



## A STUDY ON THE IMPACT OF MGNREGS ON EMPOWERMENT OF WOMEN AND THE PROBLEMS FACED BY THEM IN THE FIELD( WITH SPECIAL REFERENCE SANKARI (TALUK))

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### **Abstract**

The women's contribution to family and society is highly significant as they are regarded as the nation builders. The women labour especially under Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) is in the lime light in the recent past especially in the globalized era. The rural women labour earlier used to depend heavily on agriculture for employment, and now they are shifting their trend towards MGNREG Scheme. The various provisions under MGNREG scheme has excelled their preference to work. The past 5 years have significantly witnessed the trend in employment especially in rural areas with reference to women labour. The changing gender composition of agricultural wage labour and in MGNREG Scheme has brought a clear picture that the proportion of women is increasing considerably. But, the women problems especially in both areas have not been recognized properly. The quantum of work, leisure hours and special provisions for women in extreme cases were not been fulfilled. Though there is a considerable change in the wage pattern, the basic amenities are still unsolved problems. In view of these issues, the present paper will provide complete field based observations on women labour both under MGNREG Scheme and as well as for the women agricultural labourers. The study will brought a clear picture on the various problems faced by the women labour especially in both areas with special consideration on the quantum of works and other amenities provided. The study is conducted in the select **Five** villages of **Namakkal Districts in the state of Tamil Nadu**. The study mainly focuses on analyzing the various similarities and special observations on the problems faced by the women labour in MGNREG Scheme and as well as in agriculture field. Further, the study also provide a base for critically examine the gender equity issues in wage pattern, quantum of work and special benefits received by the women labour in both the cases.

### **Introduction**

The Mahatma Gandhi National Rural Employment Guarantee Act(MGNREGA) is an Indian job guarantee scheme, enacted by legislation on August 25, 2005. The scheme provides a legal guarantee for one hundred days of employment in every financial year to adult members of any rural household willing to do public work (unskilled manual work) at the statutory minimum wage. This act was introduced with an aim of improving the purchasing power of the rural people, primarily semi or un-skilled work to people living in rural India, whether or not they are below the poverty line. Around one-third of the stipulated work force is women. The law was initially called the National Rural Employment Guarantee Act (NREGA) but was renamed as the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2nd October, 2009. The Act aims at eradication of extreme poverty and at making villages self-sustaining through productive asset creation. The Government has referred to it as an "Act of the people, by the people and for the people". In a context of poverty and unemployment, workfare programmes have become important programme interventions in developed as well as developing countries for many years. These programmes typically provide unskilled manual workers with short term employment on public works such as irrigation, infrastructure, afforestation, soil conservation and road construction. The rationale for workfare programmes rests on some basic considerations. The programmes provide income transfers to poor households during critical times and therefore enable consumption smoothing specially during slack agricultural seasons or years. Durable assets that these programmes may create have the potential to generate a second round of employment benefits as necessary infrastructure is developed.NREGA became operational in West Bengal in February 2006. In West Bengal, Panchayat and Rural Development Department is responsible for implementing the scheme. The implementation of NREGA has been assigned to the poverty alleviation cell of the Department. West Bengal State Rural Development Agency which was set up in 2003, performs various tasks on behalf of the Department in providing support to implementation of NREGA. In the first phase,it was implemented in 10 districts.(Bankura,Birbhum,Malda,Purulia,UttarDinajpur,Dakhin Dinajpur,Jalpaiguri, Murshidabad, South 24 Parganas and Paschim Midnapore) followed by another 7 districts. (Purba Midnapore, Hooghly, Burdwan, Nadia, North 24 Parganas, Coochbehar and Darjeeling) from 1st April, 2007 and one more district ( Howrah) from 1st April,2008.We have taken Jalpaiguri district for our present study. This district consist of 13 Blocks, 3 Sub-divisions and 146 Gram Panchayat in total. Out of total population, 82.26 % belongs to rural people, 17.74 % comprises Schedule Caste, 36.71% consist of Schedule Tribes and 56 % is below the poverty line.



