

**SOCIO ECONOMIC STATUS OF WOMEN BENEFICIARIES IN MGNREGS OF  
NILAKKOTTAI BLOCK, DINDIGUL DISTRICT IN TAMILNADU**

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**ABSTRACTS**

The original National Rural Employment Guarantee Amendment was rechristened as MGNREGA or MGNREGS. Currently, MGNREGS was brought into force around 200 most backward districts of the nation. In 2007, the scheme was extended to an additional 130 districts and the remaining districts were notified about the same under the MGNREGS from 1<sup>st</sup> April 2008. Hence MGNREGS was brought into force into the entire nation with the only exception of districts that comprised of 100 percent urban population. The scheme was created with the objective of creating labour work for the rural poor masses during the off season of farming through the public sector programmes which are available on demand as guaranteed by the Amendment. Along with the provision of a platform for income generation, it was also hoped that it will act as a check on the distress migration enabling village asset creation leading to a process of sustainable development initiation. The MGNREGA legally ensures the right to employment for 100 days, it is demand-driven which has country wide coverage and inbuilt accountability mechanisms. It is a scheme that embraces a gender sensitive design. In Tamil Nadu MGNREGS was used mainly for the welfare of the women beneficiaries. The implementation of the programme may likely to lead their socio economic status and standard of living. Women empowerment and MGNREGS wages were equal to that paid in the private markets. Since India's independence, one of the biggest challenges facing successive governments has been to provide adequately paid jobs for the vast majority of farm workers who were unemployed or mostly underemployed under unwelcome circumstances, employment and livelihoods. The 100 days of wage employment scheme ensures minimum wage guaranteed with a legal guarantee with "right to employment" provided for the unskilled work of the rural masses. All adult members of the rural household who are willing to do unskilled manual work possess the right to demand jobs.

**KEYWORDS:** farming, public sector, labour work, rural poor, income generation, sustainable development, socio economic status, women beneficiaries, adequately and employment

**1. INTRODUCTION**

The National Rural Employment Guarantee Act (NREGA) was enacted in the year 2005. NREGA is based on a legal framework and it advocates a rights-based approach, which enables employment for those who are in dire need of it by creating a paradigm shift in comparison with the earlier programmes. The scheme has the objective of livelihood enhancement and security through provision of a minimum of 100 days guaranteed wage to every rural poor family with adult members willing to do the unskilled manual labour in any given financial year. Around 200 districts were covered in the first phase which was implemented on 2nd February 2006, and it was spread to an additional 130 districts in 2007-08 time-frames. All the other districts were brought under the effect from 1st April 2008. The original National Rural Employment Guarantee Amendment Act of 2009 was rechristened as MGNREGA or MGNREGS. Currently, MGNREGS was brought into force on February 2006 in around 200 most backward districts of the nation. In 2007, the scheme was extended to an additional 130 districts and the remaining districts were notified about the same under the MGNREGS from 1st April 2008. Hence MGNREGS was brought into force into the entire nation with the only exception of districts that comprised of 100 percent urban population. The scheme was created with the objective of creating labour work for the rural poor masses during the off season of farming through the public sector programmes which are available on demand as guaranteed by the Amendment. Along with the provision of a platform for income generation, it was also hoped that it will act as a check on the distress migration enabling village asset creation leading to a process of sustainable development initiation. The MGNREGA legally ensures the right to employment for 100 days, it is demand-driven which has country wide coverage and inbuilt accountability mechanisms. It is a scheme that embraces a gender sensitive design. Being a right-based scheme, MGNREGA, it is unlike other schemes. The rights of workers of the MGNREGA forum consists of employment on

demand, guaranteed minimum wages, wages in par with gender, payment of wages within 15 working days along with the provision of basic on-site work facilities along with the other benefits. The scheme guarantees a minimum of 100 days of employment to every registered household in any given financial year. The government is under legal obligation to provide employment within 15 days of job application by the job seeker. In case of delay or default to provide employment there is a provision for an unemployment allowance. The individual seeking employment under this scheme has to register with the Gram Panchayat or the Village Administration Council, which after due verification will provide the family with a job card. MGNREGA acts as a powerful tool instrumental for ensuring the inclusive progress as well as growth in rural areas of our country through its Impact on social security, livelihood safety and also democratic women empowerment. We need to achieve some goals and there will be aims for each goal. Mahatma Gandhi National Rural Employment Guarantee Scheme was also brought into force with some objective and aims just as each revision scheme has aims and targets when it is brought into effect.

