

# Mahatma Gandhi National Rural Employment Guarantee Act Programme and Its Effect on Women Empowerment in Rural Areas

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**Abstract – Mahatma Gandhi National Rural Employment Guarantee Act 2005 was brought by focal Govt. in 2006 for accomplishing some objective, for example, annihilating rural destitution, women empowerment and creation some social assets. A noteworthy segment in world is confronting issue of poverty and unemployment. Women empowerment is the most imperative need of society, if the general public needs to create in all circles of life rural women needs to lead from the front. Empowerment of women is a complex process which needs to pick up consideration as ahead of schedule as would be prudent, in such manner Government of India has made an Act Mahatma Gandhi national rural business ensure act in 2005 to give the equivalent rights to the rural women to partake in this demonstration and to increase feasible vocation for the acquisition and upliftment of women society of India. Rural individuals are the casualties of this poverty and unemployment, so as to wipe out these, government additionally attempt some employment and poverty mitigation programs like MGNREGA. The demonstration goes for fortifying women employment by upholding that around 1/3 of all out-work power ought to be women and furthermore there is equal wage for men and women. In Kerala women interest, make this program an incredible achievement. Subsequently, this examination goes for breaking down how this scheme is profited for women empowerment in Anthikad panchayath in Thrissur area in Kerala. From the investigation it is discovered that this scheme assuming a significant role in making employment opportunities for women in the panchayath and help to build the salary and expenditure of families. The scheme altogether improves the financial basic leadership capacity to women in the man ruled rural society and furthermore giving progressively self-respect among women.**

**Keywords: Women Empowerment, MGNREGA, Rural, Women, Anthikad Panchayath, Satisfaction.**

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## 1. INTRODUCTION

In a few developing and developing economies, public works programs give employment and social protection to the working age poor, with sexual orientation responsiveness presently making them. The Mahatma Gandhi Nation Rural Employment Guarantee Act (MGNREGA) in India and the Expanded Public Works Program (EPWP) in South Africa are instances of imperative safety nets for women (UN Women, 2013). As per Dr. Pranab Mukherjee (2009) inclusive growth conveys the twin system of the growth and the instrumentalities through which it is accomplished, with the goal that the advantages achieve the biggest area of the society and that the most extreme quantities of individuals can get profits by these development projects. That is the reason extraordinary emphasis was given to schemes like NREGA and Bharat Nirman.

Women establish around 70% of all out Population in India. However, their living condition is poor. Each time

women are treated as poorest individuals in view of sex inequality. The oppression women are expanding step by step. Poverty, ignorance poor money related foundation, low expectation for everyday life and so forth exacerbate women's condition. To dispose of such shades of malice from society empowering women is generally vital. Empowered women contribute more to the society. By showing signs of improvement educational facilities and chance to improve employment, help them to improve their situation in the society.

The Government of India Has Passed the National Rural Employment Guarantee Act (Mgnrega) In September 2005. It Addresses Mainly to Rural Poor and Their Fundamental Right to Work and Dignity. It Also Empowers Local Citizens to Play an Active Role in The Implementation of Employment Guarantee Schemes Through Grama Sabha, Social Audit, Participatory Planning and Other Means. It Is Consider to Be A Land Mark in The History of Poverty Reduction Strategies in India. This Scheme

Intend to Provide Employment to The Rural Poor During Lean Agricultural Season and Aims to Create Village Asset and Bring Sustainable Development, Further, The Attempt Is to Provide Adequate Employment to Women at Equal Wage. The Program There for Requires 2/3 Of All Workers Are Women

In 2005, Central Government acquainted MGNREG Scheme with guarantee 100 days ensured employment to poorest individuals particularly women to elevate them from absolute Poverty and improve their Standard of living. MGNREG is a groundbreaking instrument for inclusive growth in rural India. Through its effect on social Protection, live hood Security empowerment of women. It is the one of the biggest employment age scheme of India govt. Through the Study the analyst Analysis, how this scheme is useful for empowerment of rural women's in Kerala.

