked under MGNREGS and selected on the basis of multi-random sampling. All the respondents studied suffer from different types of disability. Nearly, two-thirds of the respondents suffer from locomotor disabilities. The non-locomotor disabilities suffered by the respondents include mental retardation, mental illness, blindness, low vision, hearing impairment, and speech impairment. Socio-economic background of the respondents showed that almost all of them were poorest among the poor who lived mostly in kutcha and semi-pucca houses with meagre income and poor health facilities. The selected

respondents were interviewed with the help of semi-structured interview schedule at their residence or in the work-site and elicited the required information with the help of trained investigators. Other methods like interview and focused group discussion were also used to collect relevant information from other stakeholders of the scheme including officials and non-officials associated with the scheme. The data collected from the sample respondents were analysed and averages and percentages presented. The following are the important findings of the study.

Employment Situation of PWD in MGNREGS : National Scenario

One of the objectives of the study was to understand the extent of inclusion of PWD under MGNREGS at the national level making use of secondary data available with the Ministry of Rural Development. This was examined for two years viz, 2009-10 and 2010-11. In the year 2009 -10 more than two-thirds of the beneficiaries availed of the benefits mostly drawn from the States like Andhra Pradesh, West Bengal, Uttar Pradesh and Bihar. Performance of other mainstream states is not at all encouraging. In all the North-eastern states except Tripura, the work participation was very low and some of the union territories have not even opened their account. In the following year 2010-11, highest coverage was reported in West Bengal followed by Andhra Pradesh. But some States like Gujarat, Tamil Nadu, Chhattisgarh and Madhya Pradesh performed better as compared to the previous year. In the second year, there was no significant improvement in employment in union territories and north-eastern states. Considering the total disabled population in the country, based on the Census 2001 and the number of PWD employment under NREGS, the work participation rate was arrived at and found as low as 1.37 per cent in the year 2009-10, while in the second year participation rate has slightly improved to 1.5 per cent. The macro level data showed that even after five years of implementation of the scheme, the coverage of PWD is not at all satisfactory and not even 3 per cent as envisaged under the disability act 1995.

Types of Work Undertaken and Problems Faced in Execution

Another objective of the study was to understand the types of work undertaken and problems faced by them in their execution. The MGNREG

Act clearly states that if a rural disabled person demands for work, suitable work to his/her ability and qualifications will have to be given. As the persons with disabilities are differently abled and their physical and mental conditions cannot be equated with the rest of the population, it is necessary to identify separate shelf of work depending upon the types of disability suffered by the people along the lines introduced by the government of Madhya Pradesh. There is lack of sensitivity about the problems faced by the disabled respondents, particularly among the functionaries associated with its implementation. It is generally felt that the disabled will not be able to undertake MGNREGS work. To attract the disabled under the scheme, there is a need to create awareness about the scheme and identify specific activities exclusively for disabled taking into account their physical and mental capability to work. It is necessary to conduct time and motion study in regard to all the types of disabilities and accordingly decide the quantum of work output and other parameters. In the study area, it was found that the respondents were lucky enough to perform lighter work like taking care of babies, supply of drinking water to the labourers including semi-skilled work, while others had to perform land based activities which some of them found difficult to execute as they were strenuous in nature. The data also showed that lack of disabled- friendly implements and lack of transport facilities to reach the work-site is actually de-motivating them from taking up MGNREGS work.

Employment Situation and Wage Earned in the Study Area

Another area of examination was employment availed of and wage earned by the respondents. The analysis has been done both at the district levels and types of disability. In general it was found that the participation as well as number of days of employment availed of by the disabled respondents is too low. Out of the five years of performance studied, only in the year 2009-10 that too in three cases the number of days of employment availed of touched 100 days. In terms of average number of days worked, it varied across the States where the highest value was reported in Seoni followed by Mahabubnagar and Burdwan. Further data also showed that the number of days worked by the disabled declined over the years indicating that the same respondents could not actually sustain with more

number of days of work, may be due to lack of motivation or difficulties in taking up the work due to their physical weakness. Those respondents who worked less number of days were reported more among those suffering from non-locomotor disabilities. Another important finding of the study is that the wage earned is not in commensurate with the number of days worked. The variation in wage may be due to the specific problems faced by the disabled including their weak physical structure. Efforts made by the Government of Andhra Pradesh to form Self-Help Groups is a good idea to empower them by mobilising and creating awareness and building confidence to take up work under the Scheme. But while engaging them with MGNREGS work it is better to allow them to work individually by allotting soft work, particularly those who suffer from high degree of disability. Others may be encouraged to work with non-disabled workers. The inventory of work identified by the Government of Madhya Pradesh may be useful while allotting work to the disabled.

Livelihood Security and MGNREGS

The study also examined the extent of livelihood security achieved by the respondents by engaging in MGNREGS work. MGNREGS provided them employment in an environment to work with dignity and earn a decent wage on par with other workers. Most of the respondents under study were excluded from wage employment, got an opportunity to work under the scheme and earn a decent income for the first time in their lives. According to three-fourths of the respondents, the income earned from NREGS reasonably increased the household income which they used it for meeting their consumption needs like food, clothes, children's education, health, repairing old houses etc. Similarly, to certain extent they could achieve financial security due to the receipt of assured employment and income. Some of them could purchase grains and essential items from the market and PDS in bulk and stock them for weeks which were not possible before the intervention of MGNREGS. Perceptible change in the attitude of local shop-keepers was also noted. Now they consider them as credit-worthy and extend provisions on credit. Such practice was not encouraged before the introduction of MGNREGS. In fact, in the study area, though in a limited

way, the NREGS ensured job security, better wage and this resulted in improved livelihood security which otherwise would not have been possible.

