

## RESEARCH ARTICLE



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\* **Corresponding author.**

Tel: 9882809564  
[drsanjeeveco0679@gmail.com](mailto:drsanjeeveco0679@gmail.com)

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## Physical Aspects of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in Himachal Pradesh

**Sanjeev Kumar**<sup>1\*</sup>

<sup>1</sup> Associate Professor, Department of Economics, Himachal Pradesh University, Summer Hill, Shimla, 171005, HP, Tel.: 9882809564

### Abstract

**Background:** MGNREGA is an effective demand driven employment generation programme of rural India, which seeks to provide employment opportunities to those sections of society/economy which have high marginal propensity to consume of their enhanced income. **Objective:** to analyse the progress of different physical aspects of MGNREGA in twelve districts of Himachal Pradesh. **Methodology:** the secondary data has been collected on all districts of Himachal Pradesh for the years 2011-12 and 2018-19, results have been interpreted using descriptive statistics and presented in the form of bar diagrams. The success ratio, average and percentage have been calculated. **Findings:** it was observed that the MGNREGA has shown a significant improvement in different physical aspects in Himachal Pradesh in the financial year 2018-19 vis-à-vis 2011-12. The number of job cards issued and the number of households demanded and provided employment under MGNREGA has been increasing continuously across the districts in Himachal Pradesh. Another important physical aspect is the increasing person days generated by SC, ST and women under the Act. **Novelty/Applications:** The present study can help the different stakeholders of MGNREGA in understanding the performance of different districts of Himachal Pradesh with respect to various physical aspects of the MGNREGA and academicians to carry on further research for example on the financial aspects of the Act also.

**Keywords:** Job cards; physical aspect; person days; success ratio; households

### 1 Introduction

Any development programme is incomplete if it is not inclusive in nature. Whatever, rural development programmes were undertaken in India since Independence, there was a serious lack in involvement of a large section of population<sup>(1)</sup>. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is one of the most progressive legislation enacted since independence. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was notified by the Government of India on September 2005 and was made effective from 2<sup>nd</sup> February 2006. The

law was initially called the National Rural Employment Guarantee Act (NREGA) but, was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2<sup>nd</sup> October 2009<sup>(2)</sup>.

The Government of Himachal Pradesh has initiated several measures for the speedy progress and better life of the people of the State through efficient policies and cooperation with central government. Himachal has a vibrant economy due to steady efforts of the simple and hardworking people of the state and by the implementation of progressive policies and programmes of the central and state government. Himachal has become one of the more prosperous and faster growing economies in the country<sup>(3)</sup>. The various centrally sponsored schemes which are being implemented in the state are for example, Pradhan Mantri Krishi Sinchayee Yojana, Drought Prone Area Programme/Integrated Watershed Development Programme/Integrated Watershed Management Programme, Pradhan Mantri Awas Yojana (Garmin), Swachh Bharat Mission, National Rurban Mission (NRuM) by the Panchayats Raj Institutions (PRIs) at various levels for poverty alleviation and employment generation<sup>(4)</sup>. But, MGNREGA which is an exclusive employment generation and an effective demand driven employment programme of rural India occupies a special place in Himachal Pradesh economy as 74.13 per cent of the total population in the state was rural population as per Census of 2011. So in the present study, a detailed district-wise analysis of the various physical components of the MGNREGA in Himachal Pradesh has been undertaken.

In Himachal Pradesh, MGNREGA was introduced in district Chamba and Sirmaur on 2<sup>nd</sup> February 2006 in the first phase. In the second phase, the Act was started in district Kangra and Mandi with effect from 1<sup>st</sup> April 2007. Whereas, in the third phase, all the remaining 8 districts of the state have been covered under the Act from 1<sup>st</sup> April 2008 onward. The salient feature of the MGNREGA is to provide for the enhancement of livelihood security of the households in rural areas of the state by providing 100 days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. The Mahatma Gandhi National Rural Employment Guarantee Act is open to all rural households in the areas notified by the Government of India. The entitlement of 100 days of guaranteed employment in a financial year is in terms of a household and this entitlement can be shared within the household<sup>(5)</sup>.

The costs which are to be borne by the state government of Himachal Pradesh are (a) 25 percent of the cost of material and wages for skilled and semi-skilled workers. (b) Un-employment allowance. (c) Administrative expenses of State Employment Guarantee Council. However, the costs which are to be borne by the Government of India under the scheme includes (a) the entire cost of wages for unskilled manual workers. (b) 75 percent of the cost of material and wages for skilled and semi-skilled workers. (c) Administrative expenses. The payment of the wages under the scheme includes that: (a) Every person working under the scheme is entitled for the wages at the minimum wage rate fixed by the State Government, (b) Equal wages are to be paid to both men and women workers, (c) Workers are entitled to being paid on weekly basis and in any case within a fortnight of the date, on which, the work was done (MGNREGA section -3 (3)) and (d) The wages to the MGNREGA workers are being paid on the basis of the work done by them based on schedule of rates<sup>(6)</sup>.

There are different studies on the various aspects of MGNREGA in India and the states reflecting the dimensions of participation of its stakeholders especially women, SC and ST. For example,<sup>(6)</sup> examined the empowerment effects of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on rural women in Bihar, Jharkhand, Rajasthan and Himachal Pradesh. It was found that the women workers have gained benefits from the scheme primarily because of the paid employment opportunity and benefits have been realized through the income-consumption effects, intra-household effects and the enhancement of choice and capability.<sup>(7)</sup> in their study observed that women's participation in the MGNREGA has been increasing and the state-wise women's participation in the programme is positively correlated with women's participation in rural areas.<sup>(8)</sup> found that the act has enabled rural people with sufficient purchasing power and they are able to supports their basic necessity i.e. food. The Act has limited the rural poor to their areas and stopped migration to the cities. It is not only giving rural livelihoods but also involving them in other non-agricultural works and has helped in handling the disguised workers also.

