Impact Of Mahatma Gandhi National Rural Employment Guarantee Scheme In Sivagangai District

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ABSTRACT:

The National Rural Employment Guarantee Act is the flagship program of the Government of India that directly touches the lives of the poor and promotes inclusive growth and development. MGNREGA is an important step towards the realization of the right to work and to enhance the livelihood security of the households in the rural areas of the country. The scheme provides at least 100 days of guaranteed wage employment in every financial year to every household whose adult member volunteers to do unskilled manual work. This Act was implemented by the Ministry of Rural Development and the pivotal objective of the Act is to augment the wage employment. The main objective of the study is to analyze the Impact of Mahatma Gandhi National Rural Employment Guarantee Scheme. The sample size for the study is 150. Simple random sampling technique has been used for the study is used to collect the data. The findings of the study shows that expenditure on self is the most important variables which impact the women under Mahatma Gandhi National Rural Employment Guarantee Scheme.

KEYWORDS:

Rural Area, Employment, women beneficiaries, MGNREGA.

1.1 INTRODUCTION:

Indian economy is Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) for aiming to achieve sustainable rural development through the ideology of inclusive development. "While a number of rural employment programmes have been initiated in the past by the government, MGNREGS is unique in the sense that it provides a legal guarantee of employment to the targeted population, which is unlike any other centrally sponsored scheme. MGNREGA is an important step towards the realization of the right to work and to enhance the livelihood security of the households in the rural areas of the country. The scheme provides at least 100 days of guaranteed wage employment in every financial year to every household whose adult member volunteers to do unskilled manual work. Unemployment continues to be the barrier for the poor to escape the poverty trap. The Act aims to provide a safety net to the poor and unemployed from the 'Poverty that Kills". The auxiliary objective of MGNREGA is regeneration and augmentation of natural resource base thereby to address the growing concerns of food security with emphasis on water and soil conservation through increasing squeeze on water availability and new irrigable land for expanded crop production, facilitating dual cropping and crop diversity which in turn facilitates employment hence multiplier effect of MGNREGA. From the inception of MGNREGA the average daily wage rate has increased from Rs 75 (approximately $ 1.66) to 179 (approximately 3.96 $ in financial year 2017-18 at the national Level. In Sivagangai District unemployment is more before introducing this MGNREGA Scheme. But now the income of rural households

was increased after working in this 100 days scheme and also Sivagangai district has been selected by the ministry of rural development, as number one of the country in implementing the National Rural Employment Guarantee Act Scheme i.e. Phase I. So there is necessarily to analyze the impact assessment of Mahatma Gandhi National Rural Employment Guarantee scheme in Sivagangai District of Tamil Nadu.

1.2 SALIENT FEATURES OF MGNREGA SCHEME:

- Provision of 100 days of guaranteed wage employment for all registered households of the Village Panchayat.
- The Central Government bears 100% wage cost of unskilled manual labour and 75% of the material cost including wages of skilled and semi-skilled workers.
- No contractors or machineries are allowed.
- The wage and material component ratio has to be maintained at 60:40. In Tamil Nadu, 100% labour intensive works alone are taken up under MGNREGS.
- As per the guidelines, the shelf of projects for a Village should be recommended by the Grama Sabha and 50% of the works should be allotted to Village Panchayats for execution. In case of Tamil Nadu, only the Village Panchayats execute the works.
- Adult members of rural households willing to do unskilled manual work may register in writing or orally, with the Village Panchayat.
- The Village Panchayat will issue a job card, bearing the photo and register number, free of cost.
- Job card is issued within 15 days of application / oral request.
- Job card holders may apply for employment in writing. In such cases, the Village Panchayat will issue a dated receipt which will stand as a guarantee to provide employment within 15 days.
- The worksite is ordinarily within a radius of 5 kms of the Village Panchayat and if the distance exceeds 5 kms, additional wage of 10% of existing wage rate is payable to meet the additional transportation and living expenses.
- The wages are paid according to the Minimum Wages Act 1948, for agricultural labourers in the State.
- Wages are equal to both men and women.
- Disbursement of wages is normally done on weekly basis and should be paid within 15 days.
- One third of the beneficiaries should be women.
- The wage notified by GoI for per person to a day is Rs.119/- till 2011-12. GOI has increased and notified the wage as Rs.132/- for the year 2012-13. The notified wage rate for 2019-20 is Rs.202/.
- Work site facilities such as drinking water, first aid kit, shade, etc., are provided.
- Grama Sabha conducts the social audit in respect of MGNREGS through Village Social Auditors.
- Grievance redressal mechanism is in place to ensure quick response and a Toll free Help line (1299) has also been provided.
- All accounts and records of the Scheme are available for public scrutiny.
- Under Section 12 of the MGNREG Act, Government of Tamil Nadu has constituted State Employment Guarantee Council to advise, evaluate and monitor the implementation of the scheme.