Conclusion

Like others, the PWD were also keen and interested in undertaking employment suited to their physical and mental conditions. The current level of work participation of disabled population either in skilled or unskilled employment sector is very low despite the protective measure extended through the Disability Act (1995). One of the reasons for low participation is due to the social and environmental barrier erected around them. But the introduction of NREGS heralded a new chapter in the history of wage employment for the disabled. The sample based study showed that many of those disabled who were hitherto denied or deprived of employment in the unskilled sector got an opportunity to take up wage employment for the first time in their life and earn a modest income. The study revealed that those who suffered not only from locomotor disability but non-locomotor disability also undertook wage employment. However, the national level data, considering the total population of the disabled, showed that the number of them engaged in MGNREGS is too small. Some of the UTs and north-eastern States are yet to involve disabled in NREGS work. Considering their vulnerability, physical and mental condition, there is a need to provide a conducive working environment by discounting of work norms to attract them into NREGS work. Such an action will help the disabled to realise their potential and contribute their might in the nation building.

Recommendations

One of the important observations of the study is that NREGA opened up new avenues of wage employment opportunities to the disabled who otherwise are generally denied or deprived of such opportunities. The study revealed that nearly three-fourths of the respondents who were suffering from different types of impairment of varying degrees could enter wage employment for the first time in their lives and earned decent and modest income. Those disabled who worked earlier in non-MGNREGS work faced problems in getting employment in sectors such as agriculture and

construction. Those who were engaged for such works were paid less and not on par with other workers. They were also subjected to discrimination and indecent treatment by some of the employers and workers. But MGNREGA provided them guaranteed employment and wage on par with other wage labourers. However, in the study areas it was found that the treatment at work-site was not totally free from all sorts of discrimination. Not only those who implement the scheme but the co-workers and society at large need to be sensitised to overcome the problem faced by the disabled. Such efforts will result in mainstreaming of the disabled in development programmes.

- 1) Currently, the work participation of disabled is relatively low for reasons such as lack of awareness and lack of disabled-friendly implements. There is a common feeling that the disabled cannot carry out NREGS works. The study showed that PWD can take up a variety of works stipulated under the MGNREGS. Implementers at all levels should be sensitised about the problems of the disabled to facilitate better inclusion of disabled in the scheme.
- 2) As per the Act, there is no provision for issue of independent job cards to all the disabled who are 18 years old and above, as the job cards are issued in the name of households wherever they are registered as members not eligible for receiving the wage directly as it is paid to the households. It was also found that wherever they were included in the job card they were allowed to take only limited number of days work due to the protective nature followed by parents. The above problems could be overcome once an independent job card is issued to all the disabled who are 18 years and above.
- 3) The decision of the government of AP to issue independent job cards to PWD, those who are 18 years and above and also enhance the number of days of employment to 150 from 100 days is highly commendable. In addition to this, the Government of Andhra Pradesh decided to provide better working conditions and facilities to the PWD which include reduced working hours, additional wage for the

work and travelling allowances, etc. The same should be replicated in other parts of the country as well.

- 4) MGNREGS is a unique wage employment programme and differs in many ways from similar other wage employment programmes implemented by the Government in the country. This is a right based and demand oriented programme. To make a demand for wage employment, the labourers should have basic minimum knowledge and information about the scheme. In this context, awareness plays a major role in availing of the benefits under this programme. In addition, there is a need to remove the socio-psychological barriers that demotivate them from taking up wage employment under the scheme. The efforts made by the Government of Andhra Pradesh by forming labour societies and Shram Shakti Sangham of the disabled to take up the NREGS work in group is indeed an innovative one. By bringing them into this type of group, in fact, help to break various types of barriers faced by them in seeking employment. Discussion among the group members definitely helps them to overcome the various barriers including lack of awareness about the scheme. Similar organisational platforms should be tried by other states as well to facilitate better participation of PWD in MGNREGS.
- 5) In the districts of Burdwan and Seoni, it was found that some of the disabled labourers did not have a disability certificate issued from a medical doctor, thereby depriving some of the benefits under the disability act (1995). Possession of a disability certificate with percentage of disability suffered by them help in allocating light or suitable work for the disabled. Many disabled people are not having disability certificates as most of them are not aware of such certificates. Efforts should be made to create awareness about the disability certificates to avail of benefits made available for the disabled under the Disability Act (1995).

- 6) Gram Panchayat authorities (both elected and executives) did not make any specific plan or initiatives to involve disabled in NREGS works. Moreover, negligence and avoidance are experienced from bureaucratic side leading to lower participation. The officers should be made accountable for providing adequate support and training for the effective implementation of the scheme.
- 7) The job cardholders perceived that in spite of the provisions made under the Disability Act 1995, they do not even get preference during its implementation. In fact they are the last ones to receive employment under MGNREGS. Thus, they have been betrayed from providing work and to some extent they have experienced denial of their right to work as well. Therefore, there is a need to make the participation of PWD mandatory (it could be at least 3 per cent).
- 8) If the number of disabled workers is more than 5, then separate work plan should be prepared for them at Gram Panchayat level.
- 9) There is a tendency to treat all disabled as one category. It was found that those who came to work in MGNREGS suffer from disability to the extent of 40 to 80 per cent. Therefore, depending upon the extent of disability affected by them, they should be categorised into two viz., moderately affected (in the range of 40 to 60 per cent) and severely affected (60 per cent and above). It is better to issue job cards in two colours, blue for those who suffer from moderate disability and pink card to those who suffer from severe disability. This will help the implementer and co-workers to give proper treatment and allotment of work.
- 10) The Government of Madhya Pradesh has come out with a detailed list of works that can be undertaken by the PWD and old age people. The list contains specific works identified for people suffering from a particular disability. This will help the implementers to allot appropriate work depending upon the disability suffered by them to undertake MGNREGS taking into consideration their physical and mental capacity to work. Similar list should be prepared by the

states taking into consideration physical conditions of the people and accordingly, implement work for the benefit of people in difficult circumstances.