It was highlighted in the study<sup>(1)</sup> that though several measures are undertaken in MGNREGA for ensuring the participation of women in rural areas in order to uplift their socio-economic status, the participation level is far from satisfactory. The observations of the socio-economic characteristics and the regression results together suggest the less participation of women is also due to the variation in educational, income and primary occupational categories from that of men.<sup>(9)</sup> Studied the impact of MGNREGA on the life style of rural poor in six panchayats of Panchrukhi block of district Kangra in Himachal Pradesh. It was found that act is helpful in the development of the village community as a whole. However, it was also observed that the people are not aware about the process and practices under MGNREGA i.e. how much money is coming from the block level and how much is used in the public works.<sup>(10)</sup> found that the MGNREGA expands wage and consumption of the family units thought out over the pre MGNREGA period and improves the social and financial status of women in the men commanded rural culture. Hence the act ensures improved standard of living of the vulnerable poor, more specifically among women. A study<sup>(11)</sup> analyzed the socio-economic impact of MGNREGA on the life of beneficiaries on the Durgapur district of Rajasthan. The findings of their study revealed that the act has changed the lives of the beneficiaries.

A study<sup>(12)</sup> conducted in the block Behibagh of District Kulgam in Jammu & Kashmir found that MGNREGA has a great impact on the study block. Before this act the current block was suffering from so many miseries but, Act have fulfilled all the demanded tasks like lanes, land irrigation bodies, crossings, flood protection bunds, village interconnected streets, roads and water bodies. MGNREGA provided lot of employment to the households.<sup>(13)</sup> Analyzed the status of tribal employment through MGNREGS in Odisha. The study pointed out that the efforts of the programme in boosting tribal employment have become ineffective and stagnant. It was recommended that care needs to be taken to ensure that there is increase in number of tribal households getting employed, greater number of tribal person days gets generated and more number of tribal beneficiary households complete 100 days of wage employment in a financial year.

## 2 Objectives of the Study

The main objective of this study is to assess the progress of various physical aspects of MGNREGA in Himachal Pradesh. However, to be precise the following are the objectives of the study:

1. To study the number of households demanded employment, provided employment and the job cards issued under MGNREGA in H.P.
2. To study the total person days generated and person days generated by SC, ST and women under MGNREGA in Himachal Pradesh.
3. To compare the district-wise number of households who completed 100 days of employment under MGNREGA in the year 2018-19 vis-a-vis 2011-12.

## 3 Material and Methods

The present study is a comparative analysis on various physical aspects of MGNREGA in different districts of Himachal Pradesh. The years selected for the study includes the financial year 2011-12 which has been compared with the year 2018-19. In order to have a better comparison view of the selected years, the data of the financial year 2011-12 and 2018-19 has been presented in the form of bar diagrams. Simple averages, ratio and percentages have been calculated. The success ratio i.e. number of households demanded employment to number of households provided employment has been calculated. The secondary data has been utilized and collected from different relevant issues of Annual Administrative Report (AAR), published by the Department of Rural Development, Government of Himachal Pradesh Shimla. All the district of the state (12 districts) has been included in the study.

## 4 Results and Discussion

The district-wise data pertaining to various physical aspects of MGNREGA has been presented in the Table 1 for the year 2011-12 and 2018-19 of Himachal Pradesh. The various physical aspects of the Act which has been analyzed are as under:

1. Job cards issued to the households (since inception of the Act)
2. The number of households demanded/ and the number of households provided employment
3. Total person days generated under MGNREGA
4. The person days generated by various groups such as SC, ST and women under Act
5. The number of households who have completed 100 days of employment

The demand driven wage employment programme (MGNREGA) has its basic objective to enhance the livelihood security in rural areas. Keeping in view the basic objective of the Act, it is essential to highlight the same demographic features of the study districts of Himachal Pradesh. The demographic features in various districts of Himachal Pradesh as per 'Census of India 2011' have been exhibited in table 2. These demographic features are in terms of total population of the year 2011 and 2018 (projected) as well as rural, SC, ST and female population as a percentage to total population which will be useful for explaining the various physical aspects of MGNREGA in the years of the study in Himachal Pradesh. In the remaining part of this section, a comparison of the various physical aspects of the Act in the year 2018-19 vis-a-vis the year 2011-12 has been analyzed.

**Table 1.** Physical Aspects of MGNREGA in Himachal Pradesh

Districts/ H.P./ Years	Total number of HH issued job cards (since inception)	Ratio of Total number of HH provided to demanded employment	Total per- son days generated		Person days gen- erated by SC		Person days gen- erated by ST		Person days gen- erated by Women		Households com- pleted 100 days employment
			In Lakhs	%age to Total	In Lakhs	%age to Total	In Lakhs	%age to Total	In Lakhs	%age to Total	
2011-12											
Bilaspur	54540	91.42	6.63	30	2.01	30	0.16	2	3.73	56	935
Chamba	99535	92.88	30.29	21	6.21	21	8.33	28	12.95	43	4544
Hamirpur	80411	94.14	13.16	33	4.35	33	0.12	1	9.79	74	3395
Kangra	227724	97.89	55.86	27	14.81	27	3.44	6	37.04	33	10048
Kinnaur	13281	99.98	2.73	44	1.20	44	1.51	55	2.11	77	367
Kullu	86564	96.70	17.12	32	5.42	32	0.28	2	9.95	58	1613
L&Spiti	5766	99.88	1.31	8	0.10	8	1.21	92	0.83	63	74
Mandi	208043	95.43	72.55	31	22.14	31	0.73	1	54.25	75	13745
Shimla	111884	97.61	24.11	30	7.20	30	0.06	0	11.38	47	2098
Sirmaur	74344	95.29	18.04	35	6.26	35	0.27	1	4.30	24	3131
Solan	77415	93.95	15.93	40	6.32	40	0.10	1	6.64	42	3758
Una	69285	95.55	10.42	41	4.25	41	0.17	2	6.02	58	3289
H.P.	1108792	95.74	268.15	29.93	80.27	29.93	16.38	6.11	158.99	59.29	46997
2018-19											
Bilaspur	75894	91.31	11.84	26	3.11	26	0.36	3	7.45	63	2346
Chamba	115236	93.96	47.99	20	9.71	20	13.59	26	24.49	51	17237
Hamirpur	88358	92.39	11.12	30	3.39	30	0.10	1	8.71	78	1826
Kangra	255296	91.22	47.94	25	11.83	25	3.51	7	35.55	74	9908
Kinnaur	18230	96.97	7.04	38	2.70	38	4.17	59	4.85	69	2003
Kullu	90226	94.85	20.49	31	6.26	31	0.19	1	11.57	56	3601
L&Spiti	6586	93.82	1.06	8	0.09	8	0.97	92	0.71	67	1410
Mandi	241491	94.85	72.25	27	19.25	27	0.59	1	53.42	74	16648
Shimla	120227	94.44	20.51	31	6.27	31	0.09	0.44	10.81	53	3085
Sirmaur	82417	93.00	21.78	33	7.14	33	0.26	1	8.81	40	7109
Solan	75150	91.63	9.80	36	3.49	36	0.18	2	4.57	47	2203
Una	64399	93.16	13.38	38	5.11	38	0.29	2	9.48	71	4281
H.P.	1158360	93.53	275.40	27.18	74.86	27.18	24.12	8.76	175.85	63.85	69454