### 1.1 MGNREGA

MGNREGA is the hugest act in the historical backdrop of Indian country from multiple points of view like grass-root level participation of each native and beneficiary through democratic procedure, multi-layered social review and straightforwardness system by involvement of common society, far reaching arranging at town level towards maintainable and impartial development and so on. Essential striking element of the Act is to improve the personal satisfaction of rural individuals who are defenseless against out-relocation looking for every day wage employment by channelizing the wage workforce towards developmental exercises at the village level itself. The scheme was at first in advancement in the primary period of 200 regions amid its cognitive stage has produced part of eagerness among social researchers, and NGOs and drove them to start a few surveys without anyone else. The surveys as in the instances of some other scheme are fixated on the final products, for example, focusing on all the penniless recipients, and implementation of the Act in letter and spirit. The scheme is monstrous in nature and during the time spent implementation and accomplishing the ideal yield. There are numerous issues which are straddling the implementing organizations directly from District to Gram Panchayat. The MGNREGA includes participatory arranging and implementation of the scheme through

- (i) Proactive job of Gram Sabha,
- (ii) Rigorous & continuous monitoring by method for social review, and
- (iii) Involvement of normal individuals at the grass-roots level.



**Figure 1 MGNREGA**

### 1.2 Monitoring & Evaluation under the MGNREGA

The Ministry has set up an extensive monitoring framework. For successful monitoring of the project's verification of the works at the Block level, District level and at the State level investigations should be guaranteed. So as to enhance the multiplier impacts of NREGA, the Ministry has set up a Task Force to take a gander at the likelihood of union of projects like National Horticulture Mission, Rashtriya Krishi Vikas Yojana, Bharat Nirman, and Watershed Development with NREGA. These assembly efforts will increase the value of NREGA, works and help in creating durable efforts and furthermore empower arranged and composed public investments in rural zone.

### 1.3 Need of MGNREGA

This scheme is beneficial for us on account of following:

- To go about as media for socio- economic development.
- Provide untalented work for rural India in the rural region.
- Ensuring Sustainable development by building up the natural resources.
- Providing an imperative job to Panchayath Raj.
- Social insurance for most vulnerable individuals living in rural India by giving employment opportunities.
- Live hood Securities for poor through formation of durable assets, improved water security, soil conservation and higher land efficiency.

### 1.4 Empowering Rural women Through Mgnrega

The broad support of women in mgnrega has implied that women are leaving their homes, not exclusively to work yet additionally to visit banks and Panchayat offices, which they might not have done beforehand.

This upgraded versatility accompanies the higher status of being income-earning workers. Despite the fact that this examination did not discover any proof of changing sexual orientation jobs inside the household because of women working on MGNREGS locales, it discover proof of expanded confidence and basic leadership skill among women. Women stay inserted in family relations in employment and in the plan of social insurance approach. There is a refusal to acknowledge women's double day or the issue of consideration obligations as a collective concern of the state. Since women remain parental figures regardless of whether they take on paid work, their inclination is for work near to the home, flexible timings, and so on which are all satisfied by the MGNREGA. In numerous rural zones there are not many work opportunities outside of farming. Hence, poor households reliant on rural work for their survival are compelled to move amid lean seasons or some way or another get by through obtaining, and so forth. This is absolutely the circumstance that MGNREGA is proposed to address, through the formation of extra work opportunities amid rural lean seasons. The sort of work made, that is paid work on public works, is appropriate to the pervasive conventions round women's work in certain states. There is an entrenched custom of paid work for women just as men, and when other work isn't accessible inside or close to the village, most men and a few women drive to work some distance away.

MGNREGA is an Act that expects to fortify the women employment by implementing that around 33 percent of all out-work power ought to be women and furthermore that there will be equal wages for men and women. It is assuming a generous job in creating employment for women there by, prompting more prominent independence and self-respect among women. The present paper has made an endeavour to examine the effect of MGNREGA on financial development and women empowerment. Women worker feels very happy with the MNREGA employment as now they get the wages equal to the male workers and furthermore, she can take an interest in the upliftment of her family by turning into an earning individual from the family in this way, MNREGA has brought economic autonomy among women, which was the primary point of MNREGA. It is program that has influenced the lives of rural women in genuine sense. It is the most noteworthy act in the history of Indian country from various perspectives like grass-root level support of each native and recipient through vote-based procedure, multi-layered social audit and straightforwardness system by involvement of common society, far reaching arranging at village level towards maintainable and impartial development and so on. Vital notable component of the Act is to improve the personal satisfaction of rural households who are helpless against out-migration looking for day by day wage employment by channelizing the wage workforce towards developmental exercises at the village level itself.

