

# Impact of MGNREGA on rural households: Case Study of New Mamit Village, Mamit, Mizoram

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**Abstract:** Mahatma Gandhi National Rural Employment Guarantee Act, 2005 (MGNREGA) is the rural poverty alleviation programme which provide 100 days guaranteed wage employment during a financial year to every household whose adult members volunteer to do the unskilled manual works. The study is an attempt to identify the impact of MGNREGA on the lives of the rural people in terms of food security, health, skill development, education and rural poverty alleviation in New Mamit village, Mamit. According to 2011 census, Mamit is the least urbanized districts of Mizoram, of 86,364, only 14,899 persons are living in urban areas. The study shows that the implementation of this programme in the study area has a commendable impact on rural livelihood security but is lacking in skill development.

**Key words:** Food security, Wage employment, poverty alleviation, rural employment.

## 1. INTRODUCTION:

The National Rural Employment Guarantee Act (NREGA) was enacted on September 2005 and was flagged off on February 2, 2006. The implementation was conducted in a phase manner – i) in the first phase, it was carried out in 200 of the most backward districts of the country. Siaha and Lawngtlai districts of Mizoram were also brought under the first phase; ii) in the second phase, it was introduced in an additional 130 districts, and it also embraces Lunglei and Champhai district of Mizoram; iii) and in the third phase, it was notified and expanded throughout the country with effect from April 1, 2008. In 2009 it was renamed as the ‘Mahatma Gandhi National Rural Employment Guarantee Scheme’ (MGNREGS).

It was carried out with the “bottom-to-top” approach where the ‘Gram Sabha’ identified its own needs and works to be taken up under the scheme. Thus, it encourages people’s participation and planning at the grass root level and upholds the very idea of democracy.

### 1.1 AN OVERVIEW OF THE IMPLEMENTATION OF MGNREGA IN MIZORAM

Mizoram belongs to the seven sister states of India and is located between 21.58 degrees north to 24.35 degrees north latitude and 92.15 degrees east to 93.29 degrees east longitude. Mizoram covers an area of 21,087 Sq Km. It has mostly a hilly terrains running from north to south direction parallel to each other as per 2011 census, the total population stood at 10,91,014. Out of these, 5,52,339 are male and female population constitutes 5,38,675 and the rural population stood at 5,29,037. The density of population is 52 persons per Sq Km and the sex ratio is 975 females per 1000 males. In literacy, the percentage of male and female is 93.72 and 89.40 respectively and the literacy percentage of Mizoram is 91.58 and the literacy percentage in rural area is 84.31.

The grass root beneficiaries themselves apply for Job Cards and express their application of willingness to work. The work to be taken up under the scheme is identified by the village gatherings or Gram Sabha, and then the works will be assessed by the locally created body called Village Monitoring Committee (VMC) comprising of prominent and trustworthy locals. Without the consent of VMC, the village level project implementing agency cannot draw money from the block level authority, the programme officer (BDOs in Mizoram). Furthermore, all the financial documents, assets created, muster roll engaged, wage paid, etc are discussed in detail by the village citizens themselves and their findings and reports will be forwarded to the block level authority.

Table 1.1 Profile of Mizoram

Name of Achievements	Profile
Total number of Districts	11
Total number of Blocks	26
Total number of GPs	888

Source: Ministry of Rural Development, Government of India.

Despite the size of the state, it has eleven districts namely, Aizawl, Lunglei, Champhai, Kolasib, Serchhip, Lawngtlai, Siaha, Mamit, Hnahthial, Khawzawl and Saitual. There are 26 blocks and total number of Gram Panchayat is 888 respectively. The total number of Job Cards issued sum up to 2.07 lakhs and total number of active Job cards amount up to 2.06 and total number of Active worker total up to 2.06 lakhs respectively. The SCs worker against the active workers is 0.02 percent and the STs Workers against the total active workers sum up to 92.24 percent respectively.