### **Mgnrega and Women**

Presently, the MNREGA is being implemented in the all rural districts of the country. The Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) provides a legal Guarantee of 100 days of wage employment in a financial year to every rural household. The participation of women in the workforce has surpassed the statutory minimum requirement of 33 percent and through this it has protected the women justice and rights. MNREGA has resulted into major financial inclusion where in bank/post office accounts have been opened for the families getting employment. Ministry has advised all the states to ensure payment of wages fully through the accounts.

### **Research Objectives**

- To study various provisions of MGNREGA, with particular reference to women workers.
- To study the socio economic profile of the study area and the sample respondents of rural women.
- To find out the problems faced by rural women while participating in MGNREGs programme.
- To critically examine the impact of MGNREGS on socio-economic empowerment of rural women.
- To suggest the measures to bring more awareness on the MGNREGS among women

### **Statement of the Problem**

In the rural areas the major economic activities are irregular and intermittent and seasonal fluctuations. This leads to periodic with drawl of labour force, especially for women. The poor economic status of rural people has forced their children to go the job by leaving their school. All these facts articulate for protection of women government has started the MGNREGA. The following are the statement of the problem .

- What is the position held by the women in the rural area?
- What is the status of employment and unemployment condition?
- How the provisions of MGNREGA help the women workers?
- How the socio Economic profit increased by the women workers?
- What is the problems faced by the women rural workers ?

### **Selection Study of Area**

The Salem district of Tamil Nadu for quick appraisal of MNREGA was selected in consultation with the authorised person based on the criteria that district which has the significant good impact under MNREGA in terms of number of woman given employment opportunities.

There are three blocks were selected from Sankari taluk 5 villages are selected

- K.G.Palaiyam
- Vaikuntham
- A.Thalaiyur
- A.Pudur
- Macdonald Schoultry

Based on the dynamics of the villages and No. of female workers the sample are selected .

### **Sample Design**

The sampling method followed for this study is stratified random sampling method. The primary data was collected through structured questionnaires /interview schedule and through group discussion .The number of women workers selected for the research is 125 from 5 blocks of Salem district.

### **Sample Size**

Total population in the 5 blocks includes both male and female comes to 6441. The researcher decides to collect information from female workers. Among 6441 the sample size selected is 125 depends upon the size of the village number of respondents varies.



**Table 1.1 Total Population in the 5 blocks**

S.NO	Particulars	Size of the Village	No.of Respondents Selected from Village
1	K.G.Palaiyam	1013	20
2	Vaikuntham	2032	35
3	A.Thalaiyur	853	15
4	A.Pudur	1192	25
5	Macdonald Schoultry	1451	30
<b>TOTAL</b>		<b>6441</b>	<b>125</b>

### Questionnaire

The primary data was collected with the help of the structured questionnaire by using the method of likered type that is five point scale method. After framing the questions it was asked to the near by villages .By conducting the pilot study the reliability and validity was checked and based on this the researcher proceed further

### Anova ( one way ) table:

SOURCE OF VARIATION	SUM OF SQUARE	DEGREE OF FREEDOM	MAEN SUM OF SQUARE	VARIANCE RATIS "F"
BETWEEN SAMPLE	SSC	(C-1)	MSC=SSC/(C-1)	
WITH IN SAMPLE	SSE	(C-1) (R-1)	MSE=SSE(N-1)	MSC/MSE
WITH IN ROW	SSR	(N-1)		

### ANOVA ( TWO WAY ) TABLE

The method of analysis of variance are a fundamentals part of planned research and the design of experiment, comparative studies are essential in judging the effects a new technology , procedure and policies.

- ✓ It is statistical technique specially designed to test whether the means of more than the variable population are equal.
- ✓ In this method the data are classified according two different criteria (or) factor.