## 2. REVIEW OF LITERATURE

**Jean Dreze (2011)** states that MGNREGA has moved toward becoming instrument for rural empowerment by giving 100 days employment for each year per household, expanded bargaining intensity of women and rural labor and gave independent earning chance to women for empowerment. The creators additionally discovered that 79 percent women gather their very own wages and 68 percent keep wages with them. Reetika Khera and Nandini Nayak (2011) in the elaborative investigation found that constrained and unpredictable labor advertise, social obstructions and working condition disheartened women's work interest. In any case, Local availability of work, government work, controlled working hours; less exploitative and honorable nature of work under MGNREGA have been fundamental spurring factors for women to take an interest in works. MGNREGA helped staying away from hunger and migration, purchasing of medicines, payment for children education advertisement repayment of debts and maintaining a strategic distance from hazardous working conditions for lion's share of the women work searchers, the investigation found. They likewise discovered that social standards against women working outside the home, absence of child care facilities are significant hindrances for women's support.

**Dr. Jitendra Ahirrao (2012)** Reasoned that MGNREGA has expanded and enhanced the commitments that women made by putting money earnings in women's independent. Women are going to gram-sabha, standing up in the gatherings and their ability of collaboration expanded. Shantha Sinha, Chairperson, National Commission for Protection of Child Rights, clarified that the NREGA enabled women to take an interest in income-earning opportunities as opposed to in petty production or domestic chores. Notwithstanding, she brought up that the difficulties of guaranteeing maternal entitlements and making sufficient arrangements for youngsters under the NREGS were central, recommended that these ought to run inseparably with more prominent wages and more noteworthy dignity. In the paper "Mahtma Gandhi National Rural Employment Guarantee Act (MGNREGA): A contextual analysis of Gujarat and Jammu and Kashmir" Safeer Mukhtar examined the effect of MGNREGA on women by utilizing three parameters- Income utilization impacts, Intra – household impacts, network level impacts. The examination found that MGNREGA empowered women by giving them a degree for independent earning and put in some bit of earning for possess needs of decision, the unpaid household work of women has been decreased and changed over in to paid work and broadened the extension for basic leadership job of women in house hold affairs, women investment has expanded after implementation MGNREGA in numerous zones.

**Dr. G. Xavier (2014)** – The eleventh five-year plan denotes a significant departure from the traditional method for seeing women in plan document. It attempts to check the centrality of women in all segments. It unequivocally perceives, most likely out of the blue, that women are equal residents as well as specialists of economic and social growth. As indicated by UN Women (2013) The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in India and the Expanded Public Works Program (EPWP) in South Africa are instances of important safety nets for women. The investigation attempts to assess the effect of MGNREGA on financial empowerment of women in Kalakkanmoi panchayat of Sivaganga locale, Tamil Nadu. It further investigations different hazard related with the women amid the working time of MGNREGA. The examination finds that the MGNREGA expands income and expenditure of the households thought about over the pre MGNREGA period and the scheme significantly upgrades the social and economic basic leadership capacity to women in the men dominated rural society. Thus, the scheme guarantees improved way of life of the vulnerable poor, all the more explicitly among women. It likewise finds that poor worksite facility, hot climate condition and decrease of relaxation time put them much hardship amid the working long periods of MGNREGA.

**Basharat Bashir Bhat (2016)** – The examination has analysed the effect of MGNREGA and the investment of female recipients in Wahipora village panchayat of Kupwara District. This investigation is predominantly founded on the essential information gathered from the chose respondents by applying the Random inspecting strategy. The exploration examines secured the angles like social states of the respondents, learning, and observation with respect to the execution of MGNREGA in the specific examination district. The investigation infers that MGNREGA is an important program implemented by the Government of India in 2006 for the betterment of rural poor individuals by giving 100 days of wage employment and by creating self-confidence among incompetent workers chiefly in females by diminishing the gender separation.