**Table 1.2 Job Cards and STs/SCs**

Job Cards and STs/STs	Profile
Total number of Job Cards Issued ( in lakhs)	2.07
Total number of Active Job Cards ( in lakhs)	2.06
Total number Active Workers( in lakhs)	2.06
SC Worker against active workers (in %)	0.02
ST Worker against active workers (in %)	99.24

Source: Ministry of Rural Development, Government of India

**Table 1.3 An Overview of MGNREGA Implementation in Mizoram.**

Name of Achievements	FY 2021-22	FY 2020-21	FY 2019-20	FY 2018-2019
Approved labour Budget (in lakhs)	200	206	197	150
Persondays Generated so far (in lakhs)	44.61	199.2	192.96	181.22
SCs Persondays % as of Total Persondays	0.02	0.02	0.02	0.02
STs Persondays % as of Total Persondays	99.27	99.32	99.4	99.35
Women persondays out of total %	60.12	56.73	50.83	37.95
% of Expenditure on Agriculture & Agriculture allied works	78.82	75.9	59.32	58.73
Total Individuals worked (in lakhs)	2.05	2.23	2.09	2.03
Total Households worked (in lakhs)	2.05	2.14	2.04	1.96

Source: Ministry of Rural Development, Government of India

Approved labour budget (in lakhs) in FY 2021-2022 is 200 and in FY 2020-2021 is 206, 197 in FY 2019-2020 respectively. In FY 2021-2022, the person days generated so far amount up to 44.61 lakhs days. Percentage of expenditure on agriculture and its allied sectors amount up to 78.82 per cent in FY 2021-20

Moreover, 2.05 lakhs individuals from 2.05 households participated in the employment generated under the scheme in FY 2021-2022 and women person days out of total percent amount up to 60.12 per cent. Only by looking at the above table, it can be seen the trend of certain achievements in the implementation of MGNREGA since FY 2018-2019 till the ongoing FY 2021-2022.

## 2. AREA OF STUDY:

According to 2011 census, Mamit is the least urbanized districts of Mizoram, of 86,364, only 14,899 persons are living in urban areas. The Sex Ratio is 927 per thousand males. Against the total population, the STs Population of Mamit is 95 percent and the SCs population is 0.06 percent. The district is famous for the production of orange. There

are 123 villages and 3 statutory towns and there are 17,664 households and the density of population is 29 persons per Sq Km.

Mamit town has 6 Village Councils (VCs) implementing the MGNREGA, namely, Luangpawl, New Mamit, Mamit Venghlun, Mamit Hmarveng, Mamit Chhimveng, and Mamit Bazar respectively. This study will be conducted and concentrated on the implementation of MGNREGA under the jurisdiction of New Mamit village council, Mamit. In New Mamit village, there are 851 households and 1511 persons. Against the total households, 850 (1510 persons) are STs and 582 are male and 929 are female. Meanwhile, there are 332 in total job card holders. The average number of work demanded so far till 5 June, 2021 is 18 days.

Under the New Mamit Village Council jurisdiction, there are two separate locality namely Lungsir veng and Field veng. There are numerous prominent government facilities and departments like Hospital, Agriculture Department, Public Work Department, one sub centre, Anganwadi, one primary school and a college. Majority of the residents are engaged in agriculture and its allied activities and in the construction of private and public buildings. Their annual income is generally low. The current Village Council President is Shri C. Lalchhuankima.

### 3. SIGNIFICANCE OF THE STUDY:

MGNREGA plays a crucial role for the inclusive growth in rural India. It is vital for the delivery of democratic governance, social protection, and livelihood security in rural India. There is a need therefore, to assess the impact of the programme in the study area. The study is an attempt to identify the impact of MGNREGA on the lives of the rural people in terms of food security, health, skill development, education and rural poverty alleviation. Moreover, the other objective of this study is to pin point the loopholes in the implementation process and to suggest measures to overcome such a stumbling block on the development process of the study area.

### 4. OBJECTIVES OF THE STUDY:

The objectives of study are:

- To examine the impact of the MGNREGA in terms of rural assets creation, education, skill development and its impact on rural health and food security.
- To examine the performance of Gram Sabha in the study area.
- To suggest measures for enhancing the performance of the scheme in the study area.

### 5. METHODOLOGY:

The study was based largely on primary data. Primary data was randomly collected from 41 persons, each representing his/her respective household, through structured questionnaires. The information is gathered through telephonic interview. Secondary data was collected through various sources namely, internet websites and data from Department of Rural Development, Ministry of Rural Development, Government of India. The data collected are analyzed using descriptive statistics

### 6. DATA ANALYSIS AND INTERPRETATION:

#### 6.1 BASIC PROFILE OF THE RESPONDENTS

The basic profile of the respondents consists of the sex composition, age composition, caste category, literacy status, family status, Occupational pattern and income of the respondents.