SOURCE OF VARIATION	SUM OF SQUARE	DEGREE OF FREEDOM	MAEN SUM OF SQUARE	VARIANCE RATIO "F"
BETWEEN COLUMN	SSC	(C-1)	MSC=SSC/(C-1)	$F_1=MSC/MSE$
BETWEEN ROWS	SSR	(R-1)	MSR=SSR(r-1)	$F_2=MSR/MSE$
RESIDUAL ERROR	SSE	(C-1)X(R-1)	MSR=SSE/(c-1)(r-1)	
<b>TOTAL</b>	<b>SST</b>	<b>(N-1)</b>		

### Hypothesis

#### Chi-square Analysis

$H_0$ : There is no significant relationship between age and Annual Income of the household

#### Coefficient of Correlation

$H_0$ : There is no significant MGNREGS awareness provisions of the yes or no types.

#### Anova (One Way) Table

$H_0$ : There is no significant relationship between to the following years you have enrolled under MGNREGS

#### Anova (Two Way) Table

i.  $H_0$ : There is no significant relationship between to thespecific impact of the programmeIncreased, Marginally Increased, Status Quo, Can't Say.

ii.  $H_0$ : There is no significant relationship between to theproblem faced by the rural women in MGNREGS wages payments time, usage of equipment, working days usage, water facilities, free hours.



### Chi-Square Test Analysis

**Table -1.2, Association Between Age and Annual Income of the Household**

S.NO	AGE	ANNUAL INCOME	TOTAL
1.	10	80	90
2.	34	42	76
3.	25	3	28
4.	20	0	20
5.	36	0	36
<b>TOTAL</b>	<b>125</b>	<b>125</b>	<b>250</b>

Factor	Calculated Value	Table Value	Degree of Freedom	Remarks
Age & Annual Income	532	9.4877	4	Significant

Null Hypothesis ( $H_0$ ): there is no significant relationship between age and Annual Income of the household  
Alternate Hypothesis ( $H_1$ ): There is close significant relationship between age and Annual Income of the household

It is noted that from the above table that the calculated Chi-square value is less than the table value and the result is significant at 5% level i.e. Null Hypothesis accepted. So, there is no relationship between age and Annual Income of the household.

### Hypothesis

The calculated value is more than the table value. Hence the hypothesis is rejected.

**Conclusion:** There is a significant age between annual income and purpose of doing the household.

### Coefficient of Correlation

**TABLE 1.3, Are you aware of the following provisions of MGNREGS?**

Provisions	Yes	No
Work within a radius of 5 km.	100	25
Role of Grama Sabha	74	51
Number of labour displacing machinery	3	122
Eligibility for unemployment allowance	0	125
Medical assistance for injury in the worksite	84	41
Ex-gratia payment for death and disability	2	123
Right to payment within a fortnight	65	60

### Solution

X	Y	X <sup>2</sup>	Y <sup>2</sup>	XY
100	25	10000	625	2500
74	51	5476	2601	3774
02	123	04	15129	246
00	125	00	15625	0
84	41	7056	1681	3444
02	123	4	15129	246
65	60	4225	3600	3900
$\sum X = 327$	$\sum Y = 488$	$\sum X^2 = 26765$	$\sum Y^2 = 54390$	$\sum XY = 14110$



$$r = \frac{(\sum XY \times N)(\sum X \times \sum Y)}{\sqrt{(\sum X^2 \times N - (\sum X)^2)(\sum Y^2 \times N - (\sum Y)^2)}}$$

$$\sum XY = 14110; \sum X = 327; \sum Y = 488; \sum X^2 = 26765; \\ \sum Y^2 = 54390; N = 7$$

$$r = \frac{(14110 \times 7) \times (327 \times 488)}{\sqrt{26765 \times 7 - (327)^2} \sqrt{54390 \times 7 - (488)^2}}$$