### 3. RESEARCH OBJECTIVES

1. To examinations how this program is effective for women empowerment
2. To examinations the Socio-economic profile of MGNREGA workers.
3. To know the degree to which this scheme is successful in achieving women empowerment in Anthikad Panchayath.
4. To assess the effect of mgnrega on financial development and women empowerment
5. To recognize the different problem looked by MGNREG workers.

6. To investigations the degree to which MGNREG is effective in accomplishing women empowerment in Thrissur District in Kerala.

## 4. METHODOLOGY

### 4.1 Sampling Design and Sample Size

The exploration configuration utilized in the investigation is description in nature. By utilizing advantageous inspecting strategy 50 MGNREG workers are chosen from Anthikkad Panchayath in Thrissur locale in Kerala. The present investigation examinations the growth of women participation in this scheme and furthermore break down how this scheme is beneficial for financial upliftment of rural women in the Panchayath.

### 4.2 Area of the study

The present examination directed among MGNREGA women workers in Anthikkad panchayath, it is a costal panchayath in Thrissur locale.

### 4.3 Sources of Data Collection

The information is basically gathered from Primary sources. Structured questionnaire is disseminated among the workers to collect primary data. Secondary data was gathered from different source like books, journals, website and so on.

### 4.4 Tools Used in This Analysis

Simple Percentage analysis and rank test are connected for investigating the data.

## 5. DATA ANALYSIS AND RESULT

**Table 1: Socio- Economic Profile of Respondents**

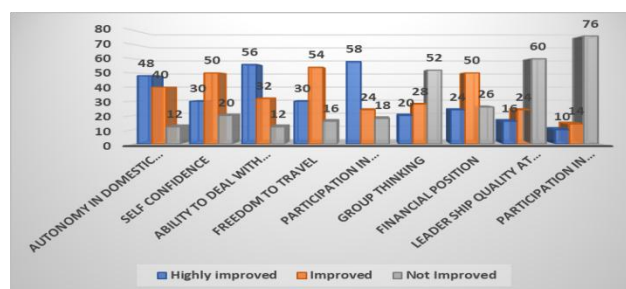
	Category	No. of respondents	Percentage
Marital status	Married	36	72
	Un married	8	16
	Widow	6	12
Age Group	21-30	6	12
	31-40	17	34
	41-50	20	40
	51 and above	7	14
Educational Qualification	Primary	27	54
	SSLC	19	38
	+2/PDC	2	4
	Others	2	4
Income Level	Below 5000	4	8
	5000-10000	28	56
	10000-15000	8	16
	15000-20000	7	14
	Above 20000	4	8
	APL	10	20
	BPL	40	80
Type of family	Nuclear family	38	76
	Joint Family	12	24

The Above table demonstrates that 72 % of the respondents are married, 16% are un married and 12% are windows. This demonstrates through MGNREG program workers get extra income to their family alongside their life partner. 40% of the female workers connected with this scheme is have a place with the age gathering of 41-50 Yrs,34% has a place with 31-40 Yrs, 14% has a place with 51 Yrs or more. This demonstrates even seniority women lean toward this work with upbeat because of possibility of doing less dangerous occupation and the work is additionally available nearest to their home absent much time stipulation. Among the respondent's dominant part have less educational capability, 54% have just Primary education, 38% are SSLC holders, 4% have a place with other vocational schemes. Because of lower educational capability it is troublesome for them to discover other elective Jobs. 80% of the respondents are BPL card holders this demonstrates the frequency of poverty is high the Panchayath. 56% of them have family income between 1000-15000, 16% have family income between 10000-15000 and 8% have income beneath 5000.78% opines that their family income is expanded in the wake of joining this scheme. 12% have the assessment that this work does not help them much to improve their financial condition on the grounds that their income simply coordinate with their expenditure, half of the respondents have just 1-3 years of experience, 27% have 3-7 years of experience, just 7% have expenditure short of what one year. Payment of wage through bank help the workers to build their deposits in the bank. 68% have savings account, 32% have no savings account in light of the fact that their income just matches with their expenditure, so they have no excess income for savings. Due to getting regular income through this program a large number of the respondents select different savings and investment scheme. 25% have fixed deposits in bank, 18% have store in gold, 40% have different health insurance scheme, 15% have repeating store account in mail station investment in Chitties. The Expenditure example of the respondents are dissected by utilizing ranking technique. It demonstrates that their significant expenditure is for sustenance and households and after that pursued by medicinal expenditure, repayment of bank loan, and to meet different educational expenditure of their children's. Dominant part of respondents, 80% of them are getting wage month to month. Just 20% are get wage week by week. All are getting wage through bank account this demonstrates this program is exceptionally useful for financial consideration development in the Panchayath. Backing from family is important for women to perform better in their field, 83% have get great family backing to do this work 17% of them doesn't get much help from their family.