Source: Compiled from Annual Administrative Report, 2011-12 and 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla. Note: HH denoted households.

**Table 2.** Some Demographic Features of Himachal Pradesh

Districts/ H.P.	Total Population 2011 (in Lakhs)	Total Population 2018* (in Lakhs)	Rural popu- lation	Urban population	SC popula- tion	ST popula- tion	Female pop- ulation
			As a percentage to total population of 2011				
Bilaspur	3.82	4.07	93.42	6.58	25.92	2.80	49.53
Chamba	5.20	5.56	93.04	6.96	21.52	26.10	49.66
Hamirpur	4.55	4.84	93.09	6.91	24.02	0.67	52.27
Kangra	15.10	16.30	94.29	5.71	21.15	5.60	50.29
Kinnaur	0.84	0.85	100	0.00	17.53	57.95	45.02
Kullu	4.38	4.79	90.55	9.45	28.01	3.84	48.52
L & Spiti	0.32	0.32	100	0.00	7.08	81.44	47.13
Mandi	10.00	10.66	93.73	6.27	29.38	1.28	50.18

*Continued on next page*

Table 2 continued

Shimla	8.14	8.79	75.26	24.74	26.51	1.08	47.78
Sirmaur	5.30	5.78	89.21	10.79	30.34	2.13	47.86
Solan	5.80	6.34	82.40	17.60	28.35	4.42	46.80
Una	5.21	5.70	91.38	8.62	22.16	1.65	49.40
H.P.	68.65	74.13	89.97	10.03	25.19	5.71	49.28

Source: Census of India 2011-H.P.

\*Total population for the year 2018 is the projected population and collected from the ‘Statistical Abstract of Himachal Pradesh, 2018-19’.

#### 4.1 Job cards issued under MGNREGA in Himachal Pradesh

A total number of 1108792 job cards were issued in the year 2011-12, which rose to 1158360 job cards in the year 2018-19 (Table 1) since the inception of the MGNREGA in the year 2006 in Himachal Pradesh. Figure 1, depicts the district-wise position with respect to job cards issued. Kangra, Mandi and Shimla occupied the top three positions with 25529, 24149 and 12022 job cards issued respectively since the inception of the Act in Himachal Pradesh. These three districts are the biggest ones in the state in terms of demographic features (population wise), for example as per Census of 2011, Kangra was at the top with a population of 15.10 Lakhs followed by Mandi (10.00 Lakhs) and Shimla (8.14 Lakhs), so it’s quite natural that they issued the highest number of job cards under the MGNREGA in the state. On the other hand, Lahaul & Spiti and Kinnaur districts exhibited a very dismal picture in this very first aspect of the Act in the Himachal Pradesh. Only 6586 job cards in Lahaul & Spiti and 1823 job cards in Kinnaur were issued even after the twelve years of the inception of the act in the state. Both the districts of the state are the tribal areas and their population constitutes a very small portion of the total population of the state. The Lahaul & Spiti and Kinnaur districts have been at the bottom with a population of 0.32 and 0.824Lakhs respectively. The performance of the remaining districts of the states in issuing job cards under MGNREGA has been in proportion to their population.