**Salient Feature and Importance of the Scheme:** The 100 days of wage employment scheme ensures minimum wage guaranteed with a legal guarantee with "right to employment" provided for the unskilled work of the rural masses. All adult members of the rural household who are willing to do unskilled manual work possess the right to demand jobs. A family must apply for registration to the Panchayat which is mandatory. After verification, the job work card with the photo of the Panchayat leader will be issued to all the adult members of the family who are willing to work under the program. The holder of the job card is eligible to apply for work to the Gram Panchayat and he will get a job application receipt number. Offer of employment by a Gram Panchayat (local governing body) will be honoured within 15 working days and in the case of failure to give employment, an unemployment allowance will be given which is guaranteed by the programme. The weekly payment of wages is to be done within 15 days and should not go beyond two weeks. Wage rates are paid to bank accounts of earning members through its post office or bank accounts. No contractors or labour displacement machinery should be used in the implementation of the works. The main role of Panchayati Raj institutions should be planning, monitoring and implementation; at least one-third of the workers must be women. The internal disincentive structure to the State Government for guaranteeing employment. Payment of wages to be made in every week and in any case not later than a fortnight. It is also a deterrent not to give work on time, as states support the cost of unemployment benefits. Gram Panchayats (GPs) is to implement at least 50 percent of the work in terms of cost. This order of delegation of financial resources to the GPs is unprecedented. Plans and decisions concerning the nature and choice of work to be carried out, the order in which each work is to be triggered, the choice of plants, etc. Are all to be done in the open assemblies by Gram Sabha (GS) and ratified by the Gram Panchayat. Work at the intermediate Panchayat (IP) and District Panchayat (DP) level must be approved and assigned a priority by Gram Sabha before administrative approval can be given.

**Rises in the Household Income:** The MGNREGS result contributed significantly to household income. Annual household income from all sources was the highest (62,357) for wage seekers in the Dindigul district, while it was the lowest (25,893) in the Villupuram district. Agricultural wages were the main source of livelihood in three of the four district districts, with one exception in Dindigul, where MGNREGS wages accounted for the largest share (33%) of family income, by the way, and the district has accounted for much of its area under Dry land. This suggests that the need for MGNREGS work in predominantly governed neighbourhoods is higher. MGNREGS wages accounted for 12 percent to 18 percent in the other three states.

**Women's Participation** Since women's involvement is one of the MGNREGA's most targeted goals, it is important to see the extent of women's participation in the program. There are various factors that encourage the participation of women workers in this programme are the type of work that no skilled worker needs, the limited working hours, the availability of work on the ground, the reduction of the migration of male Members, a significant leap into salary ratio, etc. Women's participation varies widely across the country. The participation of women under MGNREGA is measured by the person. The operational guidelines for the MGNREGS aim to promote the effective participation of women as both workers and managers in the scheme by reserving 33 percent of all working days in a financial year to a budget. The scheme looks at the reservation of 33 percent of all

working days for female workers in a financial year. It also has the provision of manufacturing goods, protecting the environment, empowering rural women, reducing migration from rural areas to urban emergencies and promoting social justice. Water protection, dry protection (including plantation and afforestation), flood protection, land development, minor irrigation are among the permitted works to be carried out under the scheme. There is also a clear instruction in Scheme for equal pay of wages for men and women. Crèche, drinking water, first aid and shade are to be provided on the construction sites. If there are more than five children under the age of 6 and this payment to the crèche in the work places. The scheme also stipulates that the wage capital ratio in public works programs must be at least 60:40. The other important feature of the scheme is that 100 percent wage costs are borne by Central Govt. 25 percent of the costs of material are borne by the state government unemployment benefit from Government State. India is an agricultural country and one in four people live in rural India below the poverty line. By implementing the system from 2006 onwards, it has changed the nature of the labour market by allowing rural households to earn a minimum income by obtaining job cards under this scheme. There are 12 crore job cards issued as of today. In addition, the program is inclusive of with a higher participation of women and SC and ST people. Today, almost one in two jobs created under the scheme is for the SC and ST women and it is about 40 percent of the people. This system is an opportunity for women to earn and an opportunity for their economic empowerment. Interestingly, the system has indirectly allowed households to free themselves from the clutches of local funders, and their payment is also made by direct money transfer to recipient accounts. This system has made people open 10 new bank and post accounts. The newly opened accounts have encouraged access to bank loans and helped improve education for children in MGNREGS households.

**Livelihood Opportunities:** The program has the potential to affect the lives of millions of women and children in many ways: First, increasing women's labor supply is likely to improve their incomes and thus their bargaining power in the home. This also has an impact on their children. Increasing maternal employment will have a positive impact on children's health and education in human capital if the income substitution effects of mother labour force participation exceed the substitution effect. Improving women's bargaining power can further increase both the quantity and quality of children's human capital. Secondly, improvements in MGNREGS can lead to good public care (example access to roads, flood control, land development and maintenance of irrigation systems and canals), which also has the benefits of women and children. Be able to improve directly. Conversely, participation in the MGNREGS can also have a perverse impact on women and children. For example, the increase in labour force participation and the negotiations of women can also lead to more conflicts in the budget. An increase in manual labour can also worsen women's health. It can also increase the demand for child labour for both agricultural and non-farm work and reduce its human capital. This leaves the net effect of access and participation in the MGNREGS for women and children theoretically unknown.

