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Employment Creation and Income Enhancement through MGNREGS: Impact Assessment on Beneficiary Households of Haryana

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ABSTRACT

Poverty, destitution, unemployment, and inequality have remained significant causes of social injustice across the globe in general and in developing countries in particular. Mahatma Gandhi National Rural Employment Guarantee Scheme is a "stellar example of rural development" through employment generation and vulnerability reduction. The present study attempted to assess the impact of a right-based employment generation programme on the employment and income of the rural poor in Haryana. This study is based upon field-level analysis, selecting 384 respondents through multi-stage sampling from four districts: Karnal, Hisar, Jhajjar, and Nuh of Haryana. The study used statistical tools such as the Standard of Living Index, Lorenz Curve, Gini Co-efficient, Difference-in-Differences Method and tabular analysis to elaborate upon the study's objectives. The study found that the scheme has helped in providing around thirty-nine employment days to a household in the selected districts in a period of four consecutive years from 2017-18 to 2020-21, which was higher than the state's average employment days, thirty-five and relatively low than the national average of forty-nine employment days as per secondary data for the respective period. The scheme enhanced income and upgraded the quality of life of some beneficiaries to a certain extent. The study results portrayed that the state of Haryana has been a moderate performer in terms of the socio-economic impact of the scheme and has a significant potential to be realised. Implementation lacunas must be altered immediately to utilise fiscal resources efficiently. Reducing staff shortages and enhancing transparency and accountability with the help of ICT, timely social audits, and stringent punitive actions in case of fudging will help achieve far-reaching development goals.

Keywords: *Employment, Income, Quality of Life, ICT, MGNREGS.*

Introduction

Poverty is a socio-economic condition characterised by deprivation and marginalisation, often having limited access to education, healthcare, clean water, adequate food, housing, and other essential services. Poverty is often associated with the lack of income or financial resources but is a complex issue encompassing social and political dimensions, and its impact extends beyond material deprivation (Ravallion, 1998). Since poverty affects individuals, families, and communities, limiting their opportunities and perpetuating cycles of deprivation, efforts are made by the government and administrations to combat poverty and implement schemes and programmes to eradicate it. Employment and unemployment are critical indicators of an economy's health and the population's well-being. High employment rates generally indicate a robust economy with sufficient job opportunities, income generation, and economic growth. Conversely, high unemployment can indicate economic downturns, lack of job opportunities, and potential social and economic challenges. Work opportunities play a crucial role in promoting both economic and social development. Not only does employment offer higher incomes and improved benefits, but it also reduces poverty.

In the twentieth century, the word development attained the most concern of normative Economists, and the crux of development lies in increasing the quality of human life along with its capabilities. Providing them with a livelihood is essential to improve their quality of life. Public Works Programmes are designed as a bridge to more permanent employment, provide poverty relief, help mitigate both unexpected and seasonal shocks, and help mitigate idiosyncratic shocks that arise due to temporary or structural job crises. These programmes employ labour-intensive works, assist in developing infrastructure and asset creation, and help in providing a long-term asset base for further development. There are various environmental benefits as the works in such programmes are soil conservation, water conservation, flood control, land development, irrigation facility improvements, and many others. These programmes have various short-term and long-term positive economic impacts and are relevant for Sustainable development.

After independence, various Public Works Programmes (PWP) were implemented in India to provide employment and reduce poverty. These programmes employed a significant percentage of the rural poor and helped alleviate poverty. However, these programmes were not based on the ‘right to work’ and could not meet the growing requirement of employment opportunities. To achieve ambitious objectives such as poverty eradication, employment generation, and the creation of community assets in rural areas, the government decided to subsume existing programmes like Sampoorn Grameen Rozgar Yojana and National Food for Work Programme into the most extensive and exclusive Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) with legal foundation. The government enacted the scheme in a phased manner in 2006, and in April 2008, the scheme was implemented nationwide, covering all rural areas. MGNREGS represented a fundamental departure from previous wage employment programmes, signifying a paradigm shift as it is the first of its kind PWP, which statutory guarantees wage employment. Rights-based framework, demand-driven, self-selecting, bottom-up approach, empowering panchayati raj institutions, transparency and accountability safeguards are some salient features of this transformative PWP.

Review of Literature

Shanthi and Geetha (2014) assessed the impact of MGNREGS on Tribal living standards in a block of the state Tamilnadu. It was found that the Quality of Life Index was significantly associated with per capita income. Analysis of the data revealed that the majority of Households received an average hundred additional days of employment after joining the scheme.

Malangmeih *et al*. (2014) examined the impact of MGNREGS on HH's income, employment, savings and expenditure patterns in West Bengal. The study found that there was a 34.5 per cent increase in average employment days per year, an average 15 per cent increase in the number of persons in the labour force per family, a 24 per cent increase in average annual income and a 14 per cent increase in average yearly consumption expenditure and there was no significant change in savings.