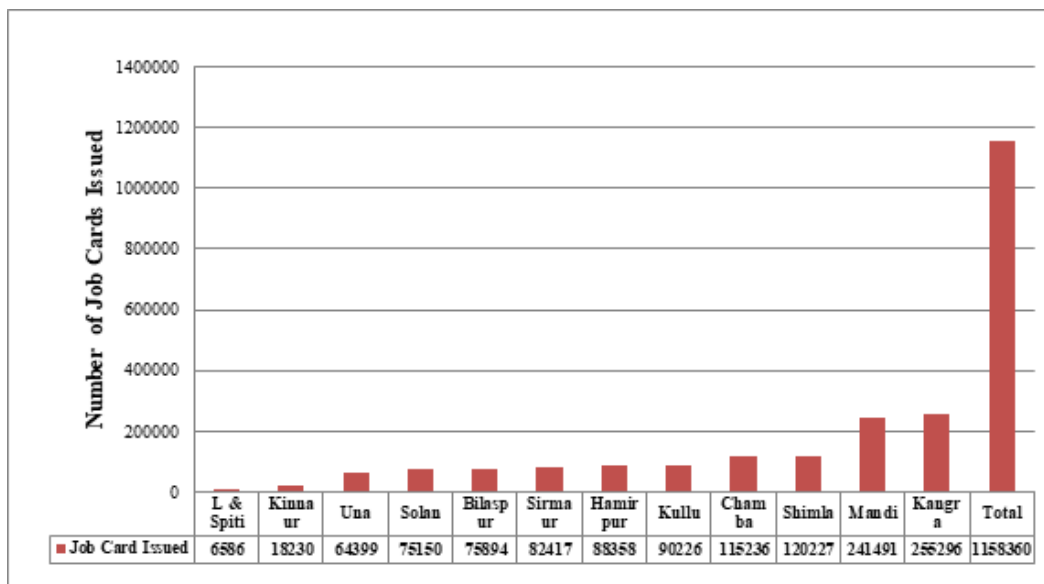


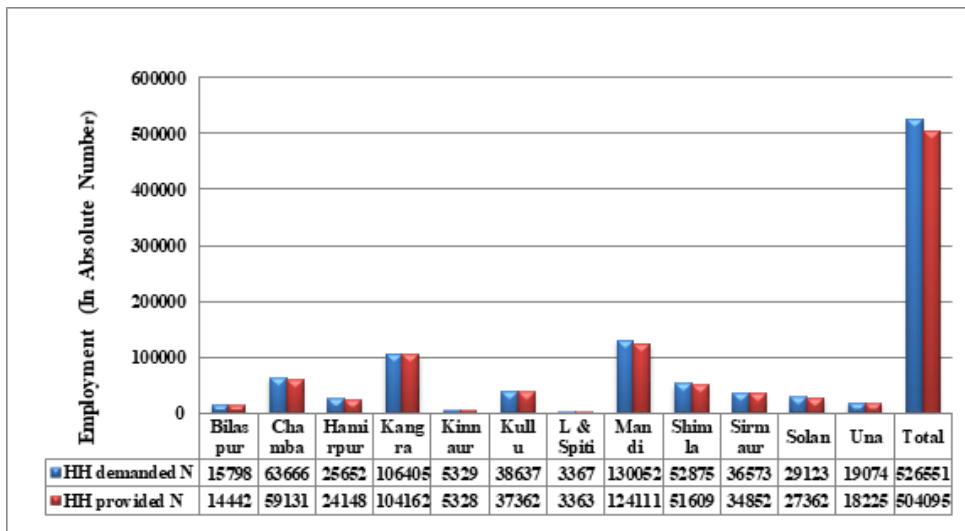
Fig 1. Job cards issued under MGNREGA in Himachal Pradesh (Since Inception).

Source: Compiled from Annual Administrative Report, 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla.

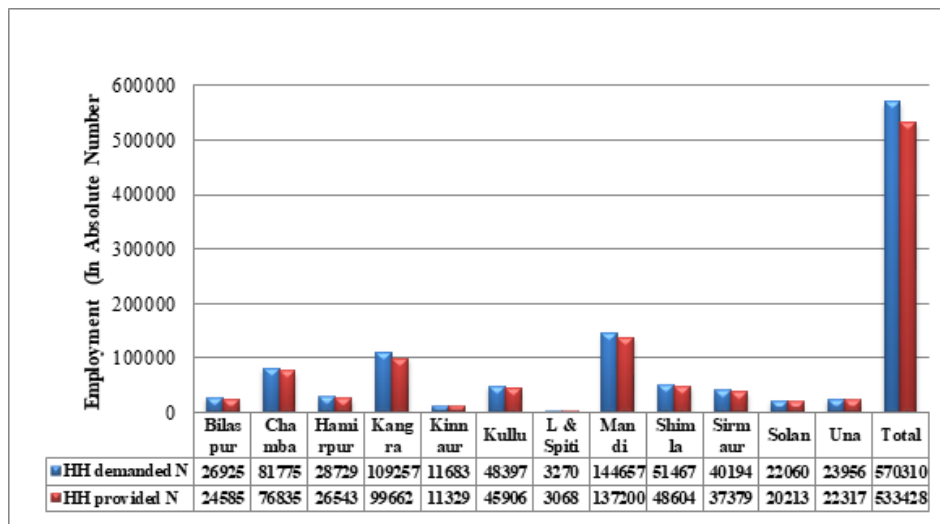
#### 4.2 Total number of households demanded and provided employment

The second important physical aspect of the Act is the number of households demanded employment to number of households provided employment in the state. In the year 2011-12, a total number of 52655 householder demanded employment and 50409 households were provided employment (Figure 2). The success ratio of demanded employment to provided employment stood at 95.74 per cent in the year 2011-12 (Table 2). Whereas, in the year 2018-19, a total number of 53342 (Figure 3) households were provided employment out of 57031 households that demanded employment under this act in Himachal Pradesh. The success

ratio turned out to be 93.53 per cent, a slight lower as compared to the year 2011-12. In terms of absolute figures, Mandi, Kangra and Chamba turned out to be the biggest districts in the year 2011-12 as well as 2018-19, where highest number of households demanded employment and were actually provided employment. The proportion of the rural population in these districts as per Census 2011 was: Mandi (93.73 per cent); Kangra (94.29 per cent) and Chamba (93.04 per cent). However, also, these districts are the biggest ones in terms of absolute population in the state, so that is the reason why highest number of households demanded employment under MGNREGA in these districts. Kinnaur and Lahaul & Spiti occupied the bottom position with respect to households demanded and provided employment, despite the fact that whole of the population in these two districts resides in the rural areas (100 per cent). But they are at the bottom with very low absolute population, thereby when analyzed in terms of households demanded employment in the state under the Act, they are automatically pulled to the lowest position.



**Fig 2.** Total number of households demanded employment/provided employment in the Year 2011-12 in H.P.  
 Source: Compiled from Annual Administrative Report, 2011-12 published by the Department of Rural Development, Himachal Pradesh Shimla.



**Fig 3.** Total number of households demanded employment/provided employment in the Year 2018-19 in H.P.  
 Source: Compiled from Annual Administrative Report, 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla.



The success ratio i.e. number of households’ demanded employment to provided employment stood highest in Lahaul & Spiti and Kinnaur (99.98 per cent each) and lowest in Bilaspur (91.42 per cent) and Chamba (92.88 per cent) in the year 2011-12 under MGNREGS in Himachal Pradesh. On the other hand, the ratio was highest in Kinnaur (96.97 per cent), Mandi and Kullu (94.85 per cent each) and lowest in Kangra (91.22 per cent), Bilaspur (91.31 per cent) and Solan (91.63 per cent) in the year 2018-19. One noticeable point has been that the ratio of demanded to provided employment stood over 90 per cent in all the districts of Himachal Pradesh during both the years of the study. The reason for this high success ratio of demanded to provide employment is that nearly 69 per cent of the population in Himachal Pradesh resides in the rural areas coupled with good governance from top to bottom and continued increase of central government budgetary support to state under MGNREGA during the study period.