## **2. REVIEW OF LITERATURE**

**Adeppa (2014)** this study revealed that the National Rural Employment Guarantee Act (NREGA) is one of the most progressive pieces of legislation since independence. Its significance is evident from different perspectives. Data from the government's official website shows the proportion of working days going to women in NREGA has increased. Overall, there were 368 million (40%) in 2007/07, in 2007/08, 475 million (44%), in 2008 it was 1,036 million (47.8%), 1,364 million (48.1%) in 2009/10, 2010/11, 1227 (48%) and in 2011/12 (through December 2011) 598 (49%). If we understand NREGA's actual results, we need to understand the nature of local dynamics, infighting and dominance.

**Padma (2015)** this study provides for the law to strengthen the management of natural resources and to combat causes of chronic poverty such as drought, deforestation and soil erosion, thereby achieving sustainable development. This program aims to assess employment generated by MGNREGA, the type of assets generated by the program, the growth in pay rates and the growth of

productivity and categories of individuals taking employment in Andhra Pradesh. This is based on secondary sources to analyze and conclude the outcomes.

**Das and Darshana (2016)** in their paper "Role of the MGNREGA in rural employment: A study of the Barpeta district of Assam, India " stated that India is an agricultural country and the majority of the population of the country belongs to the rural population. Policymakers have implemented different programmes such as IRDP, NREP, RLEGP, etc., but yet the rural population has been confronted with unemployment and acute poverty. To eliminate this problem has government. The MGNREGA initiative was launched. The study highlights the object and impact of MGNREGA Act in rural areas and on natural resources. It also focuses on women's participation in the programme and MGNREGA's role in sustainable rural development. It was suggested that the government should take more steps for its proper implementation.

**Roshni (2017)** in this article revealed about MGNREGA and Its Role in Rural Development. It is hard to think development of any nation without the development of its rural economy, neglecting of rural development means neglecting of overall development of nation. The real development of India lies in the economic betterment of people who live in rural India for which government needs to make strong economic policies and better implementing strategies. National Rural Employment Guarantee Act (NREGA) enacted by legislation of India on 25 August 2005 and it was renamed as the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2<sup>nd</sup> October 2009 on the birth anniversary of Mahatma Gandhi. The act aims to remove the extreme poverty and at making villages of country self-sustaining through productive assets

**Misbah and Mamta (2018)** this article examined that MGNREGA finds mention in almost every discussion of the anti-poverty measures initiated by the Indian government over the past two decades. It has proved to be the government's flagship programme to curb poverty and unemployment. Raising awareness is an important challenge facing MGNREGA. The lack of awareness of MGNREGA leads to a possibility of creating a condition in which the intended beneficiaries may not benefit fully from the system. The aim of this study is to assess the awareness of MGNREGA beneficiaries for the program in the Kupwara district of J & K. The study was conducted among 150 beneficiaries of the program. A questionnaire was used to elicit the reaction of beneficiaries. The sampling was carried out with multi-stage sampling. The variables used in the study are based on the basic provisions of the law. This study provides an insight into MGNREGA's micro-level awareness in J & K. The study's findings suggest that the government needs to step up efforts to raise awareness that beneficiaries still lack full awareness of the basic provisions of the law. This, in turn, can be used to change its awareness campaigns.

**Rajalakshmi and Selvam (2018)** the study area focused on Vellore district Tamil Nadu because Vellore district is one of the drought-affected territories. More than 3.29.357 employees work under the scheme. This is the highest population compared to other districts and even women have a higher empowerment after the implementation of the MGNREGS in the district of Vellore. The main findings of the study are the level of awareness of the scheme is very less and so the government is trying to carry out the awareness programme in the Vellore district. And also appoints a supervisor for every gram Panchayat in the Vellore district to oversee the workplace for better outcomes. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has a higher reputation in the Rural Development Program. 500 Rural Development Programmes in India MGNREGS is the best rural development programme.

### **3. RESEARCH METHODOLOGY**

#### **Objectives**

- ❖ To Study the Socio-economic status of the Women beneficiaries under MGNREGS
- ❖ To identify the lacunae in the implementation of the Scheme in the study area, if any prevailing and offer suggestions for strengthening the Scheme.

### **HYPOTHESES**

- ❖ The wage earnings of Women from MGNREGS are positively associated with their level of income on the entitlement under the scheme besides their economic level.

### **SAMPLE DESIGN**

The researcher felt that the women beneficiaries could be easily contacted for the study provided either Convenient or Accidental sampling technique is employed. This method of sampling helped the researcher to contact the sample respondents at their own convenience and the said method was more suitable for descriptive nature of the study.