Panda (2015) highlighted essential components such as economic, social, and environmental sustainability, which can be achieved through MGNREGA. The study found that the average annual income of beneficiaries was ₹ 14,798 and of non-beneficiaries ₹ 9800 during 2011, 96 per cent of MGNREGA beneficiaries felt secure in food availability as against 88 per cent from the control group, 99 per cent of beneficiaries had bank/post office account compared to only 2 per cent of non-beneficiaries. Regarding social sustainability, 74 per cent of workers attended Gram Sabha, where the MGNREGA agenda was discussed; 95 per cent of workers admitted that social audits had been undertaken in all cases, and 89 per cent of them admitted that MGNREGA had empowered women in their society. For environmental sustainability, 75 per cent mentioned that work under MGNREGS had improved the ecological base of their rural economy.

Kumar *et al.* (2015) analysed the performance of MGNREGS in terms of income generation and employment creation in Haryana. The study found that the scheme has a minimal impact on generating additional employment days and income. Further, the study found that the low participation of workers was due to less awareness, fewer work days, lower wage rates, fewer facilities at work sites, no possession of job cards, the non-availability of cheap conveyance means, etc.

Bhattacharyya (2015) examined the living standards of the participants in MGNREGS in the Kapili development block in Assam, comparing the situation before and after the programme implementation and the cases of participants and non-participants. The study found that due to the scheme, the family expenditure of respondents has grown; most beneficiaries admitted that they could now avail of better healthcare, while non-participants of similar income status stated that they could not help of better healthcare. It was further observed that female participants from SC/ST communities benefited more than other communities after the scheme.

Sunil and Anupriya (2015) evaluated the impact of MGNREGS on income, women's empowerment, village economy and wage rates in the state of Haryana. The majority of respondents reported that the scheme has a significant impact on their income and expenditure patterns. Most female respondents said that their income and employment opportunities have increased; this has helped their empowerment and enhanced their bargaining power in the labour market. The study found flaws in the implementation process and suggested that people's participation, employment creation as an entitlement, proper planning, and implementation could prove effective in the scheme's success.

Sarkar and Islarly (2017) studied the economic impacts of MGNREGS on casual labourers in Jharkhand. The study found increased total employment days per household in 2015-16. There was an increase in the number of households who have completed a hundred days during the year. However, the female work share in total work days was less than the statutory minimum. The study found some things that could be improved, such as biases in the selection of labour, time allocation of work and delays in wage payment.

Bhattacharyya (2018) highlighted the impact of the rural employment scheme on the livelihood of the participants in North 24 Parganas. The study found that only 22 per cent of male and 41 per cent of female beneficiaries stated that their economic position has changed. The study found that most males and a little more than one-third of females were engaged in any other form of work than MGNREGS. The study revealed that after the scheme's implementation, the growth rate for agricultural wages for women had increased more than for male beneficiaries.

Deininger and Liu (2019) explored the heterogeneous welfare impacts of MGNREGS on direct beneficiaries in Andhra Pradesh. The study found an increase in nutritional diet in the districts with one year of implementation and increased access to nonfinancial assets of beneficiaries in districts with two years of performance. The study found that the benefits were more pronounced for the marginalised section. The study found no evidence of higher private investment in land development after increased income from NREGS. The study realised the potential of NREGS in reducing caste-based inequality in the long run.

Jatav and Chakraborty (2019) assessed the role of MGNREGS in reducing risk and vulnerability of livelihoods in the semi-arid tropics in Telangana. The study found that in the years of drought, per household average employment days under MGNREGS and the number of households that completed a hundred employment days were higher than the national average. The study found that MGNREGS provided the most significant coping mechanism to the vulnerable segment in drought years. However, the study found various challenges such as delays in wage payments and resultant vulnerability in drought-affected areas, calculation of wages based on the volume of work ignoring the fact of hardships in breaking the ground in dry, rocky areas, lack of availability of sufficient work in comparison to demand etc.

Singh and Chaudhary (2021) assessed the socio-economic impact of MGNREGA on participating households in the Tonk district of Rajasthan through participatory research design and analytical and descriptive statistics. The study found that MGNREGA income, economic category, agriculture and animal husbandry income, and family size significantly impact consumption levels in selected districts and during the reference period. The study added that the scheme substantially affects the income, savings, enhanced consumption, and standard of living of beneficiaries' households.

Patra and Dash (2023) attempted to analyse the impact of MGNREGA on the livelihood promotion of people with low incomes in rural areas of the Dhenkanal district in Odisha. The study found that income sources, employment days, and annual income have notably enhanced after the scheme. Most respondents were satisfied with the scheme, and their expenditure on health, education, and debt repayment besides food has been improved. Savings of a few HHs have also increased. Along with these impressive results, the study also highlighted certain impediments to the scheme in the form of lack of awareness, inadequate and delayed payment of wages, fragile assets and bottlenecks posed by bureaucratic set-up.

