

Chapter - 6

Conclusions and Recommendation

Conclusions

Based on the scheme-wise findings of study, following conclusions have been drawn on various employment generation schemes:

a) NREGS

- ❖ In all the sampled blocks there was lack of technical staff, most of the technical staff are on contractual basis, due to the unavailability of technical staff at block level most of the NREGS assets constructed are not being supervised and monitored.
- ❖ At the district /block level, due to the frequent transfers of senior officials involved in the implementation of the scheme, the scheme is getting delayed, due to which wage payment of workers also gets delayed.
- ❖ Most of the block offices in all the seven districts, do not have full time BDOs. Most of them were extension officers from Agriculture and Animal Husbandry & Veterinary department. These extension officers do not have the required experience or expertise for implementation of the scheme. Enough number of vehicles are not available for field visits
- ❖ Muster Rolls and job cards are not being maintained properly by VEC/AEC. They have also not been trained for the job. Even some of the job cards have been issued without pasting photographs
- ❖ Work site facilities which are required to be provided under the guidelines of NREGS are missing at all the work sites visited by our Field Teams.
- ❖ There are no Panchayati Raj Institutions (PRIs) in MEGHALAYA. In the absence of PRIs, the beneficiaries are not able to put their difficulties transparently
- ❖ There are no guidelines followed by AEC/VEC, while enrolling the beneficiaries of the scheme

- ❖ The local community is not fully informed about the work to be taken in hand before the Start of the works ,
- ❖ Some of the constructions visited by the team of evaluators are getting damaged due to non compliance of quality specification
- ❖ Lack of monitoring by higher authorities
- ❖ As per the observation of evaluators, in most cases the amount sanctioned appeared to be higher than the actual construction cost
- ❖ On completion of work at one site, several administrative and technical Procedures have to be fulfilled before the final payment is made to the workers. The delay in making the wage payments to the workers is a cause of embarrassment to the implementing agency. It also affects the availability of workers for subsequent works.
- ❖ Non-availability of a dedicated computer system at block level for NREGS works creates several difficulties like delay in communicating to the workers, non-submission of progress reports in time, delay in making wage payment, poor updating of data, etc.
- ❖ Majority of the AEC/VEC in all the districts do not have copies of NREG Act, either in English or in regional language.

b) SGSY

- ❖ The success rate of SGSY scheme in the seven districts of Meghalaya is not satisfactory. Many of the intended benefits under SGSY have not reached the swarozgaris in a proper way due to some weakness in design and implementation
- ❖ Animal husbandry and Agriculture related occupation were dominant SGSY activities. Not many traditional activities were given priority
- ❖ The scheme envisages an income of Rs. 24000/- pa for the BPL mark to be crossed. Most of the SHG were having marginal or insignificant profits.
- ❖ In most of the Self Help Groups, the selection of activity was finalized through group discussion; there has been very limited role of block officials, social activators and bankers in decision making.

- ❖ The corruption in banks is delaying the loan process, many of the swarozgaris have indicated that bank officials are asking for bribes for sanctioning the loans
- ❖ Lack of training has been one of the major concerns in the scheme. There is lack of understanding of SGSY scheme amongst many of the swarozgaris
- ❖ There is lack of supervision and monitoring by the district/block officials. No follow-up is being done to see whether the ongoing SHG/individual swarozgaris are able to run their business in an effective and efficient manner.
- ❖ There is also shortage of field officers at block level for proper supervision of the SHGs.
- ❖ Some of the swarozgaris are utilizing the loan money for their personnel purpose

c) SGRY

- ❖ The SGRY scheme has been merged with NREGS, there is no fund allocated under NREGS for maintenance of assets constructed under SGRY, due to lack of maintenance the assets are getting damaged
- ❖ No proper records of SGRY scheme are maintained at district and block level
- ❖ Most of the beneficiaries were not aware about programme under which they have availed the benefit
- ❖ Most of the beneficiaries got only cash and no food grains under SGRY. As per the guidelines of SGRY, food grains should be given as part of wages under the SGRY to the rural poor at the rate of 5 kg per manday and a minimum of 25% of the wages to be paid in cash.
- ❖ Fund of individual beneficiary have been utilized in creating the community assets like:- road, drain, slaughter house, podium, rest shed, school building. The programme had not been effectively communicated to the district, block and village level implementing authority