### **SAMPLE SIZE**

The present research work covered two hundred and seventy (270) women beneficiary households located in six (6) Gram Panchayats under Nilakkottai Block in Dindigul District out of the 14 blocks. This block was identified based on the high level of employment generated under the MGNREGS as per the official records available. From the mentioned identified block and village Panchayats, 3 villages have been identified from each gram Panchayat with 15 households/respondents thereby ensuring representation from each village identified for the present study. Thus, the study was conducted among 270 samples/households.

### **ANALYTICAL FRAME WORK**

For the purpose of achieving the specific objectives of the study, data collected were subjected to relevant statistical analysis. For this purpose, tabular presentation method with averages, percentages, and chi-square were employed. The technique of tabular analysis was employed for calculating the number of days employed in MGNREGS, the number of days unemployed in MGNREGS their alternative sources of employment during off season and to assess the socio-economic parameters, and to study the income and wage patterns of the women beneficiaries. The above statistical tools were employed to document the major problems faced by women beneficiaries of MGNREGS.

### **DATA ANALYSIS**

The survey data, after evaluation and coding, have been entered into spread sheets of statistical package of social sciences (SPSS). To understand the nature of the data, firstly, frequency tables were prepared, and subsequently the analysis and tabulation have been carried out using research techniques based on the requirement. Chi-square test and factor analysis have been performed on the data.

## **4. RESULTS AND DISCUSSION**

### **4.1 SOCIO-ECONOMIC CHARACTERISTICS OF THE RESPONDENT**

**Table 1 Distribution of Respondents according to Community**

Sl. No	Social Category	CPI of Villages		
		High	Moderate	Low
1	SC	26.7	33.6	39.7
2	ST	0.0	25.0	75.0
3	BC	31.7	41.5	26.8
4	MBC	48.1	29.1	22.8

Source: **Computed**

It is quite widely known that most of India's rural inhabitants are poor and live in poverty, which has been supported by several studies. This is a fact that even after 66 years of independence and 63 years of implementation of several policies on development and various new legislations and schemes adopted for better human development in tribal areas by the national and state governments from time to time, the living standards of the rural people in particular has improved very

insignificantly when compared with the urban areas of our country. Tables 1 shows the social category and cumulative performance index obtained from the rural village respondents. Of the total Three-fourth respondents who were belonging to STs, they had low CPI compared to the other categories and four in tenth of the respondents of SCs had lower cumulative performance index (CPI). A high CPI was found among the respondents of MBCs followed by BCs. As the review indicates, the cumulative performance index was moderate with a proportion of 42 and 34 among the BCs and SCs.

**Table 2 Distribution of Respondents according to Age Group**

Sl. No	Age Group	CPI of Villages		
		High	Moderate	Low
1	Below 30 Years	28.1	34.4	37.5
2	31 to 40 Years	42.7	23.3	34.0
3	41 to 50 Years	28.6	36.7	34.7
4	51 and above	26.7	43.0	30.2

Source: **Computed**

Poverty is the greatest enemy of human development. Since independence, the issue of poverty within India has remained a evergreen prevalent concern. According to the common definition of poverty, when a person finds it difficult to meet the minimum requirement of acceptable living standards, he or she is considered poor. Age is one of the main factors which determines the CPI score of the respondents. Table 2 shows the Age group and cumulative performance index obtained from the village respondents. The age group and CPIU were negatively associated. The CPI was low with the age group of below 30 years with the percentages of 37.5. Those who had low CPI were found in the age group of 51 and above years. The high CPI was found to be in the age group 31-40 years. The respondents' had moderate CPI with the higher proportion among the age group respondents 41-50 and 51 above years.

**Table 3 Distribution of Respondents according to Education**

Sl. No	Level of Education	CPI of Villages		
		High	Moderate	Low
1	Primary	33.8	33.1	33.1
2	Upper Primary	32.8	36.2	31.0
3	High School	26.0	34.0	40.0
4	College	44.8	27.6	27.6

Source: **Computed**

It is argued that the earlier wage employment programmes failed due to the common problems of ineffective targeting, leakages and poor quality asset creation, etc. They emphasized for a clear separation of functions across tiers of government. Rural folk are the ones really need of improvement by the provision of better education. The scheme does not improve the expected level of socio economic conditions of rural women. Through increasing the number of working days and wages, rural women improve their income level. Though the socio-economic conditions have improved gradually, but to fasten the rate of improvement some developmental initiative can be integrated with the scheme mainly targeting those women who are working regularly under the scheme for longer periods. A multiple scheme and multi-agency approach could also be a fruitful idea for the development of socio-economic conditions of rural women. It was obtained from table 3 that the respondents who have primary level of education they had around 33 percent of CPI in high, moderate and high Level of CPI. Those who had upper primary level education were having a moderate level of CPI with the high percentages of 36.2. It was interesting to note that the respondents with college level education had high CPI with a high percentage ratio (44.8%). Hence, it was concluded that while increasing the level of education the CPI of respondents in the villages also increased.

