

IMPACT OF WOMEN ON PERCEIVED CHANGES OF DECISION MAKING UNDER MGNREGA WITH SPECIAL REFERENCE TO KANCHEEPURAM DISTRICT

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Abstract:

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is a flagship social security scheme of the Government of India aimed at enhancing livelihood security in rural areas. Enacted in 2005, the scheme guarantees at least 100 days of wage employment in a financial year to every rural household whose adult members are willing to do unskilled manual work. The primary objectives of MGNREGA are to reduce rural poverty, prevent distress migration, and create durable rural assets such as roads, ponds, canals, and soil conservation structures. The scheme also promotes inclusive growth by giving priority to women, Scheduled Castes, and Scheduled Tribes, with a statutory provision that at least one-third of the beneficiaries should be women. MGNREGA plays a significant role in strengthening rural infrastructure, improving natural resource management, and ensuring social equity through transparency, accountability, and community participation. Overall, the scheme acts as a powerful tool for rural development and employment generation in India. Both Primary and Secondary data has been collected for the study. Primary Data has been collected from the MGNREGA beneficiaries in Kancheepuram District. The sample Size for the study is 530. The findings of the study shows that Food, clothing and children's are having the positive impact on Mahatma Gandhi National Rural employment Guarantee scheme.

Keywords: MGNREGA, Village, Government of India, Rural people.

1.1 Introduction:

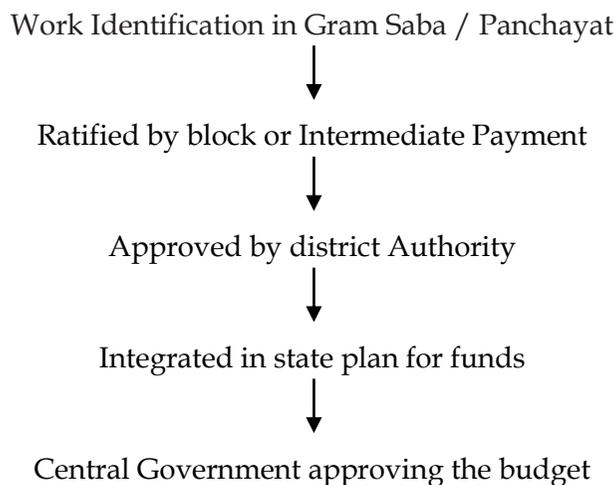
The National Rural Employment Guarantee Act is the flagship program of the Government of India that directly touches the lives of the poor and promotes inclusive growth and development. MGNREGA is an important step towards the realization of the right to work and to enhance the livelihood security of 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. Its auxiliary objective is to strengthen and bolster the natural resource management through works that address the causes of chronic poverty like drought, deforestation and soil erosion and to encourage the sustainable development. The Act aims at enhancing livelihood security of households in rural part of India by providing at least one hundred days of guaranteed wage employment in a financial year to every households whose adult members volunteer to do an unskilled manual work.

Table 1.1
Districts Covered Under NREGS in Different Phases in Tamil Nadu

Phase I	Phase II	Phase III
Cuddalore	Karur	Ariyalur
Dindigul	Thanjavur	Perembalur
Nagapattinam	Thirunelveli	Coimbatore
Sivagangai	Thiruvarur	Tharmapuri
Thiruvannamalai		Erode
Villupuram		Kanchipuram
		Kanniyakumari
		Krishnagiri
		Madurai
		The Nilgiris
		Namakkal
		Pudukkottai
		Ramanathapuram
		Selam
		Theni
		Thiruvallur
		Tuticorin
		Thiruchirapalli
		Vellore
	Virudhunagar	

Source: Government of Tamil Nadu (2009)

1.2 Process Flow of MGNREGA Work:



1.3 Review of Literature:

Girish Kumar Agrawal (2024)¹, in their article examined that “ Mahatma Gandhi National Rural Employment Guarantee Act: Design Failure, Implementation Failure or Both” the researcher concluded that some of most glaring issues of MGNREGA architecture designed to meet the 4 fold objectives of providing social security, livelihood, empowerment and participatory planning. Meeting one objective of social security would require focusing on providing 100 days of employment on demand. However, an administrative requirement of keeping administrative costs within 6 percent of total program expenditure prevents interfering with creating an administrative mechanism which will be fool proof at last mile delivery level of panchayat. Providing livelihood security through creation of sustainable assets comes in conflict with need to define work output with capping of administrative costs. Achieving empowerment and participatory planning though a process of identification of work at Gram Sabha level and also the reliance on social audits weakens the planning and control function of such a large program.