d) PMRY

- ❖ Some of the beneficiaries availing loan from the bank did not start the ventures/units due to inadequate finance or lack of demand for their products or services
- ❖ As specified in the guidelines of PMRY, the income-ceiling limit of the beneficiaries should be Rs. 40,000 per annum to avail the loan. Most of the beneficiaries interviewed, fall into the annual personnel income group of above Rs.45001 to more than Rs. 60000
- ❖ A majority of ventures started under PMRY were owned individually
- ❖ The participation of female beneficiaries under PMRY is very limited
- ❖ Many of the beneficiaries who started the venture could not sustain it for long and had closed down the units due to the tough competition and inadequate finance
- ❖ DICs is not following a viable frame work for up gradation of training provided to the beneficiaries in terms of the changing market condition
- ❖ The PMRY scheme was intended to provide employment not only to the beneficiaries but also to the family members and others. But the proportion of beneficiaries reporting as unemployed as well as unpaid family labour at the time of application had declined
- ❖ There is no proper follow-up by DIC

e) REGP

- ❖ There a lack of infrastructure facilities at the district level offices of KVIB. There is also inadequate staffing in the office.
- ❖ There is no proper follow-up by KVIB
- ❖ No changes are suggested to the beneficiaries for proper design and implementation of their venture/units by KVIB
- ❖ Most of the KVIB district offices are working in a casual manner, there is lack of monitoring or surprise checks from the KVIB in this regard

- ❖ Though some of the beneficiaries availed loan from the bank, but did not start the ventures/units due to inadequate finance or lack of demand for their products or services
- ❖ Those beneficiaries who have got the loan, but his/her venture/units is affected by natural calamity are not provided any kind of financial/technical assistance for restarting the venture/unit
- ❖ The participation of female beneficiaries under REGP is poor
- ❖ The present duration of training is not sufficient for getting proper knowledge for setting up of business
- ❖ The bank officials pays visit more than four times before sanctioning the loan
- ❖ In remote areas, there is lack of awareness of employment generation scheme amongst the people

f) Sericulture

- ❖ The allocation of funds for employment generation scheme under sericulture is too less
- ❖ There is no proper linkage of market opportunities under the sericulture scheme by the directorate
- ❖ All of the beneficiaries are satisfied with the field officers due to their frequent visit
- ❖ Few of the beneficiaries have indicated that they have not got any stipend during the training programme
- ❖ There is a lack of teaching materials/supporting equipment/medicine
- ❖ At present the coverage area of employment generation scheme under sericulture is very limited

g) Vocational Training

- ❖ The duration of training programme is not adequate for equipping the beneficiary in gaining skills for creating self employment
- ❖ There is lack of awareness of Vocational training programme
- ❖ There is a lack of infrastructure facilities at VTC, Tura
- ❖ Office records are not maintained properly
- ❖ The number of trainees mentioned in the registers is more than the actual number of trainees
- ❖ There is insufficient staff in the VTCs
- ❖ No monitoring is being carried out by the higher level authorities
- ❖ There is no follow-up done by the VTC after completion of training

h) Employment Generation Scheme under fisheries department

- ❖ Most of the beneficiaries belongs to APL family
- ❖ On the basis of physical visit of ponds, it can be said that the utilization of the fund allocated to the beneficiaries is not being utilized towards their income generation
- ❖ Most of the ponds visited by the evaluation team, did not have any fish
- ❖ No monitoring is being carried out by the higher level authorities
- ❖ There appears to be a lack of coordination between the beneficiaries and district officials
- ❖ Except Community fishery development project and aquaculture development for 1000 ponds, all other remaining employment generation scheme limited impact.
- ❖ Due to non availability of breeding and feeding, there is a very limited growth in income

