**“ASSESSING THE ROLE OF MGNREGA IN WOMEN EMPOWERMENT”**

**ABSTRACT**

**Background:** The MGNREGA act, which came into effect in September 2005, is a socially mediated program designed to improve livelihood security in rural areas by giving every household with adult members who volunteer to perform unskilled manual labor at least 100 days of legal guaranteed wage employment throughout a fiscal year. **Objectives:** 1: To study the socio-economic profile of selected respondents. 2. To study the association between role of MGNREGA and women empowerment. **Material and Methods:** The 100 respondents were personally interviewed for this study, which was carried out in the Behta and Hargaon blocks of the Sitapur district. Scheduled Caste, Other Backward Caste, General Caste, and Scheduled Tribes were the criteria used to choose the respondents. An ex post fact research design was also used for the study. From each village, 4 were chosen. There are 25 responses from each of the chosen villages, for a total of 100 responses about the MNREGA programe. With the aid of a prearranged timetable, in-person interviews were used to gather the data. The variables were chosen in accordance with the study's goals and classified as independent and dependent variables. The data was analyzed to determine the rank order , percentage., standard deviation also frequency.

**Results and Discussion:** The vast majority of respondents (54.00%) belonged into the medium (25–30) group for MNREGA adoption. The limitations mentioned by the participants: According to respondents, "60:40 wage and material ratio was not maintained" , "Job cards were issued less in comparison to registration" , "Job cards were not issued within 15 days of application consequently wastage of time" , "The 100 days wage employment was not given in a financial year" , "lack of facilities such as water shade" to "medicine at worksite, monitoring by NGOs and civil societies was not done" , "withdrawal of money from bank was time taking" , to resulting "60:40 wage and material ratio was not maintained" , "Job cards were issued less in comparison to registration" , "Job cards were not issued within 15 days of application consequently wastage of time" , "The 100 days wage employment was not given in a financial year" , The majority of respondents cited "non-cooperation from family members," "lack of facilities such as water shade," "medicine at worksite, monitoring by NGOs and civil societies was not done," and "withdrawal of money from bank was time taking" as significant issues. **Summary & Conclusion:** Respondents' suggestions included "worksite facilities such as childcare, drinking water, medication, and shade should be provided" and "the job card should be issued within 15 days of application," both of which were deemed crucial for additional consideration.

**KEYWORDS**: NGO, MNREGA , Women, Empowerment, Empowerment of Women, Gram Pradhan, Wage, Money

1. **INTRODUCTION**

The MGNREGA act, which came into effect in September 2005, is a socially mediated program designed to improve livelihood security in rural areas by giving every household with adult members who volunteer to perform unskilled manual labor at least 100 days of legal guaranteed wage employment throughout a fiscal year. A job within 15 days and guaranteed employment for up to 100 days—but in certain circumstances, such as excessive unemployment, flooding, drought, and public demand—are among the measures aimed at giving the rural population, particularly unskilled labor, a guarantee of employment. It also promotes the idea of inclusive growth. In ninth five year plan the conceptual strategy was made to empowerment of women in all aspects like service, infrastructure, resources and man-power**. (**[**https://rural.gov.in/en**](https://rural.gov.in/en)**).**

Some of the most ambitious programs was introduced by India on February 2, 2006, in 200 of the nation's poorest districts. It requires that every rural household with an adult volunteer performing unskilled manual labor receive at least 100 days of guaranteed paid employment throughout a fiscal year. In financial year 2007-08, it was extended to an additional 130 districts. The remaining districts were notified under MGNREGA 1st April 2008.

As of 20 November 2023, MGNREGA is currently operating in the entire rural areas of the two countries, which include 28 states, 8 union territories, 806 districts, 609600 villages, and 2.65 lakh gram Panchayats. According to the data, MGNREGA has been dispersed throughout the nation and is producing positive results; in fact, it has grown to become the largest employment generation program in the world.

According to Majdoor Kissan Shakti Sangathan's Saumya Kidambi, women of the Villupuram district came at the workplaces after learning about the plan. They purchase a handy basket as soon as they receive their pay. The locals dubbed the baskets that the shopkeeper began selling "100 dinon ki tokri" (The basket for 100 days). This is an indication of women's empowerment and rising economic standing in this area. There were also some discrepancy but it was negligible. **(egyankosh.ac.in)**

Decreased participation in political and leadership roles has also been seen. Most social and economic activities are denied to them. Economic progress in society is significantly influenced by gender equality. Economic growth is hampered by decreased female participation, therefore empowering women not only advances gender equality but also has major economic benefits. **(World Bank 2012).** Previous study of **Santosh kumari, N. and Jatappa, J. (2024)** found thatthere is inequality and vulnerability of women in all sphere of life. They need to be empowered in all walks of life. Without the active participation of women, establishment of a new social order may not be a successful one, because women constitute half of the population. Empowerment of women is a long and difficult process which is to be promoted with full public support and this could be successful only when those women living at the lower strata who have been suppressed by the male dominated society their lack of education and poverty can rise up to claim their rightful place in their own society.