### 4.3 Total person days generated under MGNREGA

The total number of person days generated in Himachal Pradesh under MGNREGA in the year 2011-12 stood at 268.1 Lakhs which rose to 275.4 Lakhs in the year 2018-19 as exhibited in the figure 4 and 5. There was 2.72 per cent increase in the total number of person days generated during the period from 2011-12 to 2018-19. The inter-district total employment generation under MGNREGA shows that Mandi district with employment generation of 72.55 Lakhs occupied the top position in the year 2011-12. In the year 2018-19 also, Mandi district with a total employment generation of 72.25 Lakhs continued to attain the top position. Kangra, Chamba and Shimla are the other three major districts in terms of employment generation in the year 2011-12 and 2018-19. The reasons for high total person days generation under MGNREGA in these districts are; firstly, these districts are the biggest in terms of area as well as total and rural population of Himachal Pradesh. Secondly, number of job cards issued and the number of households demanding employment under MNREGA in these districts is very high comparatively to other districts of the state. Therefore, the number of households actually provided employment also stood high in these districts which resulted into high total person days generation in these districts of the Himachal Pradesh under Act.

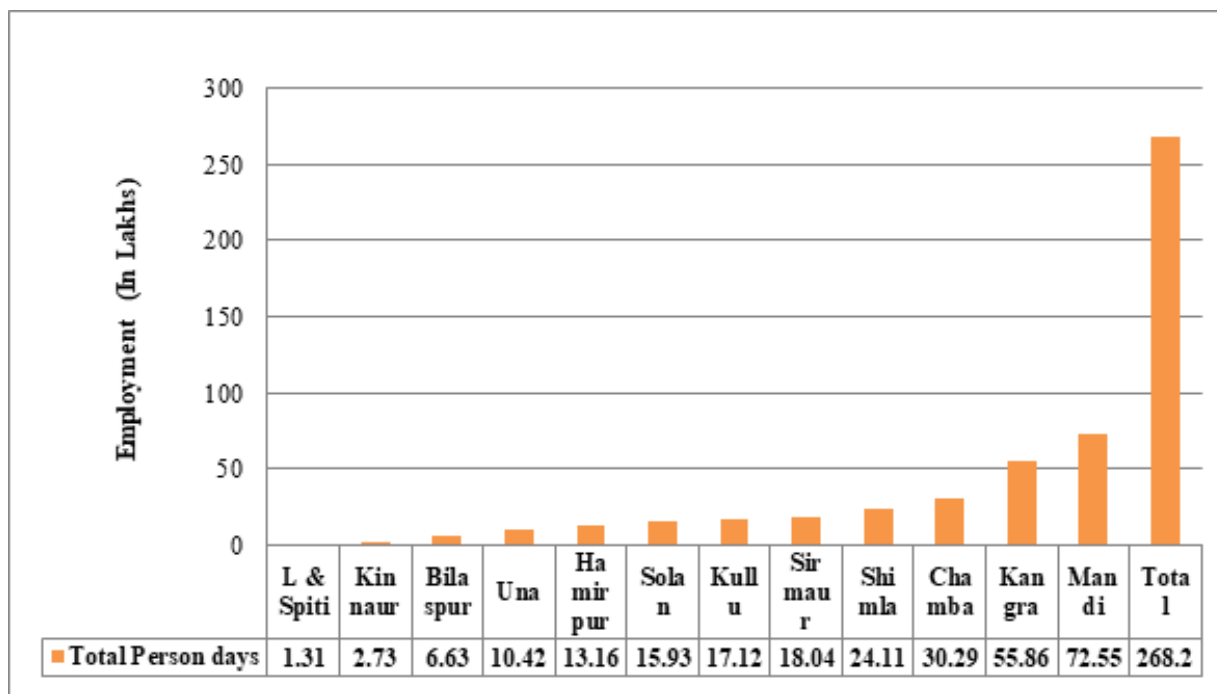
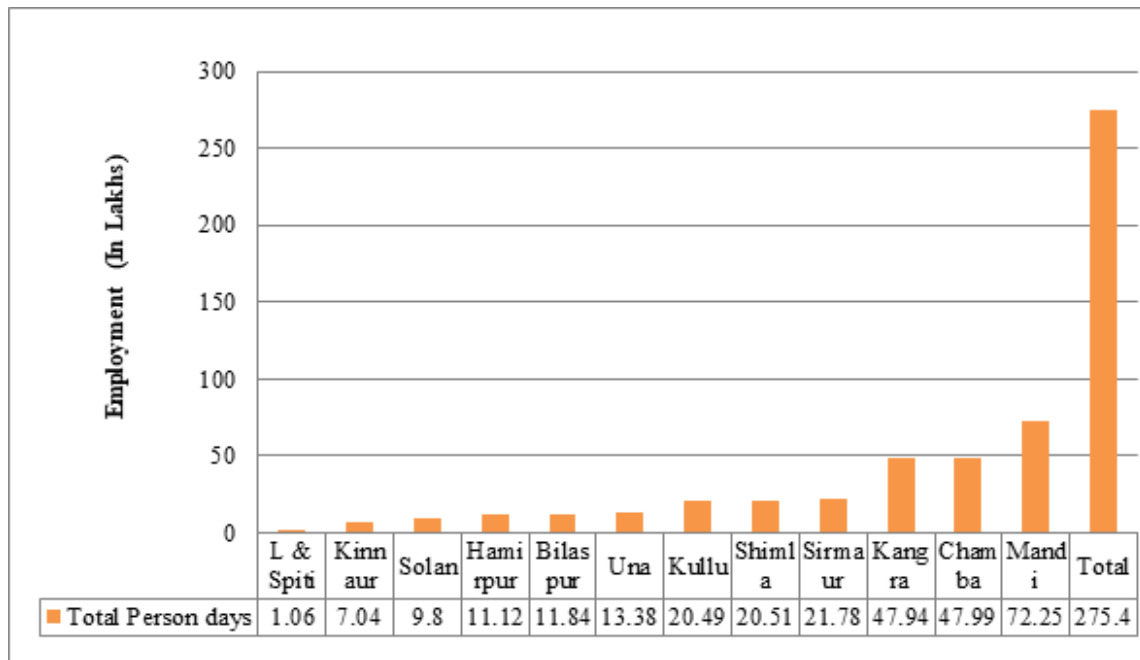


Fig 4. Total person days generated under MGNREGA in H.P. in the year 2011-12.