Methodology, Data, and Objectives

The study is based on primary data from 384 beneficiary households selected through multi-stage sampling. Firstly, four districts, Karnal, Hisar, Jhajjar and Nuh, were selected purposely out of 22 districts in Haryana. These districts have been deliberately chosen because they encapsulate various agricultural methods, social structures, religious affiliations, and economic activities that define the wide-ranging experiences of MGNREGS beneficiaries throughout Haryana. In the second, third and fourth stages, two blocks from each district, three villages from each block and sixteen beneficiary households from each village were chosen randomly. A mixed-method research design was adopted as primary data was qualitative and quantitative, ensuring detailed micro-level investigation and robust data collection. Insights from qualitative data helped elicit the truth, made the study descriptive and provided meticulous details about stakeholders, various issues, and problems in their regional context regarding implementation and asset creation beneath MGNREGS. In contrast, quantitative data helped analyse multiple facts and figures concerning the study's objectives. For primary data collection, in-depth interviews with the help of carefully designed interview schedules, case studies, focus group discussions, worksite visits, etc., were conducted in Haryana. Collected data was exhibited using tables and graphs. The study used statistical tools such as the Standard of Living Index, Lorenz Curve, Gini Co-efficient, Difference-in-Differences Method and tabular analysis to elaborate upon the study's objectives. The specific objectives of the study are:

- To calculate the standard of living index for beneficiary households
- To assess the impact of MGNREGS on employment creation
- To assess the impact of the scheme on level of income

Results and Discussion

The Standard of Living Index was computed to understand the socio-economic condition of beneficiaries' households. Evaluating the standard of living based on assets involves considering their value, variety, and the extent to which they contribute to improving the overall quality of life. The movable and immovable assets can indicate when participants need support from public works programmes such as MGNREGS. A higher number and value of movable and immovable assets typically show an improved standard of living. In contrast, fewer assets may suggest a lower standard of living and potentially more significant economic vulnerability.

Table 1: Household characteristics and their score to calculate the Standard of Living Index (SLI)

Sr. No.	Characteristics of Household	Scores
1	Ownership	Yes = 2; No = 0
2	Type of House	Pucca house = 4, Semi-pucca = 2, Kachacha = 0
3	Separate Kitchen	Yes = 1, No = 0
4	Source of Light	Electricity =2, Kerosene, Gas, or Oil = 1, Other = 0
5	Water Facility	Pipe, hand pump, or well in residence/yard/plot = 2, Public tap, hand pump, or well = 1, Other water source = 0
6	Toilet Facility	Own flush toilet = 4, Own toilet without flush = 3, Public or shared flush toilet or own pit toilet = 2, Shared or public pit toilet = 1, No facility = 0
7	Cooking Fuel	Electricity, liquid petroleum gas, or biogas = 2, Coal, charcoal, or kerosene = 1, other fuel = 0
8	Four-wheeler	Yes = 4, No = 0
9	Two-wheeler	Yes = 3, No = 0
10	Phone	Yes = 3, No = 0
11	Live-stock	Yes = 2, No = 0
12	Refrigerator/Fridge	Yes = 3, No = 0
13	Washing machine	Yes = 3, No = 0
14	Electric fan	Yes = 2, No = 0
15	Atta chakki	Yes = 2, No = 0
16	Inverter	Yes = 2, No = 0
17	Agriculture Land	5 acres or more = 4, 2.0–4.9 acres = 3, less than 2 acres or acreage not known = 2, no agricultural land = 0
18	Irrigation	Household owns at least some irrigated land = 2, No irrigated land = 0

Source: - prepared by researchers following the approach of National Family Health Survey (NFHS-2), India 1998-99

Table 2: Score of Standard of Living Index

Sr. No.	Range	Description
1	0-10	Low standard of living
2	11-17	Medium standard of living
3	18-47	High standard of living

Source: - Prepared by researchers following the approach of National Family Health Survey (NFHS-2), India 1998-99

In assessing the standard of living by examining movable and immovable assets, a comprehensive analysis considered the significance of each asset. The evaluation process involves assigning weights to these assets, particularly durable and high-value items. The specific weights attributed to each asset category are presented in Table 1. This weighting system ensures that the assessment reflects the presence of assets and their relative importance in influencing an individual's or household's standard of living. This analysis employs a methodology akin to that used in the NSSO survey to compute the total score based on assets. However, it is worth noting that not all questions from the NSSO survey were included in the interview schedule, such as those related to items like beds and TVs. Consequently, the maximum achievable score here is 47, 67 in the NSSO survey. The range has been normalised accordingly to ensure a consistent standard of living assessment. If a family's score falls below 10, it indicates a low standard of living. Scores between 11 and 17 reflect a medium standard of living, and a score exceeding 18 suggests a high standard of living.