**Table 2: Factors of Women Empowerment**

	Highly improved		Improved		Not Improved	
	No. of Respondents	%	No. of Respondents	%	No. of Respondents	%
Autonomy in domestic & Financial decision making	24	48	20	40	6	12
Self confidence	15	30	25	50	10	20
Ability to deal with banking transitions	28	56	16	32	6	12
Freedom to Travel	15	30	27	54	8	16
Participation in panchayath Raj activities	29	58	12	24	24	48
Group thinking	10	20	14	28	28	56
Financial Position	12	24	25	50	50	100
Leader ship quality at work site	8	16	12	24	24	48
Participation in political activities	5	10	7	14	14	28

Source: Primary Data



**Figure 2 Factors of Women Empowerment**

From the above table plainly MGNREG workers are empowered through this scheme in different ways, for example, 48% are highly improved to taking different household and financial decisions. 40% procured self-confidence to stand up subsequent to joining this scheme. Earning limit of the of the workers are expanded through this scheme. 56% of them opines that this scheme encourages them profoundly to improve their capacity to manage banking changes and in like leadership quality, group thinking and ability to participate in political activity and so forth are less improved through this Scheme.

**Table 3: Satisfaction Towards Worksite Facilities**

	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Allotment of work	14	34	20	38	-
Grievance redressal	10	35	8	15	9
Transparency in policy and programme	29	33	3	7	2
Cooperation with functionaries	22	47	2	3	2
Regularity in wage payment	15	20	8	16	12
Formality to Join the Scheme	42	10	3	6	-
Work site facilities	5	50	5	10	15
Training programme	4	60	16	20	6

Source: primary data

From the above it is discovered that respondents are dissatisfied with delay in payment of wage, work site facilities, delay in allotment of work and so forth.

They are happy with convention for join this scheme, straightforwardness of policy and program and collaboration from functionaries for the smooth conduct of this program.

## 6. CONCLUSION

MGNREGA scheme is a standout amongst the best poverty eradication program of Central Govt. propelled in the year 2005. This Scheme aim for creating employment opportunities, thrift among rural individuals, improving way of life of rural individuals, empowerment of women, make infrastructure development in rural region, counteract movement of rural individuals to urban area and to a great extent take an interest in financial consideration process by opening bank record and post office accounts. MGNREGA is a demonstration that guarantees 100 days of employment to all rural poor who accomplish the age of 18. Through this employment program govt expect financial development and women empowerment. My exploration work is centred around the effect of MGNREGA on socio-economic development and women empowerment, from this investigation, plainly the greater part of the panchayath in Kerala implemented this program effectively. Women workers are the significant participants of this scheme. The significant point of this examination is to recognize job and relevance of MGNREGA in rural growth and development. The principle confinement of this investigation was the time impediment and hesitance from the piece of individuals. Based on information gathered from various hotspots for the itemized examination with respect to this point, it tends to be reasoned that MGNREGA has an extraordinary job and effect on the rural development in coming future and it is smarter to extend this program in other relevant zone like agriculture, industry, development and so on.... The present examination investigations how this Scheme is beneficial for empowerment of women's in rural Keralas. The investigation led among MGNREG workers at Anthik-kad panchayath in Thrissur area demonstrates that this scheme is very valuable to poor women in the Panchayath. Through this program they can improve their earning limit, basic leadership control, self-confidence, social support and social status. Despite the fact that some disadvantages are there in implementing this program. It was a major movement of India Govt. in creating employment and bringing the standard living of poor particularly women in rural zone.

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