1.3 REVIEW OF LITERATURE:

Sadhana Gupta (2017), in their article examined that "Level of awareness on Socio – economic profile of rural women in Faizabad district", the study was conducted in purposely selected Milkipur block of Faizabad district (U.P.) selected purposively. A total number of 120 respondent i.e. 60 beneficiaries women & 60 non-beneficiaries women were selected through random sampling. Finding that majority of the beneficiaries women (43.33%) were observed in high category awareness whereas the majority of non-beneficiaries women (38.33%) were observed in high category awareness Out of 18 variables studied, 11 namely viz education, housing pattern, occupation, annual income, social participation, material possession, extension contact, economic motivation, risk orientation, scientific orientation and level of awareness were found to be highly significant difference between beneficiaries and non-beneficiaries women.

Md.Shahadat Hussain (2017), in their article examined that "Awareness about the major workers related provisions under MGNREGS: A study of Kadwa block in Katihar district, Bihar", the Main objective of the study is to analyze the awareness level of workers about the major provisions under MGNREGS related to rights, entitlements of the workers and analyze and highlights the factors of awareness. MGNREGS deals with substantial public money, the general public must be made aware of the provisions of the MGNREGS including the workers' rights. There is a need to generate mass awareness about the scheme including emphasis on the rights and entitlements of the workers. The researcher concluded that all these measures will promote transparency, awareness among public, workers, which will ensure exercise of workers' rights, getting them their dues. These measures will ensure meeting the very objectives of combating rural poverty and mitigating distress. These will also ensure effective implementation of schemes along with MGNREGS, creating long term sustainable assets, which will also be in larger public interest.

M. SelvaKumar (2018), in their article examined that "Awareness of Beneficiaries about Mahatma Gandhi National Rural Employment Guarantee Scheme in Virudhunagar District - Application of Sign Test", Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was passed by the government of India on August 5, 2005. The basic objective of the Act is to enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members' volunteer to do unskilled manual work. MGNREGA is a powerful instrument for ensuring inclusive growth in rural India through its impact on social protection, livelihood security, and democratic empowerment. It attempts to bridge the gap between the rich and poor in the country.

1.4 OBJECTIVE OF THE STUDY:

The main objective of the study is to analyze the Impact of Mahatma Gandhi National Rural Employment Guarantee Scheme

1.5 RESEARCH METHODOLOGY:

Research methodology is the scientific approach to validate the research design. It is the process by which the researcher produces authentic research findings. The methodology part provides details about the research design for the study, the nature and source of data collected for the study and details about the research instrument used. Further, it provides a brief description of the variables used for the study and provides details about the various tests employed to establish the reliability and validity of the collected data for the purpose of data analysis. Finally, it provides details about the statistical package and statistical tools used for analyzing the data to empirically test the hypotheses based on the objective of the study.

Both primary and secondary has been used for the study. The data collected from kalayarkovil taluk. The registered beneficiaries in kalayarkovil taluk is 63700 beneficiaries. Out of the total population of the registered beneficiaries under MGNREGA scheme. Based on this, the sample size has been derived as 150 samples have been taken for study.

1.6 DATA ANALYSIS AND INTERPRETATION:

The Demographic profile of the factors such as Gender, Age of the Respondents, Educational qualification of the respondents, Marital status, Monthly Income and Monthly savings of the Respondents that are given in following table.

Table 1.1 Demographic profile of the Respondents

Demographic Profile of the farmers	Options	Frequency	Percent
Gender	Male	25	17
	Female	125	83
	Total	150	100
Age	18 to 30 years	8	5.3
	31 to 40 years	12	8
	41 to 50 years	112	74.6
	51 to 60 years	15	10
	Above 60 years	3	2
	Total	150	100
Marital Status	Married	121	80.6
	Un married	8	5.3
	Widowed	21	14
	Total	150	100
Educational Qualification	SSLC	32	21.3
	HSC	31	20.6
	Diploma/ ITI	6	4
	Illiterate	81	54
	Total	150	100

Source: Primary Data

The above Table 1.1 shows that out of 100 respondents contacted 83% of them were female and the rest were male. It is inferred that majority of the female were working under Mahatma Gandhi National Rural Employment Guarantee scheme. The main objective of this scheme is to give employment opportunity to rural people. Especially rural people were get benefited under this scheme.