- 11) Further, it is necessary to conduct work-time and motion study in regard to all the types of disabilities and accordingly decide the measure of work and output including schedule of rates
- 12) Currently, the Ministry of Social Justice and Empowerment at the Central level and Social Welfare Department at the State level do not have any role in planning and implementation of MGNREGS. As the Department is also dealing with the welfare of disabled, their participation in planning and implementation at different levels may be explored. Currently no database is available about the status of employment of disabled under MGNREGS. In the state at least in the district level, the District Welfare Officer may be entrusted to ensure the coverage of disabled in MGNREGS at least the mandatory 3 per cent.

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ANNEXURE-I

GOVERNMENT OF ANDHRA PRADESH
Commissioner, O/o Rural Development Department
2nd Floor, Huda Hermitage Office Complex
Adarsh Nagar, Hyderabad.

Circular No.1456/EGS/PM(D)/2010

Dated : 20.10.2010

Sub : Mahatma Gandhi National Rural Employment Guarantee Scheme– Andhra Pradesh – Providing 150 days Employment to disabled – providing worksite facilities – separate srama shakti group for disabled – other facilities – Reg.

- Ref : 1) G.O.Ms.No.80, Panchayati Raj, Rural Development (RD-2) Department, dated. 22.3.2006.
- 2) G.O.Ms. No.146, Panchayati Raj, Rural Development (RD-2) Department, dated 24.4.2007.
- 3) Memo No.753/PM(C)/EGS/2010, dated 30.4.2010.
- 4) Circular No.767/PM(C)/EGS/2010, dated 30.4.2010.
- 5) Circular No.1375/PM(DOC)/EGS/2010, dated 20.9.2010.
- 6) G.O.Ms.No.109, Women Development, Child Welfare and Disabled Welfare Department, dated 15.6.1992.
- 7) G.O.Ms.No.27, Women Development, Child Welfare and Disabled Welfare Department, dated 9.8.2000.
- 8) Circular No.1456/EGS/PM (D)/2010 dated 30.09.2010.

Guidelines were issued for providing employment to disabled under MGNREGS vide Circular No.1456/EGS/PM(D)/2010 dated 30.09.2010. In this

connection, various implementing agencies have given their feedback. After thorough examination of the suggestions given by the implementing agencies this Circular was issued. Hence, instead of old Circular No.1456/IGS/PM(D)/2010 dt.30.9.2010 the guidelines from the existing circular may be taken into consideration for providing employment to the disabled persons.

The Operational Guidelines-2006 under Chapter-4, 4.4.5, for the purpose of providing employment to disabled vide G.O.Ms.No.80, Panchayati Raj, Rural Development (RD-2) Department dated 22.3.2006 indicates that a household with disabled persons shall be entitled to wage employment for a period of 150 days per year. In same way in Chapter-4, 4.4.9 it is informed that providing worksite facilities and tasks such as water-carrying, ayah, shade arrangements and nurseries may be given to the disabled persons.

Orders were issued in this connection indicating the operational guidelines guideline-2,3 and 4 for implementation of MGNREGS which are as follows:

I. Identification of Disabled

- a) Disabled (Equal opportunities, protection of rights and full participation) Act 1995, as indicated in the guidelines vide guideline-5, 6, persons with 40 per cent and above disability should be taken into consideration.
- b) Identifying the families having disabled persons.
- c) Details of the disabled persons identified based on a & b above are to be presented in the prescribed format as given in Annexure-1.
- d) Identification of disabled persons above 18 years who are willing to do the manual work.
- e) If the disabled person fails to submit the disability certificate issued by the government, the Programme Officer (PO) or APO can check and confirm the disability and enroll him.

II. Eligibility for issue of Job Card and 150 days work under MGNREGS

- a) Identification of aged disabled person in a family and new job card to be issued.
- b) Disabled person having job card should be provided 150 days of work compulsorily.
- c) Unmarried or a single disabled person above 18 years should be identified as a family and job card is to be issued.
- d) Disabled persons identified as one family who are eligible for 150 days of work are to be provided 150 days work under this scheme.
- e) The disabled person living in a family and already having a job card should be separated from the family list and a separate card is to be issued.
- f) Any disabled person in a family who is not in a position to do the work (including children), he/she also should be included in the job card issued to that family.
- g) If both husband and wife are disabled, only one job card will be issued.
- h) If the above stated information is not mentioned in the job cards already issued, this information is to be incorporated in the already issued cards.
- i) The Panchayat Officer has to certify the job cards issued to disabled persons and the details are to be sent to MPDO office. In turn, MPDO will send the details to DWAMA office for issue of new job cards.

III. Societies for Disabled Labour

- A) Societies are to be formed for disabled persons who are willing to work under MGNREGS with not less than 2 persons and not exceeding

20 persons are to be enrolled. These societies are to be registered in a computer.