##### 6.1 (a) Sex Composition

The scheme mandates 33 per cent participation for women. Thus, the enrolment ratio of women as well as the perception of women plays a pivotal role in the study of the impact of the scheme. The following table reveals the sex composition of the respondents in the study area.

**Table 6.1.(a) (i) Sex Composition of the Respondents**

Sex	Number of Respondents	Percentage Value (in %)
Male	7	17.07
Female	34	82.93
<b>Total</b>	<b>41</b>	<b>100</b>

Source: Field Survey, 2021.

**Table 6.1(a) (ii) Sex Composition, Persons Registered**

Sex	No of Persons	Percentage Value (in %)
Male	582	38.52
Female	929	61.48
<b>Total</b>	<b>1511</b>	<b>100</b>

Source: Department of Rural Development, Ministry of Rural development, Government of India.

As shown in the above table, 17.07 per cent are male respondents whilst 82.93 per cent are female respondents. It can be seen that majority of persons registered, i.e. 61.48 per cent, under the scheme within the study area, are female. It can be concluded that women are given due importance inside the study area under the scheme.

### 6.1.(b) Age of the Respondents

All of the perceptions and views of the respondents are heavily depended upon the age of the respondents. Thus, it is crucial to understand the age structure of the respondents since it plays a pivotal role in the outcome of the study. The following table reveals the age structure of the respondents.

**Table 6.1.(b) Age Structure of the Respondents.**

Age	Number of Respondents	Percentage Value (in %)
20-30	14	34.15
30-40	12	29.27
40-50	4	9.76
50-60	9	21.95
60 and above	2	4.88

Source: Field Survey, 2021.

The above table manifests that 34.15 per cent belong to the age group of 20-30, while 29.27 per cent are in the age group of 30-40. Again, 9.76 per cent of respondents belong to the age group of 40-50 while 21.95 per cent and 4.88 per cent are in the age group of 50-60 and 61 and above respectively. Again, from the above table, the age group of 20-30 to 51-60 can be classified as young age group while 60 and above are the old age group. The former occupy 95.12 per cent out of total while the later occupy 4.88 per cent respectively. The average age is 38.41.

### 6.1(c) Caste Category

Since MGNREGA is implemented to uplift rural poor by providing guaranteed wage employment, the question arises now is that if the scheme is successful in uplifting the marginalized sections of our society. Thus, in order to determine whether the scheme is truly inclusive or not, it becomes necessary to understand the effects of the programme on SCs, STs and OBCs. The following table reveals the caste category of the respondents within the jurisdiction of New Mamit Village Council.

**Table 6.1(c)(i) Registration Caste Wise**

No of Registered		SCs		STs		Others		M	F
Households	Persons	Households	persons	Households	persons	Households	Persons		
851	1511	0	0	850	1510	1	1	582	929

Source: Department of Rural Development, Ministry of Rural Development, Government of India.

From the above table, it can be seen that out of 1511 persons registered, i.e. 851 households, 1510 persons from 850 households are STs while another 1 person is from others category. There is no person belonging to SCs category.

**Table 6.1 (c) (ii) Caste Category**

Caste Category	No of Respondents	Percentage Value (in %)
Schedule Tribes	41	100
Schedule Castes	0	0
Other Backward classes	0	0
General	0	0
<b>Total</b>	<b>41</b>	

Source: Field Survey, 2021.

From the above table, it can be seen that all of the respondents, i.e. 100 per cent, are in the Schedule Tribe category. Therefore, it embraces the marginalized section of the society of the rural households, i.e. the Schedule Tribes. Thus, it can be concluded that the implementation of MGNREGA within the study area is truly inclusive in nature.

#### 6.1 (d) Literacy Status of the Respondents

The literacy status of the respondents plays a pivotal role for the programme to be successful as it enlightened the rural workforce. The following table shows the educational level of the respondents.

**Table 6.1(d) Educational Level of the Respondents**

Category	No of Respondents	Percentage Value (in %)
<b>Below HSLC</b>	20	48.78
<b>HSLC</b>	10	24.39
<b>HSSLC</b>	1	2.45
<b>UG and Above</b>	10	24.39
<b>Total</b>	<b>41</b>	

Source: Field Survey, 2021.