From the table 1.1, it is understood that 8% of the respondents were age group between 31 to 40 years, 74.6% of the respondents were age group between 41 to 50 years, 5% of the respondents were age group between 18 to 30 years, 10% of the respondents were age group between the 51 to 60 years and 2% of the respondents were age group between above 61 years. Therefore, Majority of the respondents were age group between 41 to 50 years. Therefore, Majority of the Middle age group people were working under this scheme.

From the table 1.1, it is understood that 81% of the respondents were married, 5% of the respondents were Unmarried and 14% of the respondents were widowed. Therefore majority of the respondents are married. Married respondents are have high responsibilities than unmarried because due to insufficient income.

From the table 1.1, it is understood that 54% of the respondents were Illiterate, 20% of the respondents were studied Higher Secondary, 21% of the respondents were studied SSLC and 6% of them Respondents were studied Diploma/ITI . Therefore, majority of the respondents were Illiterate. Under Mahatma Gandhi National Rural Employment Guarantee scheme the illiterate and rural people were benefited more.

1.7 IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA – FACTOR ANALYSIS:

The main objective of MGNREGA scheme is to provide employment opportunities for women. Under Mahatma Gandhi National Rural Employment Guarantee scheme there are lot of changes among women such as Domestic changes, Social changes and Economic changes. The researcher was identified 14 variables and asked the respondents to give their responses in likert scaling with the attributes of strongly agree, agree, neither agree nor disagree, disagree and strongly disagree. In order to understand the similarity of statements and named as groups among the 14 statements factor analysis have been used.

Factor analysis consist of Kaiser-Mayer-Olkin (KMO) and Bartlett's test, principal component extraction method with the rotation of Varimax with Kaiser Rotation method with the objective of to identify the groups among the impact factors involved under MGNREGA. Before grouping the variable, the normality has to be ascertained. Hence for ascertaining the normality KMO has been used. The (KMO) measure of sampling adequacy index is used to examine whether the data are appropriate to examine the factor analysis. KMO values between 0.8 and 1 indicate the sampling is adequate; KMO values fall below .6 means the data is inadequate for the factor analysis. Bartlett's test of sphericity is a test statistics used to examine the shape of normal distribution and also verify the smoothness of the curve.

TABLE 1.2
IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA - KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.740
Bartlett's Test of Sphericity	Approx. Chi-Square	5260.117
	Df	89
	Sig.	.001

Source: Using SPSS Statistics 2.0

Table 1.2 explain the results of KMO and Bartlett's test. KMO value .740 indicates the sample size take for the factor analysis adequate. The P value of .001 of Bartlett's Test of Sphericity denotes the data is normally distributed and associated among them.

1.7.1 IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA – COMMUNALITIES:

The principle component analysis has been administered for grouping the factor of various impact factors of the Respondents. It is a method of data reduction. The proportion of the variance of a particular item due to common factor is called as communality. The initial value of the communality in a principle component analysis is 1.

Communalities have been used to identify the percentage of correlation relationship among the variables. The principal component analysis has been used to grouping the factor of Impact of women on perceived changes of decision making under MGNREGA Scheme. It is a method of data reduction. The proportion of the variance of particular item due to common factor is called as communality. The initial value of the communality in a principal component analysis is 1. Impact of women on perceived changes of decision making under MGNREGA Scheme is mentioned in the component column. The extraction communalities estimate the variance in each variable accounted for the factors in the factor solution. The value is less than .5 indicates variables that do not fit well with the factor solution and should possibly be dropped from the analysis.