**Table 4 Distribution of Respondents according to Marital Status**

Sl. No	Marital Status	CPI of Villages		
		High	Moderate	Low
1	Married	35.1	33.1	31.8
2	Un-Married	25.0	25.0	50.0
3	Widow	15.0	40.0	45.0

Source: **Computed**

The absolute number of total poor has doubled, since independence in 1947. Poverty is prevalent and also widespread in India, with the nation estimated to have a one third of the World's poor count. According to 2011 World Bank estimate, 29.8 percent of the total population in India falls below the international poverty line and India ranks in the 72<sup>nd</sup> position in poverty among all other countries in the world with respect to poverty. Poverty in India is closely associated with over population or an imbalance between population and land resources. In India, landless people live close to the margin of existence, experiencing seasonal unemployment and nutritional stress. The rural poor are generally socially disadvantaged and are more numerous, more dispersed and more unorganized. Hence, poverty eradication is a prime issue in India. The above table 4 infers that high CPI was found among the respondents who were married and those people had low CPI were 31.8 percent. The low CPI was held by unmarried and the widowed with the percentage of 50 and 45.5 respectively. It may be concluded from the analysis that CPI was related with social status of the women in the society. In general, it was observed that the unmarried and widowed group was comparatively poor.

**Table 5 Distribution of Respondents according to Type of House**

Sl. No	Type of House	CPI of Villages		
		High	Moderate	Low
1	Hut	36.5	26.9	36.5
2	Thatched House	28.8	31.8	39.4
3	Tiled House	25.0	44.4	30.6
4	RCC/ Pucca	42.5	28.8	28.8

Source: **Computed**

Table 5 shows Types of house which show the economic status of the respondents in the society. The economic status of the respondents is revealed through the type of house they reside in. Those who settled in the hut had their CPI score (36.5%) was low. Those who lived in RCC/Pucca they had 42.5 percent high CPI. The CPI score varies according the type of house inhabited. In general CPI score was high in the Pucca houses compared to the other categories.

**Table 6 Distribution of Respondents according to Type of Family**

Sl. No	Type of Family	CPI of Villages		
		High	Moderate	Low
1	Nuclear	37.6	29.4	33.0
2	Joint	15.4	50.0	34.6

Source: **Computed**

Table 6 shows the type of family and cumulative performance index obtained from the village respondents. The CPI was moderate with the percentage of 50 in joint family respondents. Those who were part of nuclear families had their CPI which was high (37.6%). It indicates that joint family may have a greater number of workers than the other categories. Hence, the type of family may likely influence the CPI score increase in the study area.

**Table 7 Distribution of Respondents according to Main Occupation**

Sl. No	Main Occupation	CPI of Villages		
		High	Moderate	Low
1	House wife	43.2	32.6	24.2
2	Agricultural labour	32.6	29.4	39.2
3	Industrial labour	24.4	39.0	36.6

Source: **Computed**

Though the theoretical literature on guaranteed employment and rural labor impacts are scarce, going by the empirical analysis of NREGA's effects in the labor market have shown mixed results, with most studies projecting positive impacts on agricultural wages due to NREGA. Today, MGNREGA has millions of workers' unresolved and unaddressed grievances and concerns to be dealt with. A response system could not only radically improve MGNREGA's performance, but can also impact and transform the whole face of rural governance at large. The concept of employment and wages can be noticed even during the times when Lord Buddha was alive where he is quoted to have said that men work to satisfy the primary or basic urges of hunger, thirst, and sex, as well as a host of other secondary wants and desires created by a commercial civilization. It is the active man who lives purposefully; who blesses the world with wealth, wisdom and peace. Hence work is essential for happy living. Life without work would be an eternal holiday, which is the hell of boredom and lack of financial resources to sustain livelihoods. Buddha stated that a hungry man is an angry man. A man poisoned by discontent is hardly in a fit frame of mind to develop his moral and spiritual life. Unemployment and economic insecurity leads to tension, irritability, and loss of self-respect without which a healthy life (physical, mental and emotional) is impossible. Table 7 infers the occupation of the respondents and the cumulative performance index obtained from the village respondents. The respondents who were engaged as house wives had their CPI which was 43.2 percent being high was followed by the moderate and low category. But, those who were agricultural labourers the high percentage of CPI was found in 39.2 percent respondents. The respondents who were engaged as industrial labor had their CPI which was 39 percent moderate CPI which was low formed around 36.6 percent.

**Table 8 Distribution of Respondents according to Monthly Income**

Sl. No	Monthly Income	CPI of Villages		
		High	Moderate	Low
1	Below ` 2000	31.8	31.8	36.4
2	` 2001-3000	43.0	34.2	22.8
3	` 3001-4000	33.3	23.5	43.1
4	` 4001-5000	30.0	35.0	35.0
5	` 5001 and above	17.6	47.1	35.3

Source: **Computed**

Table 8 explains the family income of the respondents in the study areas, which reveals that the highest percentage was found to be high (36.4%) among those who had their family income which was below ` 2000. This percentage was low (31.8%) among the respondents family income which was below ` 2000. The highest proportion was found among the respondent those who had their family income which was ` 2001-3000. The moderate CPI respondents had their family income with the high and low percentages of 34.2 and 23 percent from the ` 2001-3000 and 3001-4000 income group respectively.