- B) It is decided to identify the disabled persons and groups are formed. For this purpose, Indira Kranthi Path, SERP and Rural Development Departments will render the services.
- C) NGOs striving for the development of the disabled persons should in consultation with the disabled societies already formed, provide employment to the disabled persons.
- D) The societies formed for disabled persons should form shram shakti groups and provide jobs to the disabled persons.
- E) The disabled persons can work either from the Shram Shakti groups or from the societies. They are eligible for getting 150 days work.
- F) The details of the disabled persons after joining the Shram Shakti groups thus formed should give their full details and willingness letters (in Format–SD) duly signed.

IV) Mate

Importance is given to the disabled persons who are the members of Shram Shakti groups in a village while engaging mate. But it is mandatory that they belong to labour families. The educated disabled persons having mobility are to be engaged as mates for Shram Shakti groups.

V) Facilities at Work-site

- 1) Creche facilities to mentally retarded, cerebral problem, severe disability children whose parents are working under NREGS scheme are to be provided on a regular basis. A female disabled person is to be engaged as Ayah to take care of the children. After completion of 150 days of work, she can be removed and another ayah can be engaged.
- 2) Women labourers are to be engaged at work-sites for providing safe drinking water.

- 3) In case if women labourers are to be engaged either from the disabled societies or Shram Shakti groups, only women below poverty line are to be engaged as ayahs as stated in Guideline-3.

VI 30% Less Work but Equal Wages to Shram Shakti Group Disabled Labour

- a) As stated in Guidelines -2 para 6, if all the disabled labour belong to one Shram Shakti group, 30 per cent additional wages are to be paid even for unskilled works. That means the disabled persons are paid full wages along with normal labourers even if they do 70 per cent of the work.
- b) The 30 per cent less work but equal wages are given to all the disabled persons who are in Shram Shakti groups or working as Mates.
- c) The 30 per cent less work but equal wages clause is applicable only to those disabled persons who are in Shram Shakti groups having disability and is mentioned in the job cards issued to them.
- d) This provision is given to all the disabled labourers who are members of Shram Shakti groups only.

VII Works

- a) The selected works from already identified works are to be given to Shram Shakti groups disabled persons.
- b) The works in Nursery Centres under MGNREGS are to be given to Shram Shakti groups disabled persons only.
- c) Priority should be given to Shram Shakti groups disabled persons for the works in Vermi compost Centres under MGNREGS.
- d) The Shram Shakti groups disabled persons are to be trained in the respective areas.

- e) Proper tools are to be given to disabled persons for doing efficient work under MGNREGS. In case the tools are brought by the disabled person, the amount for the tools brought by him has to be paid to him.

VIII Special facilities

The disabled persons and the persons in Shram Shakti groups are to be given ₹ 10 up to 5 kms for transportation. If the work-site is beyond 5 kms, then ₹ 20 is to be given along with wages.

IX Disability to be treated decently

- a) The disabled persons are to be called by their names only. His name and surname is to be mentioned clearly in the job card.
- b) Conducive atmosphere has to be created at the work-site to the disabled persons of Shram Shakti groups and are to be treated properly. They should not be criticised or looked down at their disability.

X APNA (D) Meetings

- a) It is clearly indicated in point-3 that NGOs are to be involved while forming the Shram Shakti Groups of disabled persons.
- b) State level meetings are to be convened by the NGOs working for the development of the disabled persons and disabled societies at district level once in every 2 months.
- c) The Project Director, DWAMA has to convene district level meetings once in every 2 months in the same way. After monitoring the works at mandal level, guidelines are to be issued.
- d) The P.O. and A.P.O. in their jurisdiction at mandal level have to convene the meetings so that the disabled persons can utilise the programmes that suits them easily.

XI Supervision

- a) The Programme Convener at district level in the monthly meetings should ensure that 150 days employment and facilities at work-site are provided to the disabled persons.
- b) This programme has to be run under the joint supervision of Project Director, DWAMA and Project Director, DRDA.
- c) One District Project Manager at each district has to be appointed to ensure that 150 days of work is created to the disabled persons.
- d) This Project Manager will work under Programme Officer DRDA and in coordination with the Programme Officer, DWAMA, should ensure that the disabled persons get the works of their choice and in solving the problems, if any, under this scheme.

XII Time line

- a) The disabled persons are to be identified before November 10, 2010.
- b) The process of forming of Shram Shakti groups by the disabled persons has to be completed before 3rd December, 2010 i.e., the International day of Disability.
- c) SERP will appoint District Project Manager at district level before November 15, 2010.
- d) The job cards or fresh job cards are to prepared and issued to the disabled persons before November 14, 2010 i.e., Former Prime Minister, Pandit Jawaharlal Nehru Birthday. It should be ensured that the details of the disabled persons are included in the job cards before November 14, 2010.

Sd/-

S.S. Rawath

Commissioner

Rural Development Department

To

Collectors/District Programme Officers – MGNREGS – 22 Districts
CEO, SERP, Hyderabad.

Project Directors, DWAMA and Additional District Programme Officers,
MGNREGS – 22 Districts.

Project Directors, DRDA and Additional District Programme Coordinators,
MGNREGS – 22 Districts.

Project Officers, ITDA and Additional District Programme Coordinators,
MGNREGS – 8 Districts.

MPDO and All Programme Officers, MGNREGS – 8 Districts.

For Information to :

Chief Programme Officer and Zilla Parishad, District Additional Programme
Coordinators MGNREGS – 22 Districts.

All Special Officers, CRD Office, Hyderabad.

Commissioner, Panchayati Raj Department, Hyderabad.

