



Presentation of findings from the study

Inclusion of People with Disability in MNREGA

A Study in Kolar District of Karnataka, India

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GRAAM

Grassroots Research And Advocacy Movement

Supported By:

Employment and Disability Institute (EDI)

Cornell University

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Study Objective



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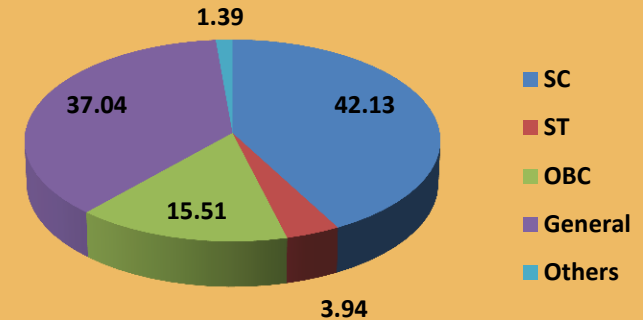
- To understand the employment and economic scenario of PWD, including their participation in MNREGA
- Conduct a policy-analysis of MNREGA and its implementation for understanding potential areas of disability-inclusiveness;
- Understand knowledge, attitudes, and perceptions of local-level implementers of MNREGA towards inclusion of PWD in their programs

Respondents Details



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- PwDs: 454
- Families of PwD: 432
- Panchayat Members: 04 GPs (FGD)
- PDS/Secretary:04
- PWD Network Members: 16
- Out of 454 PwD respondents 292(64%) male and 162(36%) female
- 37% (171:148 Male and 23 Female) of the households are headed by PwD themselves



Age-Groups	Male	Female	Total	Percent
18-35	107	79	186	40.97
36-45	56	27	83	18.28
46-60	76	28	104	22.91
61-80	52	25	77	16.96
>80	1	3	4	0.88
Total	292	162	454	100.00

Study Area



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Kolar District of Karnataka

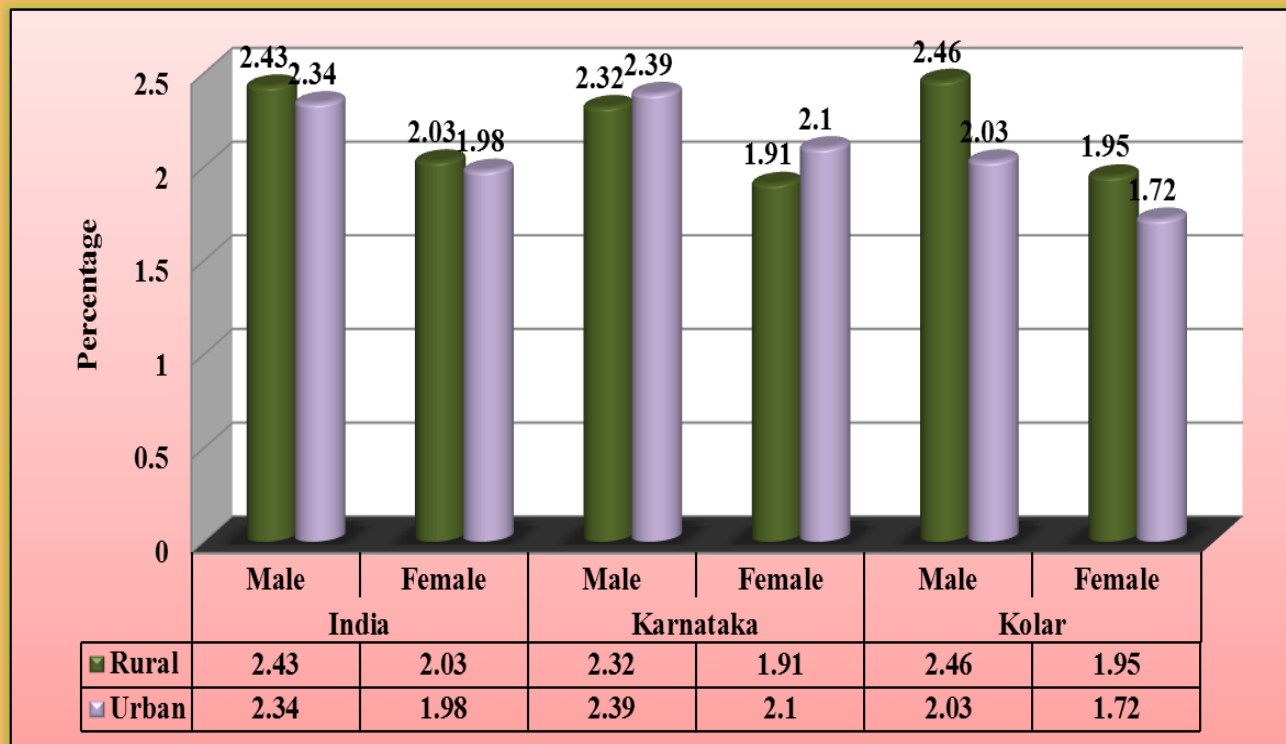
- 12th position in the PwD Population in the state (Total PwD 32,277: Male-18040, Female: 14237) according to Census 2011
- One of the most backward districts in the state (Ranked 17 in HD).
- Kolar provides more possibilities for diversifying MNREGA-related work (i.e. ecological restoration, agriculture related allied activities, etc).
- 30.32% of the district's population is SCs which is higher than % of SC population in the state (17.15 %)
- Just 72 km away from the state capital, and so it has easy access to power centre