TABLE 1.3
IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA –
COMMUNALITIES

Components	Initial	Extraction
Food	1.000	.682
Clothing	1.000	.631
Children's Education	1.000	.686
Purchase of Consumer Durables	1.000	.738
Social Entertainment	1.000	.746
Other domestic Issues (Credit payment, saving etc.)	1.000	.694
Occupational Activities	1.000	.687
Thrift & Savings	1.000	.663
Domestic Expenditure	1.000	.642
Expenditure on self	1.000	.629
MGNREGS is an Opportunity for Unity	1.000	.578
MGNREGS develops social relationship with fellow workers	1.000	.748
MGNREGS works were quite useful to local economic development	1.000	.843
Social audit is an important tool for social development	1.000	.721
Extraction Method: Principal Component Analysis.		

Source: Using SPSS Statistics 2.0

Table 1.3 explains the communalities value of Impact of women on perceived changes of decision making under MGNREGA. Communalities values are useful to understand the correlation relationship among the 14 variables involved in MGNREGA Scheme. Communalities values for all the 14 variables are fall within .631 to .850. It means all the variables are having the correlation relationship of above 60 percent with another variable. So here all the variables can be taken for the factor analysis.

1.7.2 IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA - TOTAL VARIANCE:

The total variance analysis is important to know the rotated sum of square value. The cumulative variance of the rotated sum of square loading should be more than 60 percent. Eigen values are useful to identify number of factors rotated from the 14 statements with respect to MGNREGA Scheme. The variables of Eigen values greater than one is determining the number of factors rotated. Table 1.4 contains the result of Eigen value and rotated sum of square loadings.

TABLE 1.4
**IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA -
TOTAL VARIANCE**

Total Variance Explained						
	Initial Eigen values			Rotation Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.553	37.017	37.017	3.621	24.137	24.137
2	1.630	10.864	47.881	2.237	14.916	39.053
3	1.295	8.635	56.516	1.923	12.819	51.872
4	1.046	6.974	63.490	1.743	11.618	63.490
5	.906	6.041	69.530			
6	.778	5.183	74.714			
7	.699	4.658	79.371			
8	.642	4.279	83.651			
9	.525	3.503	87.153			
10	.466	3.105	90.259			
11	.395	2.633	92.892			
12	.776	5.183	74.714			
13	.681	4.658	79.371			
14	.789	3.654	78.427			
Extraction Method: Principal Component Analysis.						

Table 1.4 explains the results of total variance. The cumulative rotated sum of square loading is 65.257; it is above with the benchmark value of 50 percent. Hence it is confirmed that factor analysis is meaningful one. Eigen values of 24.137, 29.053, 51.872, 63.490 are greater than one; it means all the 12 statements are rotated into three factors.

1.7.3 IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA - ROTATED COMPONENT MATRIX:

Rotated component matrix is useful to identify the groups among the 14 factors involved in MGNREGA Scheme. **Table 1.5** explains the rotated component matrix result of the factor analysis.

TABLE 1.5
IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA - ROTATED COMPONENT MATRIX

Statements	Factors 1	Factors 2	Factors 3	Factor 4
Food	.764			
Clothing	.682			
Children's Education	.862			
Purchase of Consumer Durables	.598			
Thrift & Savings		.774		
Social Entertainment		.754		
Other domestic Issues (Credit payment, saving)		.751		
MGNREGS is an Opportunity for Unity			.635	
MGNREGS develops social relationship with fellow workers			.846	
MGNREGS works were quite useful to local economic development			.721	
Social audit is an important tool for social development			.784	
Expenditure on self				.842
Occupational Activities				.782
Domestic Expenditure				.636
Rotation Method: Varimax with Kaiser Normalization Rotation Method				

Source: Primary Data

1. **Satisfying Personal Needs:**

The first factor consists of four variables food (.764), clothing (.682) children's Education (.862) and Purchase of consumer Durables (.598) all these factors were named as "Personal Needs". Among these three variables, children's education is most important variables which impact the women under Mahatma Gandhi National Rural Employment Guarantee Scheme.

2. **Satisfying Economic Needs:**

The second factor consists of three variables Thrift & Savings (774), Social Entertainment
  (.754) and other domestic Issues (Credit payment, saving etc.) all these variables were named as "Satisfying Economic Needs". Among these three variables, thrift and savings is most important variables which impact the women under Mahatma Gandhi National Rural Employment Guarantee Scheme.

3. **Satisfying Social Needs:**

The third factor consists of four variables MGNREGS is an Opportunity for Unity (.632), MGNREGS develops social relationship with fellow workers (.846), MGNREGS works were quite useful to local economic development (.721) and Social audit is an important tool for social development (.784) all these factors were named as "Satisfying Social Needs". Among these three variables, MGNREGS develops social relationship with fellow workers is most important variables which impact the women under Mahatma Gandhi National Rural Employment Guarantee Scheme.