$$= \frac{98770 - 159576}{\sqrt{187355 - 106929} \sqrt{380730 - 238144}}$$

$$= \frac{-60806}{\sqrt{80426 \times 142586}}$$

$$= \frac{-60806}{40436645}$$

$$= \frac{-60806}{40436645}$$

$$= -0.0015.$$

**Conclusion:** There is significant of MGNREGS awareness provisions yes or no types is the negative values.

**ANOVA (ONE WAY) TABLE**

**Anova table test on the In which one of the following years you have enrolled under MGNREGS**

**Ho:** There is no significant relationship between to the following years you have enrolled under MGNREGS

**H1:** There significant relationship between to the following years you have enrolled under MGNREGS

**Table. No. 1.4, In which one of the following years you have Enrolled under Mgnregs**

Impact of the Programme	2006	2007	2008	2009	2010	2011
K.G.Palaiyam	0	18	0	0	1	1
Vaikuntham	3	14	13	5	0	0
A.Thalaiyur	4	6	5	0	0	0
A.Pudur	1	7	14	0	1	2
Macdonald Schoultry	1	7	12	9	1	0
<b>TOTAL</b>	<b>125</b>					

Source: Primary data

SOURCE OF VARIATION	SUM OF SQUARE	DEGREE OF FREEDOM	MAEN SUM OF SQUARE	VARIANCE RATIS "F"
BETWEEN SAMPLE	SSC = 467	(C-1)5	MSC = SSC/(C-1) = 93.4	
WITH IN SAMPLE	SSE = 327.17	(N-C)24	MSE = SSE/(N-1) = 13.63	F <sub>1</sub> = MSC/MSE = 6.85
WITH IN ROW	SSR = 794.17	(N-1) 29		



Factor	Calculate Value	Table Value	Degree of Freedom	Remarks
Years You Have Enrolled Under MGNREGS	6.85	4.527	(5,24)	Significant

### Results

The table value of F for degree of freedom  $V_1 = 5$  and  $V_2 = 24$ , at 5% level of significances is 4.527. Since the calculated value of F (6.85) is lesser than the table value of 4.527, there is no significant difference between the means of the six samples. This implies that the samples could have come from the same population. We have to accept the null hypothesis, the sales made by the six salesmen do not differ significantly.

### Anova (Two Way) Table

#### Anova table test on the specific impact of the programme of the respondents

**Ho:** There is no significant relationship between to the specific impact of the programme Increased, Marginally Increased, Status Quo, Can't Say.

**H1:** There significant relationship between to the specific impact of the programme Increased, Marginally Increased, Status Quo, Can't Say.

**Table- 1.5, Specific impact of the Programme of the Respondents**

IMPACT OF THE ROGRAMME	Equal Wages	Personal Savings	Employment opportunities	Cash in hands
Increased	96	35	97	59
Marginally Increased	27	60	19	56
Status Quo	2	29	05	10
Can't Say	0	01	04	0
<b>TOTAL</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>

Source: Primary data

#### Anova Table

Source of variation	Table value	Degree of freedom	Mean Sum of Square	calculated F value
Between Columns	8.8123	(3,9)	0	$F_1=0$
Between Rows	3.8626	(9,3)	4021.33	$F_2=8.12$
Residual Error	—	9	495	—

### Results

- Comparing the caculated value of F for impact of the programme (0) and the table value of F 8.8123, it is clear that the calculated value of F is greater than the table value. So the null hypothesis is rejected. Therefore the sales made during the different months differ significantly.
- Comparing the caculated value of F for impact of the programme (8.12) and the table value of F 3.8626, it is clear that the calculated value of F is less than than the table value. So the null hypothesis is accepted and it is concluded that the sales made by the six salesmen do not differ significantly.

### Inference

- Since the calculated value is less than the table value. So, we have accepted the null hypothesis.
- Since the calculated value's less than the table value. So, we have accepted the Alternative hypothesis.

### Anova (two way) Table

#### Anova Table Test On The Problem Faced by the Rural Women in Mgnregs

**Ho:** There is no significant relationship between to the problem faced by the rural women in MGNREGS wages payments time, usage of equipment, working days usage, water facilities, free hours.



**H1:** There significant relationship between to problem faced by the rural women in MGNREGS wages payments time, usage of equipment, working days usage, water facilities, free hours.