Table 3: Standard of Living Index

Standard of Living Index	Karnal	Hisar	Jhajjar	Nuh
Low Standard of living	0	3(0.8)	3(0.8)	15(3.9)
Medium Standard of living	30(7.8)	35(9.1)	36(9.4)	25(6.5)
High Standard of living	66(17.2)	58(15.1)	57(14.8)	56(14.6)

Source- Field survey

Utilising the Standard of Living Index (SLI) as a metric, it was observed that there were variations in the living standards across different districts. In Karnal, Hisar, Jhajjar, and Nuh, 0, 3, 3, and 15 households fall into the low standard of living category. These households face significant economic challenges. Conversely, a substantial proportion of households in Karnal, Hisar, Jhajjar, and Nuh, numbering 30, 35, 36, and 25, respectively, were classified within the medium standard of living category. This suggests a relatively better economic situation for these families. Most households in all four districts were enjoying a high standard of living. Precisely, 66 households in Karnal, 58 in Hisar, 57 in Jhajjar, and 56 in Nuh are placed in this category. These households were experiencing a comparatively good economic situation, indicating a better quality of life.

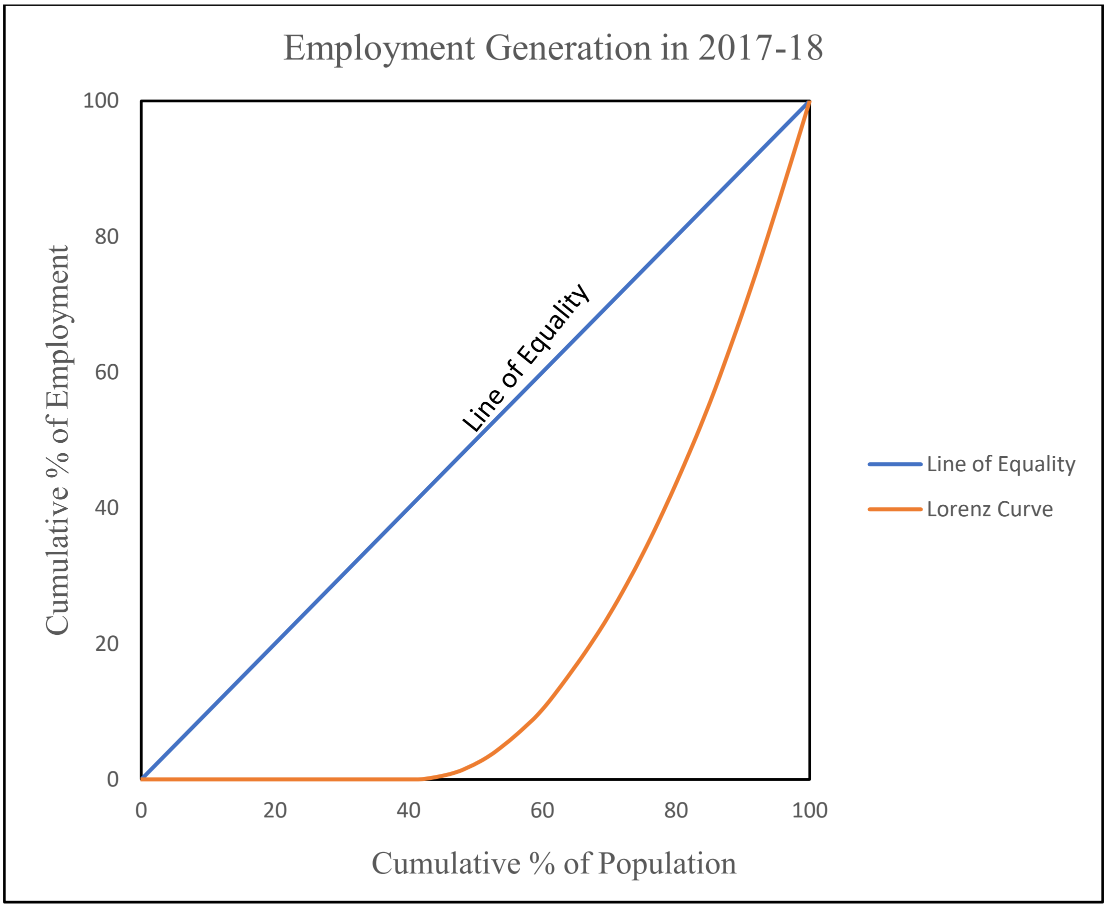
Employment Creation

To understand the scheme's impact on employment creation, primary data related to employment days in four consecutive years, from 2017-18 to 2020-21, was gathered and represented with the help of tables and Lorenz curves.