**Table 9 Distribution of Respondents according to on the basis of Income level of the Scheme's women beneficiaries which has increased**

Sl. No	Increase in the income level of the Scheme's women beneficiaries	CPI Villages		
		High	Moderate	Low
1	No	40.0	43.0	17.0

2	Yes	31.4	30.4	38.2
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Source: **Computed**

The empowerment of rural women is crucial for the development of the rural Bharat. Women have to empower themselves from the bottom level in order to make the government to empower them from the above. In the words “empowering women is a precondition for creating a good nation, when women are empowered, society with stability is assured”. The MGNREGA has a positive impact on the empowerment and employment pattern of women in recent years. Table 9 reveals that more than three fourths of the women folk had accepted that income level of the Scheme’s women beneficiary has increased and less than one fourth of them did not have a favourable response to the question. Those who had low CPI among the respondents, 38.2 percent of them felt that income level of the Scheme’s women beneficiaries has increased followed by high and moderate CPI score of respondents with the proportion of 31.4 and 30.4 respectively.

**Table 10 Distribution of Respondents according to women’s decision making has increased in the family**

Sl. No	Women’s decision making has increased in the family	CPI Villages		
		High	Moderate	Low
1	No	32.5	33.3	34.2
2	Yes	34.0	33.3	32.7

Source: **Computed**

When women support to empower themselves the whole society benefits and the families are healthier. Therefore, it is very important to empower women. Empowerment of women refers to the influence of decision making on their own in the family. The word “empower has become equal with the word women”. Women participation has increased significantly and perceived it giving them a sense of independence and security. Table 10 indicates the women empowerment in the study area by the implementation of MGNREGS. More than half of the respondents informed that their empowerment has raised in the family compared to the previous periods.34 percent of the respondents with high CPI reported that the empowerment had raised considerably as a result. Other two categories (moderate and low) of the respondents reported as their empowerment had raised with the percentages of 33.3 and 32.7. Women participation has increased significantly and perceived it giving them a sense of independence and security. Country should be alerted with proper education and also they should be entrusted with all sorts of work as per their physical capability.

**Table 11 Distribution of Respondents according to Recognition levels of Economic Contribution by Women in household**

Sl. No	Recognition levels of Economic Contribution by Women in household	CPI Villages		
		High	Moderate	Low
1	No Change	20.7	43.1	36.2
2	Little Change	38.7	26.7	34.7
3	Moderate Change	33.9	33.9	32.2
4	Significant Change	37.1	32.0	30.9

Source: **Computed**

Table 11 indicates that the opinion of respondents on Recognition levels of Economic Contribution by Women in household in the study area. One in fifth reported that there is no change due to the implementation of the MGNREGS. Four in fifth of the respondents had reported that there was change which was small, moderate and significant change. Among the respondents those had

reported said that they had changes, 39 percent of them had high CPI, 31percent of them reported that they had moderate CPI and 30 percent of them had low CPI.

**Table 12 Distribution of Respondents according to Women’s control over Family Assets**

Sl. No	Women’s control over Family Assets	CPI Villages		
		High	Moderate	Low
1	No Change	18.9	32.4	48.6
2	Little Change	37.1	31.5	31.5
3	Moderate Change	31.0	34.5	34.5
4	Significant Change	34.5	32.8	32.8

Source: **Computed**

Table 12 exhibits the opinion of respondents on Women’s control over family assets in household in the study area. 13.7 percent of the respondents reported that there is no change of Women’s control over family assets by the implementation of MGNREGS. 34 opined that there were changes and they had high CPI and other two categories were of moderate and low CPI. Hence, it can be concluded that with the implementation of MGNREGS women empowerment and the values of women in the family has risen compared to the time frame before the implementation of the programme.

#### **4.2 SOCIO-ECONOMIC FACTORS INVOLVED ENCOURAGING THE PROGRAMME OF MGNREGS**

##### **Factor I: Number of members**

Table 4.2.1 shows that the number of members, which includes the number of employees and the size of the family too. The number of people at work and the size of the family were the most important in the areas of study reported by respondents. MGNREGS being an encouraging program was determined by the most urgent factor I with a clean value of 2 059 and the total variance of 12.870 percent. Two of the sixteen variables were loaded on this factor. This clearly suggests that the variables are the number of workers employed in the MGNREGS (0.866). The size of the family (0.835) was strongly correlated with MGNREGS and Tamilnadu government. In the analysis, it was therefore found that, although there are so many factors influencing the aforementioned factors, these were significantly related to the study of MGNREGS in rural areas provided by the Government of India and Tamilnadu.