The table shows that a large number of respondents are having an educational level below HSLC, i.e. 48.78 per cent. Again, 24.39 per cent of the respondents reached HSLC level while 2.45 % reached HSSLC level of education. Lastly, 24.39 per cent of the respondents reached UG & Above level of education.

#### 6.1.(e) Family Status of the Respondents

It is important to acquire the family status of the respondents in order to understand the effectiveness of the implementation of the programme. At the same time, the Antyodaya Anna Yojana (AAY) and Below Poverty Line (BPL) Cards are issued to the poor rural households while the Above Poverty Line (APL) Cards are issued to the rural households whose incomes are above poverty line. Thus, the following table reveals the status of the family of the respondents.

**Table 6.1.(e) Family Status of the Respondents**

Category	No of Respondents	Percentage Value (in %)
<b>AAY</b>	-	-
<b>BPL</b>	19	46.34
<b>APL</b>	22	53.66
<b>OTHERS</b>	0	0
<b>TOTAL</b>	<b>41</b>	

Source: Field Survey, 2021.

The Table revealed that majority of the respondents are in the category of APL, i.e. 53.66 per cent while 46.34 are in the BPL category. Thus it can be concluded that the programme actually embraces rural poor as 46.34 per cent of the respondents are in the BPL category.

#### 6.1. (f) Occupational Pattern and Income of the Respondents

The occupational pattern of the respondents plays an important part in the accomplishment of the objectives of the programme since majority of the rural households are usually engaged in agriculture while some are daily wager. Similarly, the income of the beneficiaries also plays a pivotal part as it is used to measure the status of the family. The following tables manifest the occupational pattern and the income of the respondents.

**Table 6.1 (f)(i): Occupational Pattern of the Beneficiaries**

Occupation	No of Respondents	Percentage Value (in %)
<b>Unemployed/Jobless</b>	20	48.78
<b>Agriculture and allied sector</b>	10	24.39
<b>Daily Wager</b>	7	17.07
<b>Govt. Employee</b>	3	7.32
<b>Others</b>	1	2.44

Source: Field Survey, 2021.

The table shows that majority of the respondents are unemployed or jobless, i.e. 48.78 per cent. Meanwhile, 24.39 per cent are engaged in agriculture and its allied sector while 17.07 per cent are depended upon their daily wage earned. Again, 7.32 per cent are government employee while other activities occupy 2.44 per cent respectively. Hence,

it can be concluded that majority of the population need the wage earned through the programme to improve their well-being.

**Table 6.1.(f)(ii) Income of the Beneficiaries**

Category (in Rupees per month)	No of Respondents	Percentage value (in %)
5000-10000	6	14.63
10000-15000	23	56.1
15000-25000	6	14.63
More than 25000	6	14.63
<b>Total</b>	<b>41</b>	

Source: Field Survey, 2021.

From the above table, it can be seen that 14.63 per cent of the beneficiaries are having an income of less than Rs 10000. Some of the respondents belong to this category are Jobless and are Agriculturists. Meanwhile, 56.1 per cent of the beneficiaries are having an income of not less than Rs. 15000 per month. Respondents belong to this categories are Daily Wagers and Agriculturists. 14.63 per cent of the respondents are having an income of not less than Rs 25000 per month and again, another 14.43 per cent of the respondents are having an income of more than Rs 25000 per month respectively. Hence, majority of the population in the study area can be considered as poor and need to be alleviated as 70.73 per cent are having an income of not more than Rs. 15000 per month.

## 6.2: IMPACT ON FOOD SECURITY

Food security in rural areas can be defined as the availability of the safe and nutritious food that meets the dietary needs, at all times, without any discrimination, to all the individuals in rural areas of the country. Thus, MGNREGA provides a hundred days guaranteed wage employment to every household in rural areas. One of the main objectives is to enhance the livelihood security of the households in rural areas of the country. It, thus, have an important impact on the 'Food Security' in rural areas of the country. The following table is based on the data collected from 41 respondents through structured questionnaires in order to portray the impact of the programme on 'Food Security'.

41 respondents were asked two questions in view of the impact of the programme on 'Food Security' on rural households – i) whether the programme enabled them to buy basic households' consumption needs or not; ii) their utilization of the wage earned through the programme on various households' consumption needs such as rice, edible oil, Chana, Dal, meat and vegetables. The following table portrays the answers of the respondents on the former question whilst the latter is interpreted on table 7.2.(ii).