Table 4: Employment Generation in Selected Districts (2017-18)

District	Less than 25 days	26-50 days	51-75 days	76-100 days	Total sample HHs
Karnal	34	20	13	29	96
Hisar	30	19	25	22	96
Jhajjar	85	6	4	1	96
Nuh	63	10	13	10	96
Total	212	55	55	62	384

Source: Field Survey



Source: Field Survey

Total Employment Days in the Year (2017-2018) = 11826

The area between the line of Equality and Lorenz Curve= 30.32665

Value of Gini Index= 0.60653

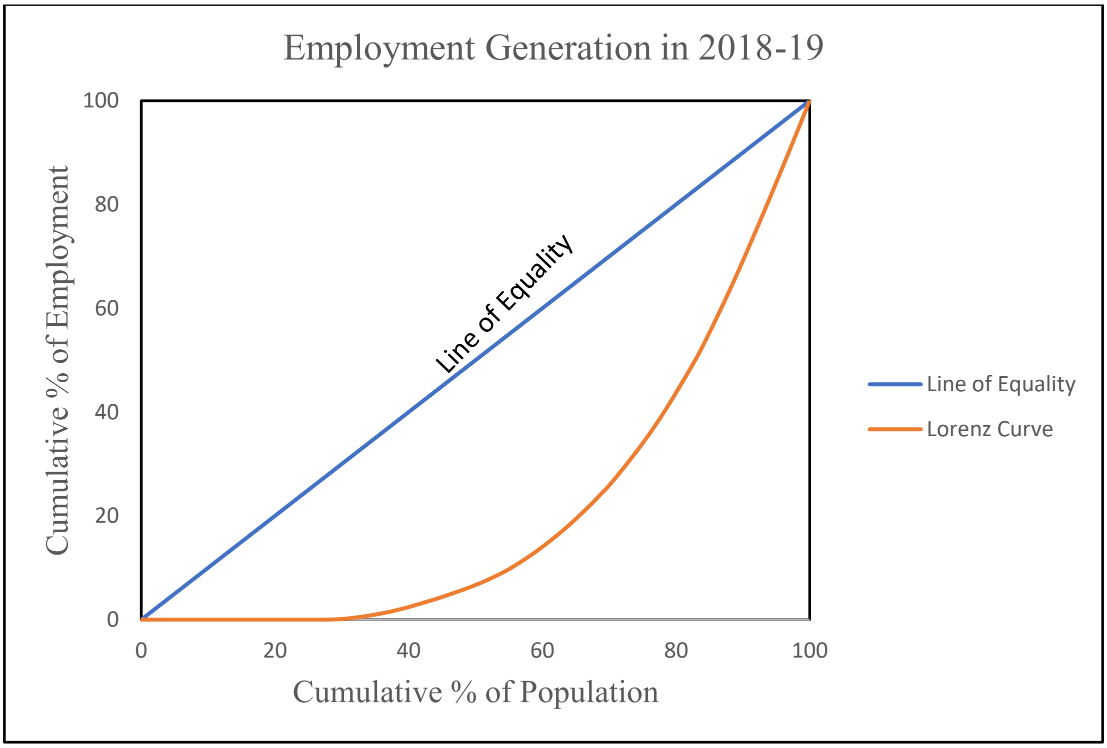
Table 4 exhibits that fifty-five per cent of households were provided less than 25-person days under the fundamental scheme, which guarantees a hundred employment days to a household. Nearly fourteen per cent of households were provided working days in the range of 26-50 days. The same was the percentage for the 51-75 days category. Only sixteen per cent of households were fortunate enough to get more than 75 days under the scheme. The shape of the Lorenz curve and the value of the Gini coefficient reveal a high degree of inequality in employment provisioning in the year 2017-18. Lorenz curve fell far off the equality line, and the Gini coefficient value was enumerated as 0.60653. Inequality in employment provision indicated ad hoc rationing to some extent in the districts under study. Case studies in this regard exemplified the cases of biases at the local governance level.

Table 5: Employment Generation in Selected Districts (2018-19)

District	Less than 25 days	26-50 days	51-75 days	76-100 days	Total sample HHs
Karnal	29	17	18	32	96
Hisar	52	21	15	8	96
Jhajjar	73	11	3	9	96
Nuh	63	11	8	14	96
Total	217	60	44	63	384

Source: Field Survey

Table 5 represents a slightly better situation than 2017-18 regarding more than 75 days of employment. Meanwhile, the percentage of households receiving 51-75 days was reduced by three per cent, and the percentage of households receiving less than 50 days increased by almost three per cent, representing a troubled situation. The value of the Gini-coefficient was 0.58134, showing moderate improvement in equality in the year 2018-19 compared to the previous year. The primary data represented a perturbing picture of the employment guarantee scheme where only a small fraction of beneficiaries benefitted from the scheme, and the remaining segment was getting little from the universal scheme. Qualitative data revealed the procedural lapses in the scheme, which were the causal factors of the moderate performance of the scheme in Haryana.