There are so many researchable questions are What is quantitative role of MGNREGA wages on women’s household income and their ability to save and invest? To what extent does MGNREGA lead to a reduction in women’s economic dependency on male family members? How does participation in MGNREGA influence women’s decision making power within their households (e.g. regarding household finances, children’s education, health)? What are the primary barriers preventing women from fully participating in MGNREGA, such as lack of child care facilities, distant worksite and social taboos? *etc*. The present study is an attempt to measure the role of MGNREGA on women empowerment and gender equality. The study reveals that MGNREGA can enhance the women empowerment even though the objective of MGNREGA is either women empowerment or gender equality. To know these given researchable questions the present study was undertaken in *Sitapur* district of Uttar Pradesh state with following objectives:

* To study the socio economic characteristics of selected respondents.
* To study the association between role of MGNREGA and women empowerment.

1. **MATERIALS AND METHOD**

In 2024, the study was carried out in Uttar Pradesh's Sitpur district. There are 19 blocks in the Sitapur district. Purposively, two block—Hargaon and Behta—was chosen for the study, and an ex post fact design was also used for the study. From each village, 4 were chosen. There are 25 responses from each of the chosen villages, for a total of 100 responses about the MNREGA programe. The study's sample size is 100. With the aid of a prearranged timetable, in-person interviews were used to gather the data. The variables were chosen in accordance with the study's goals and classified as independent and dependent variables. An ex-post-facto research approach was used for the investigation. According to **Kerlinger (1973),** an ex-post-facto analysis is a methodical empirical study in which the researcher does not directly manipulate independent variables since their manifestations have already occurred or are not naturally manipulable. Data were gathered using a semi-structured interview schedule, expert opinion, and the literature research. The data was analyzed to determine the rank order, percentage. Standard deviation also frequency.

1. **RESULT AND DISCUSSION**

This chapter presents the conclusions and inferences made regarding the particular goals of the study based on analysis using pertinent statistical techniques. Age, gender, education, caste categories, family type, family size, size of land holding, house pattern, Annual income, house old material, communication media, land holdings, mass media exposure, and other socioeconomic and communication characteristics of the respondents were examined. The results as obtained are detailed under each of the subheadings and are displayed below in both frequency and percentage also standard deviation.

**Table-1: Distribution of the respondents according to age**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Age categories (years)** | **Respondents** | |
| **Number** | **Percentage** |
| **1.** | Young age (below 27) | 16 | 16.00 |
| **2.** | Middle age (28-42) | 66 | 66.00 |
| **3.** | Old Age (43 and Above) | 18 | 18.00 |
|  | **Total** | **100** | **100.00** |

## (n=100)

Mean= 34.9, S.D.=7.7, Range-Minimum=20, Max =55

It is obvious from the Table – 1 that majority of the respondents (66%) were observed in the category of 28-42 years of age followed by 18 percent and 16 percent in the age category of old age and young age respectively. So it focuses that the women under the 28 to 42 year of age category were observed to be more than other category.

**Fig-1: Distribution of the respondents according to age**

**Table 2: Distribution of the respondents according to education**

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | Illiterate | 4 | 4.00 |
| **2** | Literate | 48 | 48.00 |
| **(a)** | Can read and write | 14 | 14.00 |
| **(b)** | Primary | 18 | 18.00 |
| **(c)** | Middle | 11 | 11.00 |
| **(d)** | High school | 5 | 5.00 |
|  | **Total** | **100** | **100** |

The data presented in Table-2 shows that majority (48%) of respondents followed by the educational standard of respondents were as in was found as 18%, 14%, 11%, and 5 percent under the category of Primary, can read and write, Middle, and High School, respectively.

**Fig 2: Distribution of the respondents according to education**

## Table 3: Distribution of the respondents according to caste

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | General caste | 12 | 12.00 |
| **2** | Other back ward caste | 23 | 23.00 |
| **3** | SC | 62 | 62.00 |
| **4** | ST | 3 | 03.00 |
|  | **Total** | **100** | **100.00** |

The Table- 3 indicates that maximum number of the respondents belonged to scheduled caste (62.0%), followed by other backward caste (23%), general caste (12%) and scheduled tribes (3%) respectively. Thus, it is concluded that majority of the respondents (62%) belong to Scheduled caste.

## Fig 3: Distribution of the respondents according to caste

## Table 4: Distribution of the respondents according to family type

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| 1 | Single family | 45 | 45.00 |
| 2 | Joint family | 55 | 55.00 |
|  | **total** | **100** | **100.00** |

The Table-.4 shows that 55 percent respondents belonged to joint family system followed by 45% single family system. It revealed the fact that the majority of respondents (55%) belonged to joint family system.