4. **Satisfying Domestic Needs:**

The fourth factor consists of three variables namely Expenditure on self (.842), Occupational Activities (.782), Domestic Expenditure (.636) all these variables were named as "Satisfying Domestic Needs". Among these three variables, Expenditure on self is the most important variables which impact the women under Mahatma Gandhi National Rural Employment Guarantee Scheme.

1.8 DEMOGRAPHIC PROFILE OF THE BENEFICIARIES AND THE IMPACT OF WOMEN TOWARDS DOMESTIC ISSUES – MULTIPLE REGRESSION:

Multiple Regression is a Multivariate statistical analysis that involves one dependent variable and two or more than independent variables. The variable wanted to predict is called as dependent variable. The variables used for predicting the dependent variable is called as independent variable. The age of the beneficiaries, Educational Qualification, Monthly Income, Monthly savings are Independent variable and the dependent variables are the impact of women beneficiaries towards domestic issues. The Regression of Multiple R value is one of the best qualities of the prediction of the dependent variable. The value of Multiple R ranges from Zero to one. There are two hypotheses framed in the Multiple Regression. For testing the model, ANOVA test has been used. The Null hypothesis is that the model is not fit. In order to test the prediction level of each independent variable on dependent variable, regression table is considered in the analysis. But to test the significant level, every independent variable on dependent variable P value is considered to reject or accept the hypothesis. The Null hypothesis is that, there is no *significant linear relationship between demographic profile of the beneficiaries and impact of women towards domestic issues.*

TABLE 1.6
DEMOGRAPHIC PROFILE OF THE BENEFICIARIES AND THE IMPACT OF WOMEN TOWARDS DOMESTIC ISSUES – MULTIPLE REGRESSION

Dependent Variable	Impact of women beneficiaries towards domestic issues.
Independent Variable	Age of the beneficiaries (X1) Educational Qualification (X2) Monthly Income (X3) Monthly savings (X4)
Multiple R	.632
R Square Value	.411
Adjusted R Square Value	.392
ANOVA F Value	5.609
ANOVA P Value	0.001

Source: Primary Data

Table 1.6 displays that the R Value of 0.632 is a measure of linear correlation of all the independent variable with the dependent variable. R square represents how the data are in the closeness to the fitted regression line. It is also known as co-efficient of determination. The value of R square is .411 and the value of adjusted R Square is .392 which shows the proportion independent variable closure with the dependent variable. Through ANOVA, it is found that the regression model is found to be statistically fit because the value of P is 0.001 which is less than the ideal value of 0.05.

1.8 CONCLUSION:

In the context of poverty and unemployment welfare programmes have been important 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 system and infrastructure such as, irrigation infrastructure, reforestation, soil conservation and road construction. The rationale for welfare programmes rests on some basic considerations. The programmes provide income transfers to the poor households during critical times and also enable consumption smoothing effect, especially during slack agricultural seasons or years. In countries with high unemployment rates, transfer benefits from workfare programmes can prevent poverty from worsening, particularly during lean periods of the year. Durable assets that these programmes may create have the potential to generate second-round employment benefits as needed infrastructure is developed. NREGA marks a paradigm shift from the previous wage employment programmes (WEPs). NEREGA provides a statutory guarantee of wage employment, that is, it offers a statutory base, to wage seekers application for employment. Employment is dependent upon the worker exercising the choice to apply for registration and obtain a job card, and then to exercise a choice to seek employment through a written application for the time and duration that the worker wants. The legal guarantee has to be fulfilled within the time limit prescribed and this mandate is underpinned by the provision of unemployment allowance.

Compared to the earlier wage employment programmes such as NREGA, RLEGP, JRY, EAS, SGRY, IRDP, SGSY there are significant achievement under NREGS due to the combination of transparent processes and procedures, local action and constant vigilance. The implementation of NREGA has been comparatively corruption free. The MGNREGA 2005 is indeed the first tangible commitment to the poor that they can expect to earn a   living wage, without loss of dignity, and demand this as a right. The guarantee of 100 days of employment is possibly the most important feature of the Act. Never in the development history of rural India has there been an initiative of this nature and magnitude. It is against this backdrop, the present study has been taken up in selected blocks of Sivagangai district.

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