Source: Field Survey

Total Employment Days in the Year (2018-2019) = 12058

The area between the line of Equality and Lorenz Curve= 29.06721

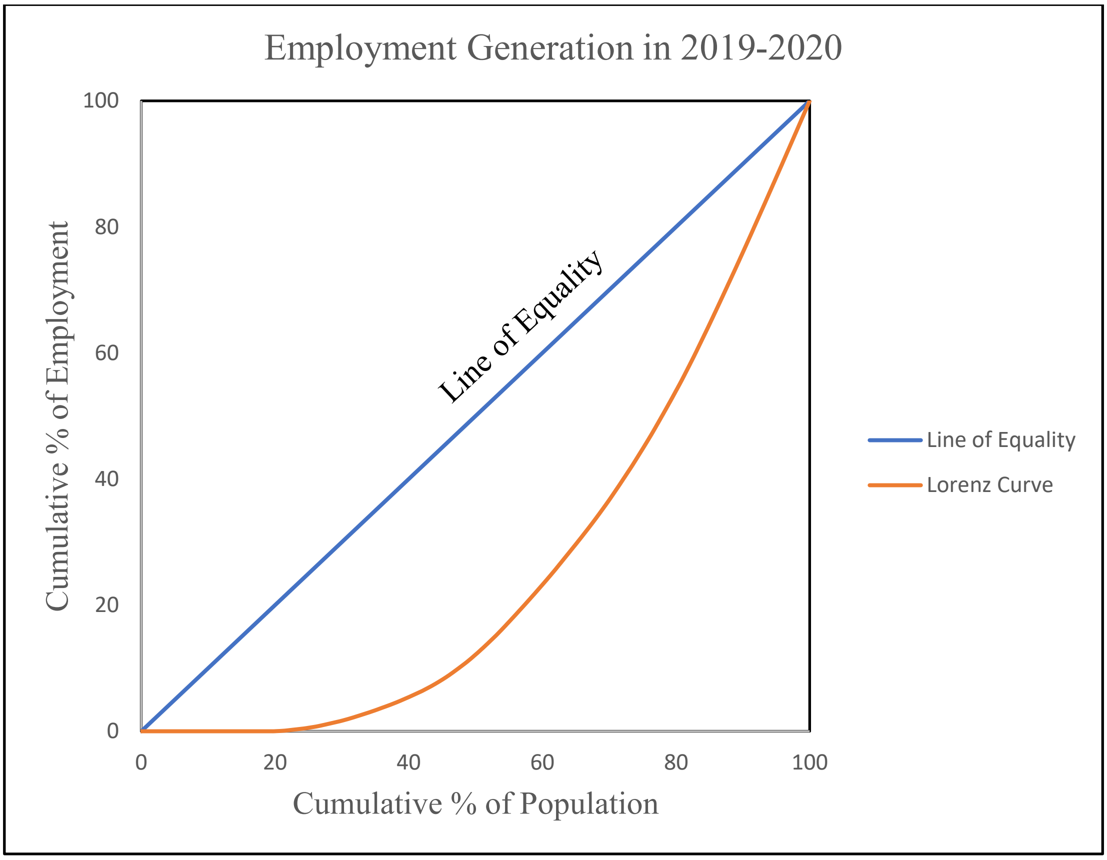
Value of Gini Index= 0.58134

Table 6: Employment Generation in Selected Districts (2019-20)

District	Less than 25 Days	26-50 days	51-75 days	76-100 days	Total sample HHs
Karnal	15	13	20	48	96
Hisar	27	25	21	23	96
Jhajjar	70	08	12	06	96
Nuh	57	17	9	13	96
Total	169	63	62	90	384

Source: Field Survey

A glance at Table 6 shows that the overall situation improved in 2019-20 compared to the previous two years. Twenty-three per cent of households got more than 75 days of employment, and the condition of more than 50- and 25-day categories also improved this year. The line of inequality also reduced, and the value of the Gini coefficient decreased further to 0.48562, reflecting some equality. Karnal and Hisar districts performed well in providing more than fifty employment days, whereas Nuh and Jhajjar provided less than fifty days to seventy-nine per cent of their beneficiaries. The study within the state highlighted regional differences in terms of implementation.