Population of PwD : India - Karnataka - Kolar



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Source: Census 2011

- India (2.21%): PwDs in Rural (2.43%) is higher than Urban area (2.17%)
- Karnataka (2.17%) : PwDs in Rural (2.12%) is lesser than Urban area (2.25%)
- Kolar (2.10%): PwDs in Rural (2.20%) is higher than Urban area (1.87%)

Socio-Economic Status



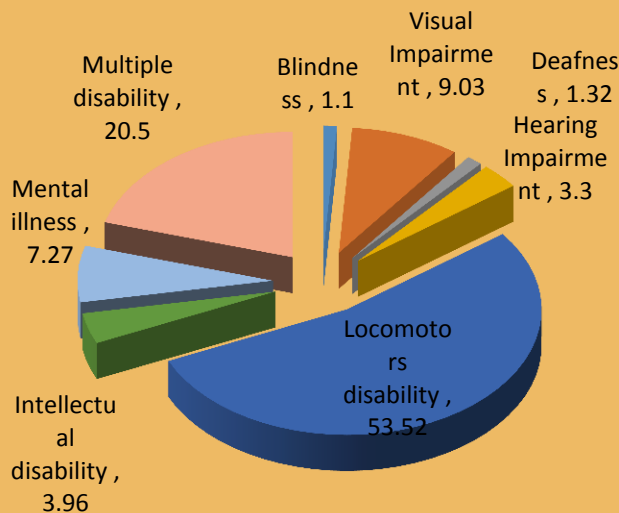
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- 71% the PwD in the productive age group earn < Rs 1200/ - per month
- 70% PwD do not have any immovable property in their name and 93% own no movable assets
- Only 69% families possess land, 94% families living in own house
- Only 2.6% of families said they can afford to take *professional medical treatment* without any difficulty in case of *serious illness*. 14% do not take treatment at all.
- Around 54% of the families **had little / fewer meals** due to shortage of food. One or more members of the family in 53% of the households interviewed slept with hunger in the last ONE YEAR due to shortage of food.
- Majority of the families (67.59%) never experienced ONE FULL Day without food in the past ONE YEAR.
- *Only 22% families are having toilet facility at home*

Disability: Status and Issues



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- 40% have disability from birth and 60% acquired disability
- 35% of the PwD do not have certificate.
 - 31% are not aware about requirement of certificate to claim the disability status,
 - 41% lack required facilitation
 - 28% unable to bear the expenses
 - 19% unable to travel to certifying authority office
- 68% families said **Difficult to attend their work and they often lose wages** while caring for PwD
- 63% families said they lack money to seek care and special service such as periodical medical treatment, assistive aids, rehabilitation etc
- Families are also troubled by negative attitude of society (48%), emotional difficulties (53%) faced interpersonal discord (44%), physical strain to take care (43%). 40% of the respondents also said Government should take care of PwD



Disability: Status and Issues

- As per PwDs Certificate, 59% of PwDs are having disability above the level of 75%. Around 35% are in the severity level between 45% and 75%. Only about 5% are having severity of less than 45%.
- According to the results of 'Self Assessment Questionnaire' to assess severity of disability by PwDs themselves administered in the study:
 - Around 62% are able to take care of self **without** the support of equipment / aids and most of them belong to above 75% severity category.
 - Around 17% *'cannot take care of self even using equipment / aids'* and majority of them fall in to above 75% severity as per certification
 - *Around 15% 'can take care of self with the support of equipment / aids'*
 - About 4% said they *'never tried aids / equipment or aids / equipment are not-available.'*