**Table 6.2(i): Overview of Impact of the Programme on Food Security**

Enable to buy basic consumption needs	No of Respondents	Percentage Value (in %)
Yes	39	95.12
No	2	4.88
<b>Total</b>	<b>41</b>	<b>100</b>

Source: Field Study, 2021.

The above table reveals that majority of the respondents, i.e. 95.12 per cent utilized their wage earned through the programme to buy basic food items whilst 4.88 per cent responded as "No". Thus, it can be concluded that the programme does have a positive impact on 'food security'.

**Table 6.2(ii): Utilization of Wage Earned through the Programme**

Name of the Items	No of Respondents	Percentage Value (in %)
Rice	36	87.8
Edible Oil	31	75.6
Dal	40	97.56
Chana	-	-
Meat	36	87.8
Vegetables	39	95.12

Source: Field Survey, 2021.

From the above data, it can be seen that 87.8 per cent utilized the wage earned through the programme to buy Rice, 75.6 per cent bought edible oil, 97.56 per cent bought Dal, 87.8 per cent bought meat, and lastly, 95.12 per cent utilized the wage earned to buy vegetables respectively. Hence, it can be concluded that the MGNREGA programme does have a positive impact on 'food security' within the study area.

### 6.3: IMPACT ON HEALTH

Since low income can act as a barrier to healthcare access and can affect the health of the person, the study of the impact of MGNREGA on health becomes necessary. Hence, 41 respondents were asked two definitive questions: i) if the wage earned through the programme was utilized to buy medicines; ii) if the wage earned was utilized to treat sickness, and to have a better access to healthcare facilities. Both the questions can simply be answered ‘Yes’ or ‘No’. Thus, the below table 3.10 reveals the responds of the respondents on the questions.

**Table 6.3: Impact on Health**

Questions	No of respondents			
	Yes	Percentage Value (in %)	No	Percentage Value (in %)
<b>Question 1</b>	36	87.8	5	12.19
<b>Question 2</b>	36	87.8	5	12.19

Source: Field Survey, 2021.

The above table reveals that out of total 41 respondents, 87.8 per cent utilized their wage earned to buy medicines whilst 12.19 per cent failed to do so. Similarly, 87.8 per cent out of total 41 respondents utilized their wage earned through the programme to treat their sickness, i.e. to have a better healthcare access, whilst 12.19 per cent failed to do so. Hence, it can be concluded that, since majority of the respondents utilized their wage earned through the programme to buy medicines and to treat their sickness, the programme does have a positive impact on the health of the study area.

### 6.4: IMPACT ON EDUCATION

In rural areas, even during the adolescence period, most of the parents usually urged their children to do some work because they can earn some or can contribute something to the family. Since low income can affect the educational level of the children and can act as a barrier to access to educational facilities, respondents were asked if the wage earned through the programme is helpful for their children’s education which can simply be answered ‘Yes’ or ‘No’. The following table reveals the responds of the respondents.

**Table 6.4: Impact on Education**

Helpful for children’s education	No of Respondents	Percentage Value (in %)
<b>Yes</b>	27	68.85
<b>No</b>	14	34.15
<b>Total</b>	<b>41</b>	

Source: Field Study, 2021.

The above table reveals that 68.85 per cent of the respondents claimed that the wage earned through the programme is useful for their children’s education whilst 34.15 per cent of the respondents claimed that the programme is neither effective nor helpful for their children’s education.

### 6.5: IMPACT ON SKILL DEVELOPMENT

Skill development plays a vital role for the rural economy as it enhances the capability of the workforce and enables them to have a better income in the future and generates employment. With an increase in the number of rural workforce, the unemployment level in rural areas also increases which resulting the need to incorporate skill development programme with the implementation of MGNREGA scheme. The respondents were asked if the implementation of the programme by the Village Council/Panchayat enhanced their skills, which can simply be answered as ‘Yes’ or ‘No’. The following table 5.12 represents the responds of the respondents.

**Table 6.5: Impact on Skill Development**

Enhance skills	No of Respondents	Percentage Value (in %)
<b>Yes</b>	1	2.45
<b>No</b>	40	97.56
<b>Total</b>	<b>41</b>	<b>100</b>

Source: Field survey, 2021.