**Table 4.2.1 Socio-Economic Factors Involved Encouraging the Programme of MGNREGS**

Factor	Name of the Factor	Variable Number	Name of the Variable	Factor Loading
<b>I</b>	Number of members	2.11	Number of working members	0.866
		2.10	Family size	0.835
<b>II</b>	Social status	2.5	Level of education	0.732
		2.3	Age	0.701
		2.2	Social category	0.614
<b>III</b>	Demographic variables	2.6	Marital Status	0.737
<b>IV</b>	Living status	2.20	Taken action issue raised	0.742
		14.1	Spending pattern of wages of received	0.648
<b>V</b>	Economic status	2.21	Training centre available	0.654
		2.22	Extra wages paid for distance	0.634
		2.23	SHG Members	0.525

<b>VI</b>	Facilities provided	2.7	Type of House	0.792
		2.24	Mandatory facilities	0.696

Source: **Computed**

**Factor II: Social status**

MGNREGS has involved the promotion of the Factor II program, which is known as social status with a yellow value of 1.501 and its total variance of 9.380 percent. There were three variables that have a high positive charge on the variable called educational level, social category and age with load factors with 0.732, 701 and 0.614. The analysis showed that levels of education, the social category and age played a major role in promoting the MGNREGS program in the respective study area.

**Factor III: Demographic variables**

The MGNREGS program in the study areas was supported by the following factors, with an egg yolk value of 1 246 and a total variance of 7.786 percent. High pressure is being laid on the MGNREGS and has high positive strains due to the marital status of the respondents in the study area with the charge factor value of 0.737. The demographic variables of factor III are also related to MGNREGS in the areas studied from data analysis. In this analysis factor III demographic variables are seen with a clean value of 1 408 and the total variance of 8.779 percent. The high positive burden was directed to the problem of measures taken (0.742) and the methods of expenditure of wages received (0.648). There were many factors that could focus on promoting the MGNREGS of the region, creating jobs and raising their standard of living in the study blocks which was observed in the data collection and was also demonstrated by the statistical analysis. Seven out of one-tenth of MGNREGS respondents intervened to promote that the program’s efficiency and quality was reduced by the above factors in the study blocks.

**Factor V: Economic status**

The variable training centre’s available; the additional wages for distance and the members of the SHG had the value of the high positive stress share of 0.654, 0.634 and 0.525 respectively. This revealed in the analysis that it was a fifth factor with an egg value of 1, 3149 and the total variance of 7.181 percent. He stresses that while there are a number of modern methods that promote the MGNREGS program, the experience gained in the areas studied revealed that if people were encouraged by different factors, there would be a positive change as they always reported that they needed improvements in the MGNREGS.

**Factor VI: Facilities provided**

The provided factor VI facilities comprise of the type of housing and the mandatory facilities that should be provided were loaded with a strong positive correlation compared to variables other than 0.792 and 0.696, respectively. This factor, with an intrinsic value of 1.099 and the total variance of 6.896 percent, for people who engage in workplaces such as cribs for children, drinking water and shelter from the harsh sunlight. If these requirements are provided for those who participated in the MGNREGS program, there is a chance that the program will be 100% successful.

**5. SUMMARY OF FINDINGS**

- ❖ Three-fourth of the respondents who were belonging to STs and had a low CPI compared to the other categories and four in tenth of the respondents of SCs had a lower Cumulative Performance Index (CPI). High CPI was found among the respondents of MBCs followed by BCs. As the review indicates, the cumulative performance index was moderate with a proportion of 42 and 34 among the BCs and SCs. The CPI was low among the age group of below 30 years with a percentage of 37.5. Those who had low CPI were found in the age group of 51 and above years.
- ❖ High CPI was found to be in the age group of 31-40 years. The respondents had moderate CPI with a higher proportion among the age group respondents of 41-50 and 51 above years. The respondents who have primary level of education were around 33 percent with high and moderate level of CPI. Those who had upper primary level of education were having moderate CPI with a high percentage of 36.2.