Recommendations

a) NREGS

- ❖ There should be well experienced technical staff at block level for carrying out proper supervision and monitoring of construction work
- ❖ The DPC should not be given any additional charge, except the DRDA work
- ❖ There should be full time BDOs, if at all there is an extension officer he/she should undergo training before taking charge. Sufficient vehicle facility should be provided to block level offices for field visit
- ❖ Proper training should be given to AEC/AEC for maintaining the job cards and muster rolls in a proper manner
- ❖ There should be availability of worksite facilities as per the guidelines of NREGS at all the ongoing worksite.
- ❖ There is a need for having a proper peoples machinery like PRIs for implementation of the scheme
- ❖ The services of unemployed youth as volunteers can be taken for supervision and monitoring of NREGS
- ❖ Required information must be passed to verify the mutual understanding of the activities of the scheme
- ❖ The present administrative and technical procedures should be made simpler while making the wage payments to the workers
- ❖ Proper availability of a dedicated computer system for NREGS works can be maintained at the block level

b) SGSY

- ❖ More traditional activities should be given priority
- ❖ SGSY guideline should be followed at the time of selection of beneficiaries and counseling activities should also be carried out
- ❖ While finalizing of the activity of SHG, the participation of block officials, social activators and bankers in decision making should be given more priority.

- ❖ The target approach to group formation need not be adopted rigidly. Officer should have the time to nurture the groups once the name of members have been selected
- ❖ Proper monitoring of groups needs to be done at various stages of their growth, strengthening and group monitoring methods including selection of leaders, homogeneity of group member, etc. needs to be developed
- ❖ Training and awareness are required for the swarozgaris towards their entitlements and responsibilities. Training needs to be undertaken in much more systematic manner covering groups according to some schedule
- ❖ Strong surveillance is required to check corruption, due to siphoning off of profits or payment of bribes at every point in the procedures
- ❖ Bankers need to be much more proactive in monitoring the financial aspects of the scheme and visiting the groups more frequently
- ❖ Lack of training has been one of the major concerns in the scheme. There is lack of understanding of SGSY scheme amongst many of the swarozgaris
- ❖ Market survey needs to be stressed and explained to swarozgaris
- ❖ Viability of activities selected should also be considered from all angles

c) SGRY

- ❖ There should be a separate fund allocated for maintenance of assets constructed under SGRY

d) PMRY

- ❖ DICs should follow a viable frame work for up gradation of training provided to the beneficiaries in terms of the changing market condition
- ❖ Banks and DIC official should assist the beneficiary to start the unit at the earliest and supervise the activities at least at the beginning
- ❖ Bank and DIC need to develop some package to assist the beneficiary owners of the closed units to revive closed or defunct units

- ❖ Banks should interact periodically with the beneficiaries, this would help keep constant watch on the happening and state of affairs in the unit and improve the rapport between the bank and beneficiary
- ❖ The estimate of investment for the PMRY units needs careful attention to mobilize additional fund for investment in the unit
- ❖ Scrutiny of the projects should be properly done to make sure that there is demand for the proposed product or services in the market before sanctioning the loan
- ❖ A special training is needed to motivate beneficiaries to repay the loan. The training institution should be informed to incorporate some of the related topics
- ❖ Interest should be charged only after the unit starts functioning, which would help the beneficiary to repay the loan properly

e) REGP

- ❖ Better infrastructure facilities should be provided at the district level offices of KVIB.
- ❖ Proper follow-up by KVIB
- ❖ A special training programme can be organized for beneficiaries for proper design and implementation of their venture/units
- ❖ The State KVIB should extend the necessary help to beneficiaries for creation of better marketing avenues
- ❖ The KVIB should strengthen the monitoring system
- ❖ Scrutiny of the projects should be properly done to make sure that there is demand for the proposed product or services in the market before sanctioning the loan

f) Sericulture

- ❖ There should be increase in the allocation of funds for employment generation scheme under sericulture

- ❖ There should be proper linkage of market opportunities
- ❖ The duration of the training programme under sericulture needs to be increased
- ❖ The coverage area of employment generation scheme under sericulture should be extended

g) Vocational Training

- ❖ The duration of training programme under Vocational training scheme need to be increased
- ❖ IEC activities of Vocational training programme should be carried out by VTC.
- ❖ Better infrastructure facilities should be provided at VTC, Tura
- ❖ VTC should be maintaining all the records in a proper manner.
- ❖ Monitoring activities should be carried out by the higher level authorities
- ❖ Follow-up activities should also be done by the VTC after completion of training

h) Employment Generation Scheme under fisheries department

- ❖ The selection of the beneficiaries should be carried out on the basis of family status.
- ❖ Monitoring activities should be carried out by the higher level authorities
- ❖ A proper coordination should be maintained between the beneficiaries and district officials
- ❖ All income generating scheme under fisheries department should be increased in equal proportion
- ❖ Directorate of Fisheries should manage breeding and feeding for growth of the scheme