Commissioner, Tribal Welfare Department, Hyderabad.

Commissioner, APARD, Hyderabad.

Commissioner, Disabled Welfare Department, Hyderabad.

Managing Director, Andhra Pradesh Disabled Cooperative Corporation,
Hyderabad.

Assistant (Sanchalakulu), Disabled Welfare Department, MGNREGS – 22
Districts.

Shri Rayudu, SPA., SPM, SERP, Hyderabad.

Prathulu

Principal Secretary, Rural Development Department, Hyderabad.

Principal Secretary, Panchayati Raj Department, Hyderabad.

Principal Secretary, Women and Child Welfare Department, Hyderabad.

Private Secretary to Rural Development Minister.

Shri Ramesh Kalghatgi, Additional Chief Conservator of Forests, Forest Department, Director Horticulture, Hyderabad.

Web Manager, CRD Office – for uploading in the web site.

Shri Ravi Marri, TCS.

// t.c.f. //

Sanchalakulu, EGS

**Directions For Filling Format-D – An Agreement For
Forming Disabled Shram Shakti Society**

1. Shram Shakti societies are to be formed only with disabled persons who can do the work and who are above 18 years of age.
2. Format –D has to be filled only after forming the Shram Shakti society.
3. After forming the Shram Shakti society, the name of the society as decided by the members, is to be written as heading.
4. If more than one name of the disabled person is mentioned in the job card, then those details are to be depicted in format –SD at one place.
5. The last 5 digits in the job card has to be clearly written without any corrections. Personal identification number is not a part of this number.
6. While issuing the ration card, the first three letters in English states the type of card. For example:

WAP = White Card
YAP = Anthyodaya Card
AAP = Annapurna Card
PAP = Pink Card
7. In column 5 the first letter of the various cards mentioned above has to be written. Then the 8 digit are to be written. Example :

(W)AP = 1675 (50600047) While filling the cards, the rounded off numbers only are to be filled.
8. While filling column-8 category, Muslims (minorities)/Christians/Sikh/Parsi/ Buddists, if any of the above exists, they are to be written as minorities.
9. In column-9, if educated, e.g., if 5th class to be written as 5, intermediate 1st year – inter-1 and degree completed – to be written as degree.

10. Disabled persons below 18 years should not be indicated in format –SD.
11. After filling, the details of the members are to be read out and then signatures of the members are to be taken.
12. After filling the format –SD duly signed by the members, name of the society, after taking the opinion of the members, educated disabled persons with mobility are to be selected as Mate and his/her name has to be written.
13. The person facilitated in forming the society NGO representative/ Representative of disabled societies/CRP/Field Assistant/Rozgar Sevaks/CDW, his/her name in full has to be written and signed. Signatures of Field Assistant/Rozgar Sevaks/Technical Assistants is compulsory.
14. Before submitting this format in the mandal office, it should be compared with the job cards issued to disabled persons.
15. Following the above directions the details of the groups formed in the village are filled in the format, the book is to be handed over to the APO in the computer centre at mandal office and proper receipt has to be obtained.
16. If the caste is wrongly depicted e.g., if he/she belongs to SC, written as BC, BC written as SC, ST, written as BC, it should be correctly filled In format – SD.
17. While filling the format–SD it is mandatory to use black ball point pen only by putting pressure.
18. If the name of one labour is found in 2 job cards, then he should be a member of one society only.
19. If ‘No’ is written in the job card issued earlier for disabled person wrongly, then it should be corrected in the job card and ensure that it is correctly filled in Format–SD.

Precautions to be Taken At Apex Level For Forming Disabled Shram Shakti Societies

First stage – 1 Training for disabled Shram Shakti Societies. All Field Assistants and Rozgar Sevaks Training should be given at apex level for execution of works related to disabled Shra Shakti Societies.

Second stage - 2 What to do while going to villages:

- a. Format –SD, the document accepting the formation of Shram Shakti Society has to be obtained at state level.
- b. Format -1 (D-1) and Format -2 (D-2) are to be obtained at state level.
- c. Details of the disabled persons’ families already done the work under the scheme, the D-1 format books are to be obtained at state level.
- d. The details of disabled persons who did not get the works under the scheme are to be filled in format D-2.
- e. Only after obtaining the above 2 formats, Disabled Shram Shakti groups are to be formed.
- f. The representatives identified by APNA, their representatives at village level and CRP, CWDs working under Indira Kranthi Path and representatives of the disabled societies in association with the Field Assistant should plan for formation of Shram Shakti groups.

Third stage-3 Works to be done at village level :

- 1) The Technical Assistant in his jurisdiction, to hold meetings with disabled labourers, has to decide the date, time and venue.
- 2) The disabled labourers are to be invited on the date, time and venue that is decided.

- 3) The labour in that area should belong to the group in that area only.
- 4) Details of the identified disabled labour have to be written in Format D-2.
- 5) The Field Assistant has to read out the details in Format -1 (D1) and Format -2 (D2) in the meeting.
- 6) Field Assistant has to clarify the doubts of the disabled labour in this meeting only.
- 7) It should be ensured that the details of new labour willing to work and who are above 18 years are to be indicated in Format –SD.
- 8) Field Assistant should ensure that the labour form the groups in which they are interested in.
- 9) It should be ensured that members of one job card are in the same group.
- 10) Technical Assistant and Field Assistant should ensure that the details of Disabled Shram Shakti Groups are written in order in Format –SD.
- 11) Based on the decision of the group members the Group name has to be decided.
- 12) Based on the decision of the group members the name of the Group Mate is decided.
- 13) At the end, the names of the members of the society, society name, name of the Mate has to be read out and signatures are to be taken.
- 14) Disabled persons are to be given full freedom while forming the society.
- 15) The Field Assistant/Rozgar Sevaks have to sign the Format –SD after taking the signatures of the members.