Source: Compiled from Annual Administrative Report, 2011-12 published by the Department of Rural Development, Himachal Pradesh Shimla.



**Fig 5.** Total person days generated under MGNREGA in H.P. in the year 2018-19  
 Source: Compiled from Annual Administrative Report, 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla.

Lahaul & Spiti and Kinnaur continued their dismal picture with respect to total person days generated in both the years of the study. However, Kinnaur improved its position from as low as 2.73 Lakhs of total person days generated in the year 2011-12 to 7.04 Lakhs of total person days generated under MGNREGS in the year 2018-19. The reasons for poor performance of these districts with respect to low total person days generation under Act is due to small total population of the districts, low number of job cards issued and few numbers of households demanding employment. So, low numbers of households actually were provided employment under MGNREGA which leads to low total person days generation in these districts of the state.

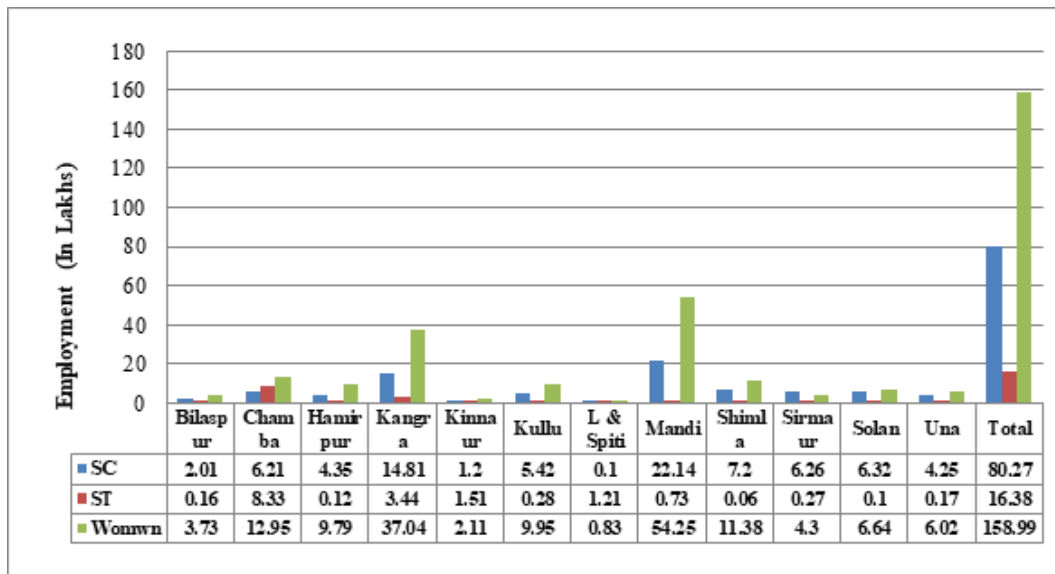
#### 4.4 Person days generated by SC, ST and women

The total number of person days generated by SC in Himachal Pradesh under MGNREGA decreased rose from 80.27 Lakhs in 2011-12 to 74.8 Lakhs in the year 2018-19 registering a percentage decline of -6.81 per cent (Figure 6 and 7). As a percentage to total person days generated, SC contributed 29.93 per cent in 2011-12 which declined to 27.18 per cent in the year 2018-19. Mandi, Kangra and Chamba are the biggest districts in terms of employment generation to SC group in both the years of the study. The SC population as a percentage to total population in Mandi, Kangra and Chamba was 29.38, 21.15 and 21.52 respectively as per 2011 Census of India. But, these districts are also most populated ones in the state. So, when analyzed in terms of person days generated by SC under Act these districts jumps to the highest position. Kinnaur and Lahaul & Spiti are at the bottom with respect to this physical aspect of the Act in the state. The bottom position of district Kinnaur and Lahaul & Spiti is due to: the lowest percentage of SC population in total population of the districts of 7.08 per cent in Lahaul & Spiti and 17.53 per cent in Kinnaur and small overall size of the population of these districts.