P Mahendra Varman, Neeraj Kumar (2023)², in their article said that “Impact of MGNREGA on Consumption Expenditure of Households”, the researcher attempts to quantify the impact of the Mahatma Gandhi National Rural Employment Guarantee Act programme on the level and pattern of consumption expenditure of rural households at the national level using a difference-in-differences method. The findings indicate an increase in the monthly per capita consumption expenditure of participant households and a change in their consumption patterns with the share of high-value and nutrient-rich food in their consumption basket going up. Further the participant households have also smoothed their consumption by investing in assets such as durable goods.

1.4 Objective of the Study:

To identify the Impact of Women on Perceived Changes of Decision Making Under MGNREGA with Special Reference to Kancheepuram District

1.5 Research Methodology:

The total population of the registered beneficiaries under MGNREGA scheme is 2,44,227. Based on this, the sample size has been derived as 500 by using the below formula. But for the purpose of sampling adequacy of the results of the study and offering the error free result further 30 percentage of samples have been added that is 30. Hence the total sample size for the beneficiaries is 530. Both Primary and Secondary data has been collected for the study. Primary Data has been collected from the MGNREGA beneficiaries in Kancheepuram District.

1.6 Data analysis and Interpretation:

1.6.1 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.

1.6.2 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.

1.6.3 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						
Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	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.

1.6.4 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.

1.7 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.

1.7.1 Demographic Profile of the Beneficiaries and the Impact of Women Towards Domestic Issues - Multiple Regression

There are two forms of beta used in this table such as standardized co-efficient of beta and unstandardised co-efficient of beta. The unstandardised co-efficient of beta is useful to frame the regression equation. It is also useful to find out the changes of every independent variable on the dependent variable.

Table 1.7
Demographic Profile of the Beneficiaries and the Impact of Women towards Domestic Issues - Multiple Regression Equation

Variables	Unstandardized Co-efficient		Standardized Co-efficient	T-Value	P- Value
	Beta	Std.Error	Beta		
Constant	48.590	2.075	---	23.364	.000
Food	.056	.409	.014	.137	.001
Clothing	.954	.336	.246	2.812	.005
Childrens Education	.904	.378	.215	2.391	.000
Purchase of consumer Durables	-3.246	.791	-.298	-3.303	.527
Social Entertainment	.621	.454	.101	1.324	.351

Source: Primary Data

Table 1.7 exhibit the result of the regression model. The regression equation is framed as follows.

$$Y = a + bX_1 + bX_2 + bX_3 + bX_4 + bX_5$$

$$Y = 48.590 + .056x_1 + .954x_2 + .904x_3 + -3.246x_4 + .621x_5$$

The Null hypothesis is rejected for food ($T = 0.137$, $P = .001$), clothing ($T = 2.182$, $P = .005$) and Childrens education ($T = 2.391$, $P = .000$) which means Food, clothing and children's are having the positive impact on Mahatma Gandhi National Rural employment Guarantee scheme.

1.8 Conclusion:

The study on the Impact of Women on Perceived Changes in Decision-Making under MGNREGA clearly indicates that the scheme has played a significant role in enhancing women's participation and influence in household and community-level decisions. Through assured wage employment, direct payment of wages to women's bank accounts, and equal wage provisions, MGNREGA has strengthened women's economic independence and self-confidence. The findings reveal noticeable improvements in women's decision-making power related to household expenditure, children's education, health care, and savings. Participation in MGNREGA has also encouraged women to take part in village meetings, social audits, and local governance processes, thereby improving their awareness of rights and entitlements. This increased visibility and collective participation have contributed to greater respect for women's opinions within families and the community. However, the study also highlights certain limitations such as irregular availability of work, delayed wage payments, and persistent socio-cultural barriers that restrict women's full autonomy in some areas. Despite these challenges, MGNREGA has emerged as an effective instrument for women's empowerment by promoting inclusive decision-making and reducing gender disparities.

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