Source: Field Survey

Total Employment Days in the Year (2019-2020) = 15807

The area between the line of Equality and Lorenz Curve= 24.28123

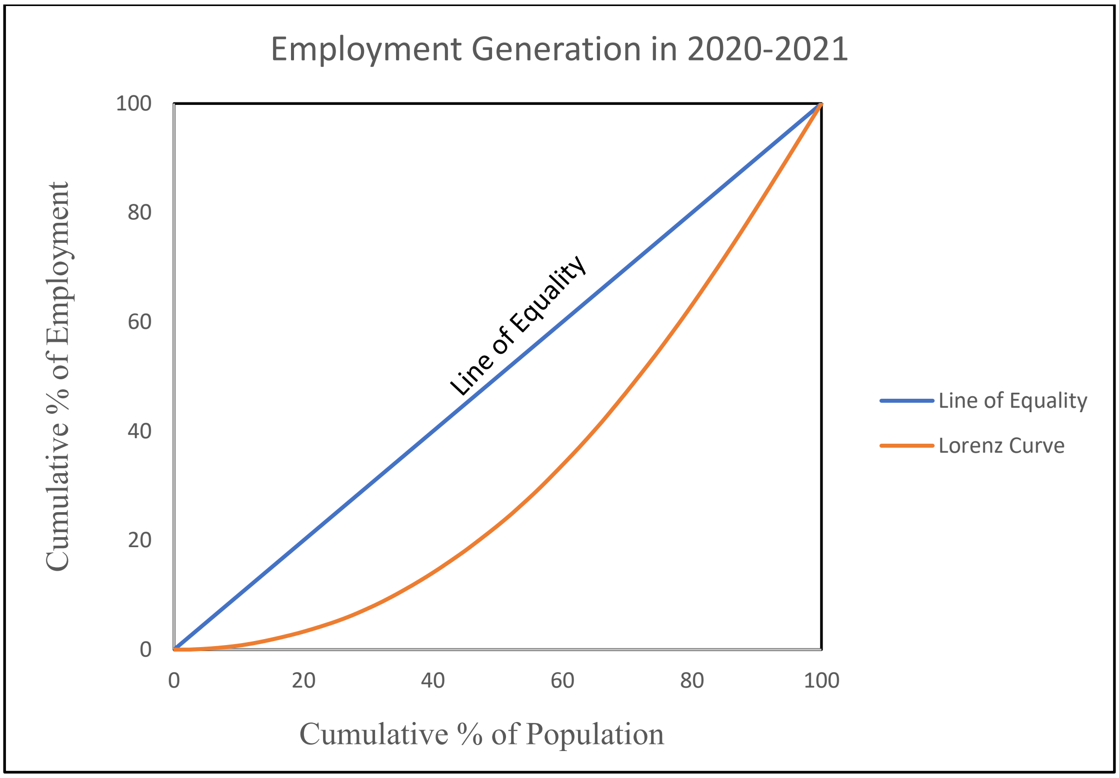
Value of Gini Index=0.48562

In the year 2020-21, due to the COVID-19 pandemic and nationwide lockdown, the government of India enhanced the budget for employment guarantee scheme, keeping in view the need for employment days in local areas to provide economic security to the nation's labour class—results of govt. Effort can be seen in the table 7. More than 31 per cent of households received 76 and above employment days, and the percentage of households getting 51-75 days also increased. Karnal and Hisar also increased average employment days in Nuh and Jhajjar. The value of the Gini coefficient has reduced from .60 in 2017-18 to .35 in 2020-21. The shape of the Lorenz Curve is nearer to the line of equality. The data shows that MGNREGS can reduce the vulnerability of poor sections of the country during the economic downturn.

Table 7: Employment Generation in Selected Districts (2020-21)

District	Less than 25 days	26-50 days	51-75 days	76-100 days	Total sample HHs
Karnal	20	16	17	43	96
Hisar	14	34	18	30	96
Jhajjar	38	23	13	22	96
Nuh	34	14	22	26	96
Total	106	87	70	121	384

Source: Field Survey



Source: Field Survey

Total Employment Days in the Year (2020-2021) =20019

The area between the line of Equality and Lorenz Curve= 17.79584

Value of Gini Index=0.35591

Table 8: Average Employment Days at District, State and National Level

Year	Karnal	Hisar	Jhajjar	Nuh	Haryana	India
2017-18	44.9	47.9	7.8	22.6	33.12	45.6
2018-19	50.7	29.4	19.4	26.1	33.73	50.8
2019-20	65.4	48.4	22.1	28.7	35.37	48.4
2020-21	61.4	55.9	44.7	46.5	39.31	51.5

Source: Primary and Secondary Data (https://nrega.nic.in/)

Table 8 portrays the average person days in four years of study in selected districts of Haryana along with state and national average days under the scheme. The table depicts that Haryana's performance in terms of average employment days has remained poorer than the national average. Karnal and Hisar districts in Haryana state have performed nearer to the national average except for the performance of Hisar in 2018-19. Jhajjar and Nuh performed worse than the state except in 2020-21. The analysis suggests the need for a "look up" approach towards the nation's best-performing districts and states by poor performers.