- 16) After all the groups are formed in the village, the documents are to be handed over at the Computer centre at mandal office for registration. Field Assistant has to keep the duplicate copy with him.

Fourth stage – 4 Societies name at Computer Centre at Mandal office

Computer Operator after feeding the details of the societies in the computer will give one unique code to the disabled Shram Shakti Society.

Fifth stage – 5 Details of Disabled Shram Shakti Societies formed to be given to villages.

Village-wise details of Disabled Shram Shakti Societies formed in each village has to be printed in Format –SD and the Field Assistant or Representative of APNA, IKP officials, CRP/CDW/CC has to hand over this to the representatives of Disabled societies.

Note : If the above said process is not followed while forming the Disabled Shram Shakti Groups, then problems may arise in future and it will be very difficult for the labour to work in such societies.

ANNEXURE-II

Madhya Pradesh State Employment Guarantee Council

**(Registered Institute under Panchayat
and Rural Development Department)**

**Narmada bhawan, Second Floor,
C-Wing, 59 - Arera Hills, Bhopal**

No. 11910/scheme/NR-I/NREGS-MP/2009, Bhopal, Date - 01/09/2009

To,

1. The Collector/District programme coordinator
District..... (all the 50 Districts)
2. Chief Executive Officer Zilla Panchayat /
Additional District programme coordinator
Zilla Panchayat..... (all the 50 Districts)
Madhya Pradesh

Sub :- Providing employment to disabled persons under National Rural
Employment Guarantee Scheme- Madhya Pradesh-reg.

In the letter received by the Commissioner, Panchayat and Rural
Development Department from Madhya Pradesh Blind Welfare society it
has been stated that under National Rural Employment Guarantee Scheme-
Madhya Pradesh the disabled persons are not being given enough advantage
of the scheme

In regards to the above it is to state that under the provision of
disabled person act 1995 (equal opportunity right protection and complete
participation) under the NREGS-MP in those places of rural area where the
scheme is prevalent in that providing job to the disabled persons according
to their role and for providing employment, the concerned may be directed

so that, welfare and rehabilitation of all the disabled could be possible and the provision of the disabled act 1995 could be implemented.

Hence it may be ensured that according to their capacity the disabled will get employment under MGNREGA-MP

Sd/-
(Rashmi Arun Shami)
Chief Executive Officer
National Rural Employment Guarantee Scheme - MP
Head Quarters, Bhopal.

No. 1191 I/scheme/NR-I/NREGS-MP/2009, Bhopal, Date - 01/09/2009

Copy to :

1. Commissioner, Panchayat and Social Law Directorate, Tulasi nagar, Bhopal for information
2. All the Divisional Commissioners for information

Sd/-
Chief Executive Officer
National Rural Employment Guarantee Scheme - MP
Head Quarters, Bhopal

National Rural Employment Guarantee Scheme - Madhya Pradesh
Madhya Pradesh State Employment Guarantee Council
Panchayat and Rural Development Department
Narmada bhawan (C block - second floor) 59-Arera hills, Bhopal-462011
No. 8934/NREGS-MP/NR-5/2008, Bhopal, Date - 25/09/2008

To,

1. The Collector / District programme coordinator
District.....all (Madhya Pradesh)
2. Chief Executive Officer/Additional District programme coordinator
Zilla Panchayat all (Madhya Pradesh)

Sub :- Providing employment opportunity to the disabled under the scheme
Ref:- Disabled persons workshop dated 5 August, 2008.

In the referenced workshop it was experienced that towards providing work opportunity to, the disabled under the scheme along with sensitisation more effort is required. In the workshop on the basis of the type of disability the work had been specified by the representatives of the institutions working in the area of disabled persons job. On the basis of the enclosed description the disabled persons can be included in the works conducted under the scheme. In this regard necessary action may be carried out in the rural areas and the implementation agencies may also be given directions

Enclosure: Description

Sd/-
(Rashmi Arun Shami)
Chief Executive Officer
Madhya Pradesh State Employment
Guarantee Council-Bhopal

No. 8934-A/NREGS-MP/NR-5/2008 Bhopal, Date - 25/09/2008

Copy to :

1. Divisional Commissioner Division Reeva, Shahadol, Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information
2. Dy. Commissioners (Dev.) Office of Divisional Commissioner Reeva, Shahadol, Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information
3. Superintendent Engineer, Rural Engineering Service, Division Reeva, Shahadol, Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information and necessary action.
4. Executive Engineer, Rural Engineering Service, all 50 Districts forwarded for necessary action.
5. Chief Executive Officer / Programme Officer all Janapad Panchayats forwarded for necessary action.

Sd/-

(Rashnii Arun Shami)

Chief Executive Officer

Madhya Pradesh State Employment

Guarantee Council-Bhopal

**Categorisation of the work according to
the capacity for the disabled persons**

Works to be performed under Employment Guarantee Scheme —

1. Water conservation and increase
 - * stopping drought, afforestation / plantation
 - * canals for irrigation, small and medium irrigation work
2. Providing irrigation facility on the private lands of the beneficiary families of SC/ST under Land reformation and Indira Aawas
3. Preparation of traditional water structures
4. Deepening the ponds
5. Development of the lands
6. Flood control/safety and draining out water from the water logging areas
7. Rural road linkage with all time roads
8. On the suggestion of the State Govt. other works may be notified by the Central Govt.