The above table shows that majority of the respondents, i.e. 97.56 per cent claimed that the implementation of the scheme does not enhance their skills. However, 2.45 per cent of the respondents felt that the implementation enhances the skill. Hence, it can be concluded that the implementation of the programme, within the study area, does not enhance the skills of the beneficiaries.

## 6.6: MGNREGA AND RURAL ASSETS CREATION

The implementation of MGNREGA is not only to augment wage employment but also to create certain rural assets, including those on the agricultural field. The village council of New Mamit village had utilized the fund to create certain assets on public places, such as steps, cement concrete roads and gravel roads, and on private land holdings such as terraces and water storage tanks for the use of agricultural purposes. In this section, the respondents were asked if the implementation of MGNREGA under the New Mamit village embraces rural assets creation. The responds are portrayed on the following table.

**Table 6.6: MGNREGA and Assets Creation on New Mamit Village**

Asset creation	No of Respondents	Percentage Value (in %)
Yes	31	75.61
No	10	24.39

Source: Field Survey, 2021.

From the above table 5.19, it can be seen that 31 out of 41 respondents, i.e. 75.61 per cent believed that the implementation embraces the creation of rural assets whilst 24 per cent gave the answer as 'No'. Hence it can be concluded that the implementation embraces the creation of rural assets to some extent.

## 7. SUGESSTIONS AND CONCLUSION:

### Suggestions:

The followings are the various suggestions made based on the findings of this study:

- The study found that the daily wage rate under MGNREGA is lower than the prevailing wage rate in the study area. Therefore, increasing average wage per day per person would not only be beneficial for the rural people but will also motivate them to have a better participation.
- Agriculture sector in the study area face problems due to lack of better irrigation facilities. Hence, using MGNREGA to improve irrigation facilities would lead to higher agricultural output.
- The implementation of the scheme in the study area lacks skill development programme. Hence, incorporating skill development programme is necessary for the development of the people in the study area.
- There is no doubt that the programme embraces BPL families and enhances their living status. However, families from APL category also possessed the job cards. Even family members of government employees also possessed job cards. This can, not only reduce the participation rate but also, will heavily influence the outcome of the Gram Sabha meeting. Hence, it is important to carefully register the beneficiaries in order to deliver the jobs to those who really needed it, i.e. to uphold the very idea and intention of the scheme.
- MGNREGA must be implemented with the aim to improve the facilities for safe drinking water for the village.
- MGNREGA must be implemented with the aim to improve the quality of environment and to safeguard the flora and fauna of the village. Hence, environmental friendly implementation would improve the quality of life of the villagers.
- More awareness programme on MGNREGA itself is needed since 36 out of 41 respondents are not aware of their rights under the scheme.
- Its impact must be monitored frequently and effectively in order to correct certain shortcomings in the implementation of the programme.
- It must be implemented in order to improve agricultural production in the area, which in turn, can improve rural economy.

## 8. CONCLUSION:

The MGNREGA is a programme made to augment wage employment in the rural areas of the country. The study shows that the outcome of the implementation of this programme in the study area is remarkable. It has a commendable impact on rural livelihood security. It does not only uplift the status of rural poor but also empowered women. Its impact on food security is astounding since majority of respondents utilized their earned wage through the programme to buy basic food items like Dal, Meat, Vegetables, Rice and edible oil. This will have an impact on the health of the beneficiaries physically and psychologically.



The way the beneficiaries utilized their income through the programme on improving their health status reflects the impeccable impact it has on the livelihood security of the rural people. The findings of this study on the impact of Gram Sabha and the enrollment of persons in the process of implementation of MGNREGA have shown some encouraging signs of making development process more participative and more inclusive of all communities, including women. The assets created under the scheme are useful for the village, indeed durable at the same time.

However, the implementation of the programme within the study area is not yet free from criticisms. First of all, it lacks skill development programme, and at the same time, lacks environmental protection programme. It hardly has an impact on agricultural sector. The enrollment of the beneficiaries must be carefully done in order to avoid the influence of the affluent persons in the village which can hinder the smooth functioning of the Gram Sabha meeting. The average wage per day per person under the programme is relatively less than those earned in the market, thus it necessitated the revision of the wage rate under the programme in order to motivate the villagers and to improve participation rate

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