Income Generation

Employment days are directly related to income generation. The state government decides the wage rate. Initially, the scheme promised a wage rate of ₹ 100 per day; from January 2011 onwards, wages have been linked to increase with the Consumer Price Index for Agricultural Labour (CPI-AL) for each state. In Haryana, the unskilled wage rate for MGNREGS workers is ₹ 357, the highest in the nation. In the selected districts, employment data for four consecutive years was collected, and based on the average increment in a household's employment days, an income increase was calculated. Table 9 represents a minimal increment of less than ₹ 6000 in annual revenue of around one-fifth beneficiary households. About eighteen per cent of respondents reported a moderate increase in their annual household income ranging between ₹ 6000 to 12000. An increase in revenue between ₹ 12000 to ₹ 18000 was for twenty-three per cent of households. Around thirty-five per cent of households reported a satisfactory increase, which was more than ₹ 18000 in their income. Much of this enhanced income was spent on quality food items, healthcare services and semi-durable goods. This increased income due to supplementary employment opportunities helped in the upgradation of the quality of life of beneficiary households, which is reflected in the Standard of Living Index (Table 3).

Table 9: Impact of MGNREGS on Income (In ₹)

Distt.	Less than 6000	6001-12000	12001-18000	18001-24000	More than 24000	Total
Karnal	11	8	26	28	23	96
Hisar	10	27	33	20	6	96
Jhajjar	37	21	14	12	12	96
Nuh	33	13	17	24	9	96
Total	91	69	90	84	50	384

Source: Field Survey

To assess the impact of the MGNREGS on rural households' income, Difference-in-Differences (DID) was also employed to observe the changes in household income over time. A group of villagers working under MGNREGS was considered a treatment group.

Because of the Panchayat elections, which occurred in 2016-17, the implementation of the MGNREGS faced challenges. This resulted from the dissolution of the previous Panchayat bodies and the pending formation of new ones. This situation is also clearly reflected in the data collected from the respondents. Among the 384 responses gathered, 297 (approximately 77%) reported zero working days under MGNREGS during that period. This circumstance presents an advantageous scenario for conducting a (DID) analysis. The presence of these 297 respondents who did not participate in MGNREGS effectively forms a control group. This control group served as a baseline against which the outcomes of the MGNREGS participants were compared.

Table 10: Average Annual Income with and without MGNREGS (in ₹)

Year	Income after MGNREGS	Income without MGNREGS	Increased Income due to MGNREGS
2020	134906	119208	15698
2019	128411	117973	10438
2018	120499	113009	7490
2017	117907	111975	5932
2016	102301	102301	0

Source: Field Survey

DID = (134906-102301) – (119208-102301) = 15698.

Table 10 outlined the Difference-in-difference evaluation of the MGNREGS's influence on income for five consecutive years. This analytical approach facilitates the assessment of a policy's impact by comparing changes in outcomes over time between distinct groups. Since the data was selected for the respondents who had not earned any income from MGNREGS in 2016, the difference in that year remained 0. 2017 demonstrated an MGNREGS Income difference of ₹ 5932 between participants and non-participants. In 2018, households engaged in the MGNREGS earned ₹ 7490 more than their counterparts who did not participate. For 2019, MGNREGS participants observed an additional income of ₹ 10438 compared to non-participants. In 2020, participants in MGNREGS experienced an increase in Income of ₹ 15698 than that of non-participants. The results represented with the help of DID analysis proved that MGNREGS helped upgrade beneficiaries' quality of life to an extent that, unfortunately, was far from the envisaged outcomes of the scheme.

Conclusion

The study found that the state of Haryana has been an average performer in terms of the socio-economic impact of the scheme and has a significant potential to be realised even after nearly two decades. The scheme has tremendous potential in alleviating poverty and providing supplementary livelihood sources. The study with the results of the pandemic year also supported the fact. To achieve expected results, active response by government agencies, timely fund releases, skilled and trained implementing agencies, and active community participation. The study found cases of biases and ad hoc rationing, indicating the scheme was supply-driven, which made the scheme's implementation contradictory to the provisions and entitlements through the scheme. Table 3 about the standard of living index indicated fewer low- and medium-standard living groups than high-standard living. This fact also stated the absence of self-targeting and biased provisioning of employment opportunities. Implementation agencies provided more employment days to their akin families and social groups. Implementation lacunas must be altered immediately to utilise scarce fiscal resources efficiently. Proper convergence with other schemes may help enhance scheme funds, employment days, and quality asset creation. Reducing procedural lapses and staff shortages, enhanced awareness about the scheme's entitlements and transparency, and accountability with the help of ICT, proper planning, Community involvement, timely social audits, and stringent punitive actions in case of fudging will help achieve far-reaching development goals. Gender-specific work distribution, work-site facilities and unemployment allowance provision, timely wage payments, firm measures against machinery use, and contractors' involvement in practice can enhance the scheme's outcomes. Prompt grievance redressal is the dire need of the hour. Female labour force participation may be improved by more involvement of females in planning and execution. Regular celebrations of Rozgar Divas and conducting gram sabha with the maximum involvement can increase people's faith in the scheme. Asset creation with nature conservation needs to be given more significance.

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