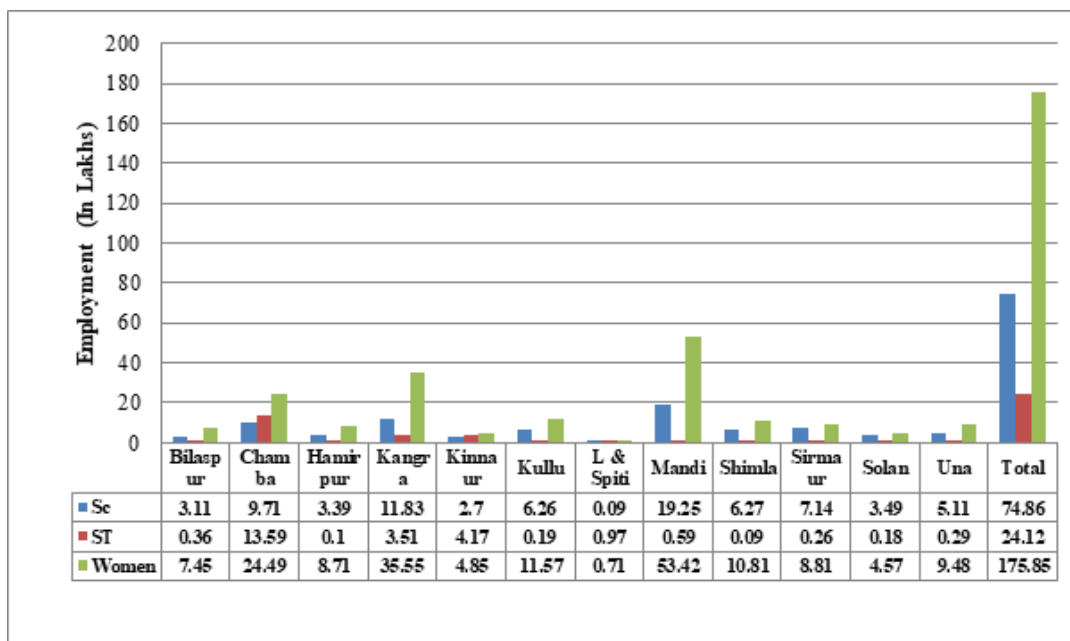
However, the person days generated by the ST rose from 16.38 Lakhs in the year 2011-12 to 24.1 Lakhs in the year 2018-19 registering a percentage increase of 47.13 per cent (Table 1). As a percentage to total person days generated, ST contributed 6.11 per cent in 2011-12 which rose to 8.76 per cent in the year 2018-19. Chamba remained at the first place in both the periods with person days generated by ST of 8.33 Lakhs and 13.5 Lakhs in the years 2011-12 and 2018-19 respectively. Besides Chamba, the other two districts of Himachal Pradesh i.e. Kinnaur and Lahaul & Spiti are the biggest ones in terms of person days generated by the ST under MGNREGA. The reason for these districts being at the top position with respect to person days generated by ST is that two districts viz. Kinnaur and Lahaul & Spiti are the tribal ones where 57.95 and 81.44 per cent respectively of the total population is ST population in the state of Himachal Pradesh. Chamba is the third biggest district in terms of percentage of population to total population of the district grouped as ST (26.10 per cent) population in the state. Whereas, the performance



of Hamirpur, Shimla and Solan being very poor in respect of this aspect of Act in both the periods. The performance of these districts can be attributed to the very small proportion of ST population as a percentage to the total population of the districts. As per 2011 Census of India, this proportion was as low as 0.67 per cent Hamirpur, 1.08 per cent in Shimla and 4.42 per cent in Solan district of the state.



**Fig 6.** Person days generated by SC, ST and Women in the Year 2011-12 in H.P.  
 Source: Compiled from Annual Administrative Report, 2011-12 published by the Department of Rural Development, Himachal Pradesh Shimla.



**Fig 7.** Person days generated by SC, ST and Women in the Year 2018-19 in H.P.  
 Source: Compiled from Annual Administrative Report, 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla.

The person days generated by the women are a very important aspect of the Act keeping in view its long term socio-economic impacts on the economy of the Himachal Pradesh in particular and the country as a whole. The person days generated by women are also significant from the angle that nearly half (49.28 per cent) of the total population in the state is female population. The person days generated by the women rose from 158.9 Lakhs in the year 2011-12 to 175.85 Lakhs in the year 2018-19 registering a percentage increase of 10.67 per cent. As a percentage to total person days generated, women contributed 59.29 per cent in 2011-12 which rose to 63.85 per cent in the year 2018-19. So, the contribution of women is showing an upward trend in total person day generated under MGNREGS in Himachal Pradesh which is a good sign of women empowerment in terms of social status and financial security to them. Mandi, Kangra and Chamba are at the top while Kinnaur and Lahaul & Spiti are at the bottom in respect of employment provided to women under the act during both the years of the study. The reason for Mandi, Kangra and Chamba being at the top in providing employment to women under MGNREGA is that, these are also the districts having the highest female population as well as total population in the state. For example, female population in Kangra, Mandi and Chamba was 50.29, 50.18 and 49.66 per cent respectively in the year 2011. Hamirpur district is having a remarkable feature of more than half (52.27 per cent) of the population as female population in the district, however, the district is the smallest one in terms of area and total population, so when analyzed in terms of absolute figures of women employment under MGNREGA, it tends to move to the lower positions.

#### 4.5 Total number of households completed 100 days employment under MGNREGA

This is also an important aspect of the physical progress of the act in Himachal Pradesh. In the year 2018-19, as many as 69454 households' vis-à-vis 46997 households in the year 2011-12 completed 100 days of employment under MGNREGA in Himachal Pradesh (Table 1, Figure 8 & 9). There was 47.78 per cent increase in the number of households completing 100 days of employment during the period. In terms of number, 22457 households were added in the year 2019-19 as compared to 2011-12. Kangra, Mandi and Chamba occupied the tops three positions with respect to this physical aspect of MGNREGA in the state. Chamba district, which occupied the third position in 2011-12 made a jump to the first position in 2018-19 displacing the Mandi district to the second position. In terms of percentage increases, there was an unexpected increase of 234.37 per cent in the number of households' completing 100 days of employment in district Chamba. Kangra, Mandi and Chamba districts are at the best performing ones in Himachal Pradesh in the above mentioned physical aspects of the MGNREGA i.e. job cards issued, households demanded employment/provided employment and total as well as person days generated by SC, ST and women in the year 2011-12 and 2018-19. Kinnaur and Lahaul & Spiti occupied the lowest position, but there was an addition of 1636 households and 1336 households in Kinnaur and Lahaul & Spiti districts respectively over this period of time. One noticeable point is regarding the smallest and most advanced district of the state i.e. Hamirpur. Hamirpur witnessed a decrease of -85.93 per cent with net deduction of 1569 households completing 100 days of employment under Act in the year 2018-19 as compared to the year 2011-12.