Keeping in view all the above works, job for the disabled persons according to their capacity under Employment Guarantee Scheme:-

- 1 Arrangement of drinking water
- 2 Helping in looking after the children
- 3 Plantation work
- 4 Irrigation - canals digging work
- 5 Filling the mud

- 6 Throwing the mud outside / putting in the trolley
- 7 Building construction - mixing concrete materials & Transferring the concrete material
- 9 Carrying and shifting of cement and bricks
- 10 Putting the sand /stones in the large container
- 11 Curing walls
- 12 Wells deepening - inside the wall filling sledge in to the basket
- 13 Helping in pulling out the sludge from the wells
- 14 Dumping wreckage in the trolley
- 15 Digging out the wreckage from the ponds
- 16 Putting wreckage in the large container
- 17 Putting the mortar in the trolley
- 18 Placing iron or stone
- 19 Arranging the iron or stone in the correct place
- 20 Land leveling work
- 21 Fencing
- 22 In water conservation places digging the place
- 23 Putting the mud dug out of the grain storage ditch one side
- 24 Road construction -cleaning the mud road with broom
- 25 Putting water, placing road stones

Work to be performed by the persons suffering from Arthritis :

L Work to be performed by the persons weak by one hand

- * Arrangement of drinking water
- * Helping in looking after children
- * Plantation
- * Carrying and shifting of cement bricks and
- * Putting the sand /stones in the large container
- * Curing walls
- * Cleaning the mud road with broom
- * Putting water, placing road stone
- * Fencing

2 Work to be performed by the persons weak by both the hands :-

- * Helping in looking after the children (can be helped by the members or children of the family, or they can also be given work. With this the self-respect and self-confidence of the disabled person will increase)

3 Work to be Performed by the Persons Weak by One Leg :

Work by taking support	Work by not taking any support
* Arrangement of drinking water	* Arrangement of drinking water
* Helping in looking after the children	* Helping in looking after the children
* Plantation work	* Plantation work
* Curing the wall with water	* Irrigation - canal digging work
* Putting the sand /stones in the large container	* Filling the mud
* Cleaning the mud road with broom stick	* Throwing the mud outside /putting in the trolley
	* Building construction - mixing the concrete material
	* Transferring the concrete material
	* Putting the sand/stones in the large container
	* Curing walls
	* Wells deepening - inside the wall filling
	* Sledge in to the basket
	* Helping in pulling out the sludge from the wells
	* Putting wreckage in to the trolley

(Contd.)

- * Digging out the wreckage from the well
- * Carrying the filled container and putting them in the trolley
- * Bringing iron or stones
- * Land leveling work
- * Fencing
- * In water conservation places digging the place
- * Putting the mud dug out of the grain storage ditch one side
- * Road construction - cleaning the mud road with broom

4. Work to be performed by the persons weak by both the legs :-

- * Helping in looking after the children
- * Plantation work
- * Putting the sand /stones in the large container
- * Helping in pulling out the sludge from the wells

(usually the wreckage inside the veil is filled in a big basket and 10 to 15 persons are required to pull out the basket, if the wreckage is filled in small basket and pulled out with the help of 3 to 4 disabled persons the work would be performed not only fast but requires less labour. At the same time the disabled can also get work)

- * cleaning the mud road with broom

5. Work to be performed by the persons disabled with leg and one hand :

Work by taking support	Work by not taking any support
* Arrangement of drinking water	* Arrangement of drinking water
* Helping in looking after the children	* Helping in looking after the children
* Plantation work	* Plantation work
* Putting the sand /stones in the large container	* Curing walls
	* Cleaning the mud road with broom
* Cleaning the mud road with broom stick	* Putting water, placing stones
* Putting water, placing stones	

6. Work to be performed by persons having back humps ;-

- * Arrangement of drinking water
- * Helping in looking after the children
- * Plantation work
- * Curing walls
- * Cleaning the mud road with broom
- * Putting water, placing stones

Work to be Performed by Blind Persons :

1. *Work to be performed by such person who are blind with one eye and the other is weak*

* Arrangement of drinking water	* Helping in looking after the children
* Plantation work	* Irrigation - canal digging work

- | | |
|--|---|
| * Filling the mud | * Throwing mud outside /putting in the trolley |
| * Building construction - mixing the concrete material | * Transferring the concrete material |
| * Carrying cement and bricks | * Helping in pulling out the sludge from the well |
| * Putting the wreckage into the trolley | * Digging out the wreckage from the ponds |
| * Filling the wreckage in the large container | * Putting the mortar in the trolley |
| * Bringing iron or stones | * Arranging the iron and stones in a proper place |
| * Land leveling work | * Fencing |
| * In water conservation places digging the place | * Putting the mud dug out of the grain storage ditch one side |
| * Road construction - cleaning the mud road with broom | * Putting water, stones |
-

2. Work to be performed by the person blind with both the eyes :-

- * Arrangement of drinking water
- * Helping in looking after the children
- * Plantation work
- * Putting the sand and stones in the large container

- * The members of the family should be given work, so that the other members should realise that the disabled person is not a burden, instead they are the earning members of the family

- * To extract work from the disabled they should be persuaded properly, also providing training regarding the work is also necessary.