“Certification process is more corruption prone now than earlier. Previous Govt created pension slab according to the severity of disability. Although intention of the Govt was good to give more amount to the severely disabled (above 75%), demand for certificate with higher severity is increased and so the corruption” –

Member of PwD Network in FGD

Employment Opportunities



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- Out of the 454 PWDs, 82% of PWDs are in the age group of 18-60 years.
- Only 34% of the PWD (18-60 yrs) are employed (43% M / 19% F)
- 69% of PwDs said there is no job opportunity for them in the village.
- Among the employed 54% lacking required training, only 36% have sufficient aids and equipment to perform their job and 38% are not aware of the provision of assistive tools or aids at workplace.
- 80% of the families encourage PwDs to work with Non-PwDs.
- 76% of the families said PwDs can work with assistive aids/ assistance and about 24% said they cannot work at all

Lack of Social Security and Social Capital



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- Many PwDs are facing 'positive discrimination'
- 15% of families believed the causes of disability were either witchcraft / black magic or God-given punishment for sins in previous life. This belief is high amongst PwD (39%)
- 83% of the families surveyed never participated in any of the community governance systems (SDMC, VHSC, Village Panchayath, etc).
- 58% of families of PwD are not involved in any self help groups (SHG)
- The only social entitlement reaching the majority (62%) of the PwD is '**disability pension**'.
- Only 16% have Bus/Train pass facility, 5% of PwDs got essential Equipment/Appliances, and 2% got the benefit of rural housing scheme.
- 97% are having ration cards; 76% BPL and only 21% are having *anthyodaya card*



Why MNREGA should be inclusive of PwD?

- 79% of households reported a need for a MNREGA job, but only 34% received a job card.
- 66% of families surveyed believe PwD can work under the MNREGA program.
- 82% of PwD surveyed are in the productive age group of 18-60 years.
- 47% of PwD in the productive age group are in need of MNREGA jobs. The requirement is higher (55%) in the age group of 36-45 years.
- Focus Group Discussions revealed that PwD feel they can work, and need to, for their own dignity.
- Most of (71%) the PwD (18-60 yrs) having less than Rs 1200/- monthly income





MGNREGA does not accommodate PwDs

- Present inclusion of PwD in MNREGA is *actually seems to be by default and not by design*
- Only 34 PwDs worked in MNREGA out of 454 surveyed
- PwD in the family are less aware of NREGA (35%) compared to the other family members (49%).
 - Only 6% PwD are aware of exclusive MNREGA Grama Sabha.
 - Only 15% PwD have participated in the graama sabha of any kind.
- 34% families say PwDs cannot work, mainly because they perceive MNREGA has physical labour and it is difficult to work

What implementers said?

- GP members strongly felt that *“it is impossible for PwDs to work in MNREGA”* in all 04 GPs. They said *‘PwD less than 40% of severity may be able to work’*
- *We rather prefer them to help than making them to work. How can we make disabled person to work?*
- *Non-PwD may object if work relaxation and additional benefits are given to PwD.*
- *Panchayat members do not have information about the provision made for inclusion of PwDs in MNREGA*

MNREGA – Accessibility



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- Families in Need of MNREGA: 342 (79.2%)

Of the families that has the job Card (147)

- **58% got a job**
- **Only 10% got 100 days of work, 20% got 75days to 100 days of work. 49% got less than 50 days of employment.**
- 67% families got work within 15 days of submitting application, 7% got the job after 03 months and rest got the job within a months time.
- **41% of the families who are in need of NREGA did not get an employment opportunity.**
- From those who did not get the job despite application:
 - 66% said they did not get an unemployment allowance and remaining 34% did not respond.
 - When the reasons analyzed, **80% of them are not even aware of provision of unemployment allowance.** 8% said the GP did not provide the allowance and they were aware of the provision and rest of the respondents (11%) did not demand for the allowance though they were aware of the provision.



Lack of Other Job Opportunities

- Although 69% of the families own land, only 35% indicated agriculture as primary income source – indicating decreasing dependency on agriculture.
- 69% of families are dependant on non-continuous or largely seasonal employment for income.
- 69% of PWD responded that there are no job opportunities for them in their village.
- PwDs opined ‘employment is not just for wage, its also for our dignity’



Voice of the Implementers..