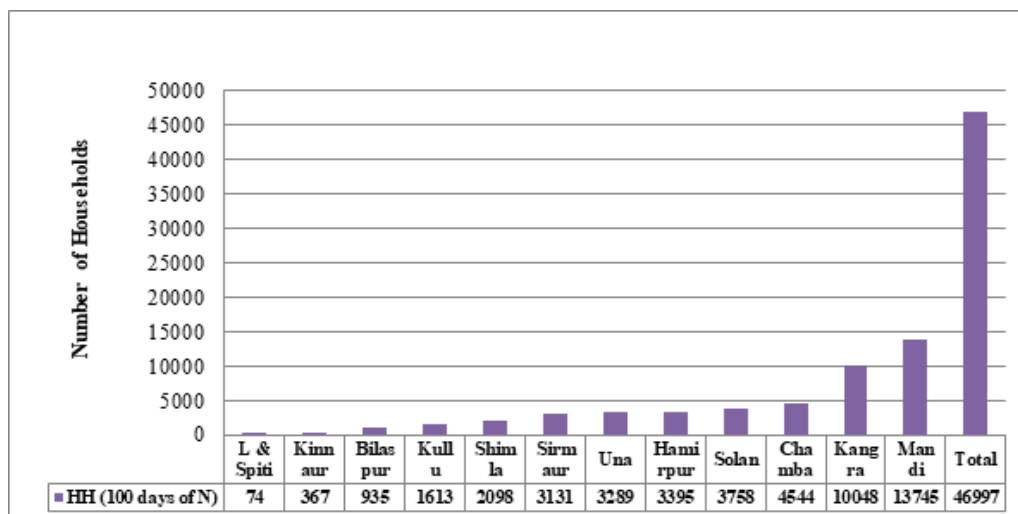
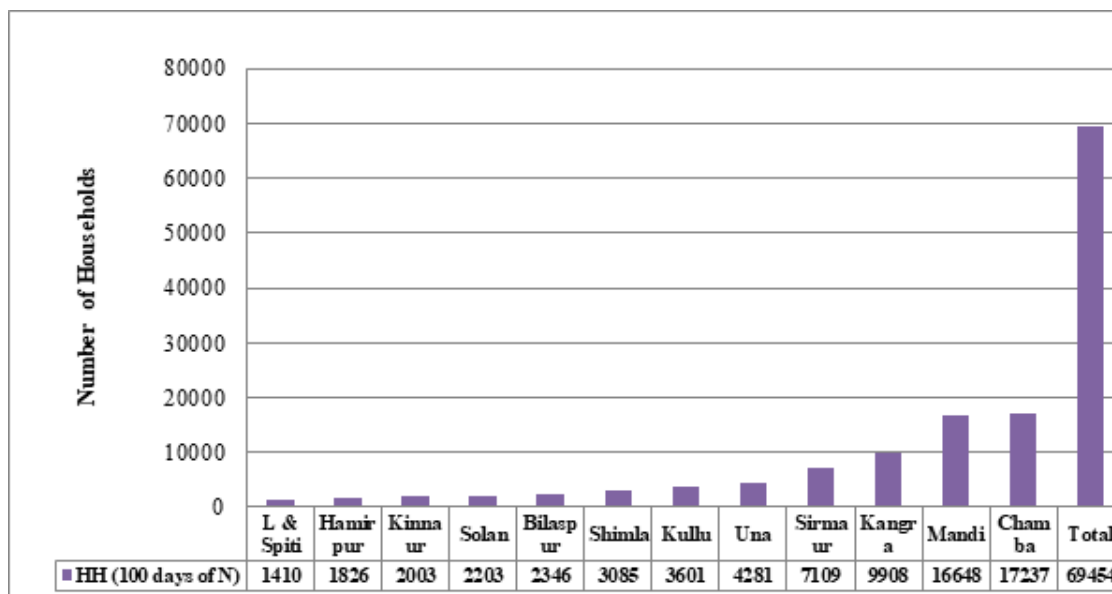


Fig 8. Households completed 100 days employment in the Year 2011-12 in H.P.

Source: Compiled from Annual Administrative Report, 2011-12 published by the Department of Rural Development, Himachal Pradesh Shimla. (Note- N denotes Employment).



**Fig 9.** Households completed 100 days employment in the Year 2018-19 in H.P.  
 Source: Compiled from Annual Administrative Report, 2018-19 published by the Department of Rural Development, Himachal Pradesh Shimla. (Note- N denotes Employment).

## 5 Conclusions

It is found that the Kangra, Mandi and Shimla districts occupied the top positions with respect to number of job cards issued since the inception of the Act in Himachal Pradesh. Lahaul & Spiti and Kinnaur districts exhibited a very dismal picture with respect to number of job cards issued under MGNREGA. The success ratio of demanded employment to provided employment stood at above 90 per cent in both the periods of the study. Mandi, Kangra and Chamba turned out to be the biggest districts, where success ratio was highest. The inter-district total person days generation under MGNREGA shows that Mandi district occupied the top position in both the years. Kangra, Chamba, Shimla and Sirmaur are the other three major districts in terms of employment generation. Lahaul & Spiti and Kinnaur showed very poor performance in respect of total person days generated in both the years. The total person days generated by SC were highest in Mandi, Kangra and Chamba districts during the reference period. Kinnaur and Lahaul & Spiti are at the bottom with respect to this physical aspect of employment generation by SC under the Act in the state. Chamba, Kinnaur and Lahaul & Spiti districts are the biggest ones in terms of person days generated by the ST. The person days generated by the women are a very important component of the MGNREGA as half of the total population in the Himachal Pradesh is female population. As a percentage to total person days generated, the contribution of women is showing an upward trend under MGNREGA in Himachal Pradesh which is a good sign of women empowerment in terms of social status and financial security to them. Mandi, Kangra and Chamba are at the top while Kinnaur and Lahaul & Spiti are at the bottom in terms of person days generated by women under MGNREGA during both the years of the study. Kangra, Mandi and Chamba occupied the tops three positions with respect to households completing 100 days of employment during the period. One noticeable point is regarding the smallest and most advanced district of the state i.e. Hamirpur. Hamirpur witnessed a decrease in the number of households completing 100 days of employment.

In Brief, Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) has shown a significant improvement in different physical aspects in Himachal Pradesh in the financial year 2018-19 vis-à-vis 2011-12. The number of job cards issued and the number of households demanded and provided employment under MGNREGA has been increasing continuously in all the districts in Himachal Pradesh. Another important physical aspect of the Act is the increasing person days generated by SC, ST and women under the MGNREGA. However, there is much to do in achieving the balanced progress in different districts of Himachal Pradesh in various physical aspects which needs a comprehensive perspective and academicians to carry on further research on the financial aspects of Act also.

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