- ❖ It was interesting to note that the respondents with college education had a high CPI (44.8%). High CPI was found among the respondents who were married and the unmarried people had a low CPI with around 31.8 percent. The low CPI was held by the unmarried and widowed with the percentages of 50 and 45.5 respectively. It may be thus concluded from the analysis that CPI was related with the social status of the women in the society. In general, it was observed that the unmarried and widowed respondents' status was comparatively poor.
- ❖ Those who settle in the hut their CPI score (36.5%) was low. Those who had RCC/Pucca type of houses had around 42.5 percent high CPI. The CPI score varies according the type of house; in general, the CPI score was high in the Pucca houses when compared with the other categories. Those respondents having their own houses had a CPI score which was high (34.5 percent) and this proportion was 13.3 percent among the respondents of those who had rented the house.
- ❖ The type of family and cumulative performance index obtained from the village respondents. The CPI was moderate with a percentage of 50 in the case of joint family respondents. Those who were part of nuclear families had a CPI which was high (37.6 percent). It indicates that joint family may have more workers and hence a better living status. Hence, the type of family may likely influence the CPI score increase in the study area.
- ❖ The government agencies should impart to provide the employment to the respondents on MGNREGS. Though, the governments provide the 100 days employment scheme to improve the economic position of villagers. It was observed that most of the scheme work was not reaching the people directly. It goes to the contractor and reaches the village people. Those respondents who had low CPI were reported to be a proportion of 39.42 percent of the respondents reported about the nature of wage payment had high CPI score. Among the income pattern of the respondents which had increased considerably the study areas. Hence, it may be concluded that the MGNREGS had improved the livelihood and status of the respondents tint he study area.
- ❖ It was also observed that those who reported that they had received employment by MGRNEGS were 66 percent who were found with the high and moderate CPI score in the study area and remaining were found in the Low CPI score category. Those who reported that they had not received the employment with MGNREGS were part of the proportion of respondents who fall under the category of lower and moderate CPI score. While comparing with CPI score and income generation by the MGNREGS, those who had informed an income generation were around 56 percent of them who had a CPI score which was low and the remaining percentages were 25.6 and 19 percent with high and low levels respectively.
- ❖ It was reported by the respondents that more than one third of the respondents informed that their earned wages were higher than that which they earned before the implementation of the programme. Of the total respondents informed those respondents had CPI score as low 35 percent had informed that their earned income wages were increased compared to the moderate and high CPI score respondents.
- ❖ Of the total respondents reported 78 percent of them had reported that they had received more employment after the implementation of MGNREGS with the CPI score of moderate and low category. Only 32 percent of the high CPI scored respondents reported they had received more employment after the implementation of MGNREGS. Women participation has increased significantly and perceived it giving them a sense of independence and security. Country should be alerted with proper education and also they should be entrusted with all sorts of works as per their physical capability.
- ❖ The MGRNREGS participates in the promotion of the program by number of members, which includes the number of employees and the size of the family too. The number of people at work and the size of the family were the most important in the areas of study reported by respondents. MGRNREGS being an encouraging program was determined by the most urgent factor I with a clean value of 2.059 and the total variance of 12.870 percent.
- ❖ Two of the sixteen variables were loaded on this factor. MGNREGS has involved the promotion of the Factor II program, the analysis showed that levels of education, the social category and age

played a major role in promoting the MGNREGS program in the respective study area. MGNREGS has high positive strains due to the marital status of the respondents in the study area. Seven out of one-tenth of MGNREGS respondents intervened to promote that the program's efficiency and quality was reduced by the above factors in the study blocks.

- ❖ The experience gained in the areas studied revealed that if people were encouraged by different factors, there would be a positive change as they always reported that they needed improvements in the MGNREGS. If these requirements are provided for those who participated in the MGNREGS program, there is a chance that the program will be 100% successful. There were three variables such as women's participation in meetings, exposure to the media and reasons for low attendance at meetings were also involved to promote in the MGNREGS. The review of literature revealed the various factors affecting the MGNREGS, to understand the determinants and test the hypothesis factor analysis was used

## CONCLUSION

To conclude, socio economic status of MGNREGS, in terms of the implementation process, operationalisation of the Scheme, workers' participation, utilization of funds, benefits to the women beneficiaries and community assets created exhibit a mixed picture. However, this is an imperative need for the programme to include the entire agricultural activities and operationalise them in the area. There is a need to make the Scheme more effective and efficient to facilitate removal of rural poverty and reduction of socio-economic backwardness in the present changing environment. It is essential to ensure and secure their entitlement under the Act. Also, ensuring 100 days of employment under MGNREGS, works on demand, minimum wages, payment within 15 days and provision of essential worksite facilities will in reality enhance the benefits of the programme. The implementing authorities should not deny the workers' statutory rights and should pay unemployment allowance if work is not provided within 15 days. Rural workers must be educated on MGNREGS. Removal of administrative irregularities in the Scheme is the need of the hour. To provide Livelihood security for the poor through creation of durable assets, improved water security, soil conservation and higher land productivity. To provide the social protection for the most vulnerable people living in rural India by providing employment opportunities to them. The empowerment of the socially disadvantaged people, especially women, Scheduled Castes (SCs) and Schedules Tribes (STs), through the processes of a rights-based legislation. Strengthening decentralised participatory planning through convergence of various anti-poverty and livelihoods initiatives. Hence, it can be concluded that with socio economic status of the MGNREGS on women beneficiaries and their empowerment and the values of women in the family has risen compared to the state before the implementation of the programme. The strengthening of this perception in rural areas can have significant impact on questions of security, health and children's education, all of which are often compromised, in one way or another, during migration.

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