- GPs will provide job for PwD only when provisions are made in action plan and work estimate. Otherwise, PwD will never be included. Engineers will pass the bill based on the approved estimate and measurement. In MNREGA work, first we have to invest our resources and later take the payment, hence no one will be interested to provide job for PwD. PwDs will be accommodated only when there is strict rules are made similar to 03% grant being reserved for them in GP” – *Member from Harati GP, Kolar District*
- “It is difficult to provide job for PwD under MNREGA. It would be difficult for them to work. NREGA is a hard labour work, it may further harm them and make more disabled. Also, other workers will object if relaxations are given to PwD. People will also blame us if we make the disabled person to work” – *GP Member*



Opinions from the PwD group

- There should be an exclusive scheme for PwD under MNREGA. One can easily find 600 PwDs in 10 GPs, but definitely will not find even 10 PwDs working in NREGA. Unless exclusive work for PwD is planned, it is impossible to ensure inclusion”
- “Bill should not be passed unless prescribed number of jobs are given to PwDs. PwDs should get a job card. I can say at least in my panchayat, cards are with GP members and officials, and they use it as per their discretion”
- “PwDs are not getting opportunities. GP members themselves are getting all the work done and hence difficult to expect inclusion of PwDs. Members also say when normal people are not able to do NREGA job, how a PwD can work”



Affirmative Action Required

- Affirmative action is required to ensure PwD inclusion
 - Both at the policy and the implementation level
 - PwDs should be considered most vulnerable as most belong to poor and socially backward categories
- In the absence of other livelihood opportunity; MNREGA becomes very important for vulnerable groups



Policy Level

- The act should affirmatively make an effort to acknowledge special categories like PWDs by stating exclusive provision under *Conditions For Guaranteed Rural Employment Under A Scheme And Minimum Entitlements Of Labourer (Schedule II of the Act)*
- Make it mandatory to issue exclusive job cards for every PWD who can/want to work.
- Make scope for providing additional day of work and wages for PWDs.
- Budget should be specifically earmarked for accommodating PwD and also for required assistive tools .
- PwD inclusion issues should be brought under social audit



State Action

- State needs to pay full attention to the Strategy for vulnerable groups issued in the Operational Guidelines (4th edition)
- Identifying and earmarking jobs for PwD in consultation with the PwD advocacy groups and community members
- Making District Level Coordinator responsible to accommodate vulnerable groups as suggested in the guidelines.
- Ensure mandatory provision in Management Information System for including PWD
- *Revise MNREGA formats to mention disability status*
- *Active involvement of civil society organization to organize PWDs*
- *Design and develop appropriate work for PWD taking learning from other states.*
- *Establishing separate PWD Kayaka Sangha and priority for a PWD to be the convener of other Kayaka Sanghas.*
- Developing one exclusive program in each Gram Panchayat which shall be implemented only through PWDs.



Implementation Level

- Awareness on MNREGA should be increased. Word-of-mouth channel appears to be more effective
- Train GP leaders and functionaries to be aware of and be sensitive to needs of PwD. Removing misconception in the family members is also very important.
- Inform PwD of their rights under MNREGA.
- Raise awareness about the causes of disability and the social model of viewing disability.
- Encourage PwD to join self help groups (SHG)
- Accommodate PwD in the existing programs on priority basis



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Thank
you

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Participation of Family in MNREGA – Highlights

- Families in Need of MNREGA: 342 (79.2%)
- Having job card: 147 (34%)
- Not applied for work: 56 (38.10%)
 - Not interested: 03
- Applied for work: 91 (61.9%)
- Obtained work: 86 out of 91 (94%)
- Complete Man Days (100) of work obtained: 09 (10.5%) families



Participation of PwD in MNREGA – Highlights

- PwD in Need of MNREGA: 194 out of 454 (42.73%)
- PwD in productive age group (18-60) in need of MNREGA: 176 out of 373 (47.14%)
- Name in the family job card(JC): 93 out of 147 families having JC (63.27%)
- Not applied for work: 59 of 93 (63.44%)
- Applied for work: 34 out of 93 (36.56%)
- Obtained work: 34 of 34 (100%)
- Complete Man (100) Days Accessed: 00 out of 34 (21 PwD got less than 25 days)