**Table - 4.10, Specific Impact of the Programme of the Respondents**

Impact of the Programme	Wages Payment Time	Usage of Equipments	Working Days Usage	Water Facilities	Free Hours
Strongly Agree	65	23	38	39	42
Agree	46	33	51	32	26
Neutral	10	31	29	39	44
Disagree	03	17	05	13	12
Strongly Disagree	01	21	02	02	01
<b>TOTAL</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>

Source: Primary data

**Anova Table**

Source of variation	Table value	Degree of freedom	Mean Sum of Square	Calculated F value
Between Columns	5.8578	(4,16)	-976.56	-1.1581
Between Rows	3.0069	(16,4)	359	3.15
Residual Error	-	16	1131	-

### Results

- Comparing the calculated value of F for impact of the programme (-1.1581) and the table value of F 5.8578, it is clear that the calculated value of F is greater than the table value. So the null hypothesis is rejected. Therefore the sales made during the different months differ significantly.
- Comparing the calculated value of F for impact of the programme (3.15) and the table value of F 3.0069, it is clear that the calculated value of F is less than the table value. So the null hypothesis is accepted and it is concluded that the sales made by the six salesmen do not differ significantly.

### Inference

- Since the calculated value is less than the table value. So, we have accepted the null hypothesis.
- Since the calculated value's less than the table value. So, we have accepted the Alternative hypothesis.

### Hypothesis

#### Chi-Square Analysis

It is noted that from the above table that the calculated Chi-square value is less than the table value and the result is significant at 5% level i.e. Null Hypothesis accepted. So, there is no relationship between age and Annual Income of the household.

#### Coefficient of Correlation

There is significant of MGNREGS awareness provisions yes or no types is the negative values.

#### Anova (One Way) Table

The table value of F for degree of freedom  $V_1 = 5$  and  $V_2 = 24$ , at 5% level of significances is 4.527. Since the calculated value of F (6.85) is lesser than the table value of 4.527, there is no significant difference between the means of the six samples. This implies that the samples could have come from the same population. We have to accept the null hypothesis, the sales made by the six salesmen do not differ significantly.

#### Anova (Two Way) Table

- Comparing the calculated value of F for impact of the programme (0) and the table value of F 8.8123, it is clear that the calculated value of F is greater than the table value. So the null hypothesis is rejected. Therefore the sales made during the different months differ significantly.



- Comparing the calculated value of F for impact of the programme (8.12) and the table value of F 3.8626, it is clear that the calculated value of F is less than the table value. So the null hypothesis is accepted and it is concluded that the sales made by the six salesmen do not differ significantly.

#### **Anova (Two Way) Table**

- Comparing the calculated value of F for impact of the programme (-1.1581) and the table value of F 5.8578, it is clear that the calculated value of F is greater than the table value. So the null hypothesis is rejected. Therefore the sales made during the different months differ significantly.
- Comparing the calculated value of F for impact of the programme (3.15) and the table value of F 3.0069, it is clear that the calculated value of F is less than the table value. So the null hypothesis is accepted and it is concluded that the sales made by the six salesmen do not differ significantly.

#### **Suggestions**

For smoother implementation of MGNREGA in Tamil Nadu, the model followed is quite advisable for the entire place. Apart from ensuring women empowerment it results in lesser instances of corruption and exploitation by the middlemen. In many of these villages poverty has increased despite consistent focus of several poverty eradication programmes. The MGNREGA with the aim to reduce poverty is thus desirable for these villages. Regular monitoring and follow-up of the system, minimizing the bureaucratic interventions are quite essential for the success of the scheme.

#### **Conclusion**

Concluding the paper, it may be opined that Tamil Nadu has excellent potential to become a role model for the entire nation for systematic corruption-free implementation of MGNREGA. The experience so far being satisfactory, can be replicated in other states. The problem lies not in the Act itself, but in the state governments. In many states its implementation is characterized by such defects like the involvement of the middlemen, political and bureaucratic exploitation, misuse of funds, muster roll manipulation, lack of transparency, etc.

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