3. Work to be performed by weak sighted persons :

- Arrangement of drinking water
 - Helping in looking after the children
 - Plantation work
 - Irrigation - canal digging work
 - Filling the mud
 - Throwing the mud outside /putting in the trolley
 - Building construction - mixing the concrete material
 - Transferring the concrete material
 - Carrying cement and bricks
 - Putting the sand /stones in the large container
 - Curing walls
 - Helping in pulling out the sludge from the well
 - Dumping the wreckage into the trolley
 - Digging out the wreckage from the ponds
 - Filling wreckage in the large container
 - Putting the filled mortar in the trolley
 - Placing iron or stones
 - Arranging the iron and stones in a proper place
 - Land leveling work
 - fencing
 - In water conservation places digging the place
 - Putting the mud dug out of the grain storage ditch one side
 - Road construction - cleaning the mud road with broom
 - Putting water, placing stones
-

Work to be performed by mentally challenged persons :

1. Work to be performed by slightly weak minded persons :

- Arrangement of drinking water
 - Helping in looking after the children
 - Plantation work
 - Drenching - canal digging work
 - Filling the mud
 - Throwing the mud outside /putting in the trolley
 - Transferring the concrete material
 - Carrying cement and bricks
 - Putting the sand/stones in the large container
 - Dumping the wreckage into the trolley
 - Digging out the wreckage from the ponds
 - Putting the wreckage in the large container
 - Putting the mortar in the trolley
 - Bringing iron or stones
 - Arranging the iron and stones in a proper place
 - Land leveling work
 - Fencing
 - In water conservation places digging the place
 - Putting water, road stone
 - Road road construction – cleaning the mud road with broom
 - Putting water, placing stones
-

Note :- Directing the work once and giving demo is necessary. After understanding the work such persons can perform the work better.

3. Work to be performed by Partially weak minded persons ;-

- Arrangement of drinking water
 - Helping in looking after the children
 - Plantation work
 - Filling the mud
 - Throwing the mud outside / putting in the trolley
 - Putting the sand /stones into large container
 - Dumping the wreckage into the trolley
 - Cleaning the mud road with broom
 - Putting water, placing stones
- * In cooperation with others work can be performed properly.
- * If the container is placed on the head they can easily perform the throwing work

Work to be performed by the persons received treatment for the psychological illness :- Such persons are fit to do all type of works, but regarding numbers there could be any weakness

*Work to be performed by the speech and hearing defected persons :-
Such persons can do all types of work, directing and explaining about the work by sign is necessary.*

Madhya Pradesh State Employment Guarantee Council
(National Rural Employment Guarantee Scheme -MP)
Panchayat and Rural Development Department
Narmada bhawan, (c-block -second floor) 59-Arera hills, Bhopal -462011

No. 10169/NREGS-MP/NR-5/2008 Bhopal,

Date - 26/11/2008

To,

The Collector / District programme coordinator

District M.P (all the 50 Districts)

Chief Executive Officer / Additional District programme coordinator

Zilla Panchayat M.P (all the 50 Districts)

Sub:- Employment opportunity for aged persons under National Rural Employment Guarantee Act-reg.

In the above subjected National Rural Employment Guarantee Act, on demand of job by the job card holder, employment is provided within 15 days. Payment of the labour is made on the basis of completion of the task.

Under National Rural Employment Guarantee Act if persons above 60 yrs. demand work at the work site they may be provided work. To the aged people (man and woman above 60 yrs age) work may be made available according to their physical capacity. For this, arrangement of sensitised work is necessary.

Hence the nature of the work should be according to their work capacity. For this, in the works to be performed under the act the opportunity list of the works that can be done by the aged people is being enclosed.

This list is a suggestion. According to local conditions and physical capacity of the aged other works could be given.

Enclosure :- list of the work

Sd/-

(Rashmi Arun Shami)

Chief Executive Officer

M.P. State Employment Guarantee Council

Madhya Pradesh State Employment Guarantee Council

(National Rural Employment Guarantee Scheme - MP)

Panchayat and Rural Development Department

Narmada bhawan, (c-block -second floor)

59-Arera hills, Bhopal -462011

No. 10170/NREGS-MP/NR-5/2008 Bhopal,

Date - 26/11/2008

Copy to :-

1. Divisional Commissioner Reeva, Shahadol, Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information
2. Dy. Commissioner (Dev.) Divisional Commissioner's office Reeva, Shahadol, Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information
3. Chief Engineer, M.P. State Employment Guarantee Council, Bhopal forwarded for necessary action
4. Superintendent Engineer, Rural Engineering Service, Division Reeva, Shahadol Narmadapurum, Indore, Ujjain, Jabalpur, Bhopal, Gwalior, Chambal and Saagar Division for information
5. Executive Engineer, Rural Engineering Service, all 50 Districts forwarded for necessary action.
6. Chief Executive Officer/Programme Officer, Janapad Panchayats M.P (all 313 Janapad Panchayats) forwarded for necessary action

Sd/-

(Rashmi Arun Shami)

Chief Executive Officer

M.P. State Employment Guarantee Council

Under National Rural Employment Guarantee Scheme - M.P

Employment opportunities for the aged

- * Arrangement of drinking water
- * Old age homes
- * Supervision of works
- * In the concrete works, curing the walls
- * Maintenance work of attendance and muster roll
- * Supervision of the plants
- * Brooming or cleaning
- * Filling the mud
- * Throwing the mud outside / dumping in the trolley
- * Curing / watering the walls
- * Dumping wreckage into the trolley
- * Putting wreckage in a large container
- * Land leveling work
- * Fencing
- * In water conservation places digging the place
- * Putting the mud dug out of the grain storage ditch one side
- * Road construction -cleaning the mud road with broom

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