## Fig 4: Distribution of the respondents according to family type

## Table 5: Distribution of the respondents according to size of family

(**n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
|
| **Number** | **Percentage** |
| 1 | Small (up to 5 members) | 34 | 34.00 |
| 2 | Marginal (6-10) | 50 | 50.00 |
| 3 | Large (11 and above) | 16 | 16.00 |
|  | **Total** | **100** | **100.00** |

Mean=74, SD-22, Range-Min.-4, Max-13

It is evident from table-5 that 50 per cent respondents families were under marginal categories (6-10) followed by 34 per cent families under Small category (up to 5 number), and the 16 per cent respondents were under Large category (11 and above) respectively. The range between minimum and maximum number of family members were recorded from 4 to 13. Thus, it is concluded that the majority of the respondents were found in marginal family size category.

## Fig 5: Distribution of the respondents according to family size

## Table.6: Distribution of the respondents according to size land holding

(**n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | Land less | 5 | 05.00 |
| **2** | Marginal (below 1 hectare) | 91 | 91.00 |
| **3** | Small (1-2 hectare) | 4 | 04.00 |
|  | **Total** | **100** | **100.00** |

## Range=Min. 00, Max=2.9

The Table:6 indicated that the maximum respondents (91%) were found in the marginal land holding category followed by landless (05%) and Small (4%) land holding category, respectively.

## Fig 6: Distribution of the respondents according to size land holding

## Table 7: Distribution of the respondents according to housing pattern

## (n=100)

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | Hut | 4 | 04.00 |
| **2** | Kuchha | 26 | 26.00 |
| **3** | Mixed | 64 | 64.00 |
| **4** | Pucca | 6 | 06.00 |
|  | **Total** | **100** | **100.00** |

The data given in table-.7 shows that maximum of the respondents (64%) were having their houses of mixed type followed by Kuchha (26%), Pucca (6%) and Hut (4%) housing pattern, respectively.

## Fig 7: Distribution of the respondents according to housing pattern

## Table-.8: Distribution of the respondents according to annual income (Rs.)

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Income Categories (Rs.)** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | Below 40000 | 04 | 04.00 |
| **2** | 40001-50000 | 25 | 25.00 |
| **3** | 50001-60000 | 28 | 28.00 |
| **4** | 60001-70000 | 34 | 34.00 |
|  | **Total** | **100** | **100.00** |

Mean =58786.0, SD=10563.7, Range-Min= 30000, Max.= 745000

It is obvious from table- 8 that maximum (34.00%) of the respondents were found in the income category of Rs.60001-70000 followed by other categories *viz*. 28.00 per cent (Rs.50001-60000), 25.00 per cent (40001-50000), 4 per cent Below 40000 income category was observed as minimum 40000 and maximum Rs.70000 per annum.

## Table 9: Distribution of the respondents according to communication media possession

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| 1 | T.V. | 38 | 38.00 |
| 2 | Radio | 85 | 85.00 |
| 3 | DVD player | 4 | 04.00 |
| 4 | Mobile phone | 96 | 96.00 |
| 5 | D.T.H | 3 | 03.00 |
| 6 | Newspaper | 6 | 06.00 |
| 7 | General Magazine | 3 | 03.00 |

**Note-** More than one item have been shown by the respondents. Hence the total percentage of all the items would more than 100. The table 9 obvious that the majority of respondents (96%) were possessing Mobile phone (cell phone) with them. The respondents who had other communication media were in descending order as Radio (85%), T.V. (38%), Newspaper (6), DVD player, VCD player (4%) D.T.H, and General Magazine (3%), respectively. Thus, it can be inferred that mobile phone, radio, T.V. were main sources for getting information's and recreation purposes.

**Table 10:Distribution of the respondents according to social participation**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** | |
| **Number** | **Percentage** |
| **1** | **No categorises** | **13** | **13.00** |
| **2** | **Participation in one organization** | **30** | **30.00** |
| **3** | **Participation in two organization** | **57** | **57.00** |
|  | **Total** | **100** | **100.00** |

**(n=100)**

A cursory glance over the data depicted in the table 10 that out of 100 respondents, 57 percent respondents participated in two organization followed by participation in one organizations (30%) and (13%) respondents having no participation in organization respectively.

## Tale 11: Distribution of the respondents according to economic motivation

**(n=100)**

|  |  |  |  |
| --- | --- | --- | --- |
| **S. No.** | **Categories** | **Respondents** |  |
|  |  | **Number** | **Percentage** |
| 1 | Low up to 20 score | 19 | 19.00 |
| 2 | Medium (21-23) | 63 | 63.00 |
| 3 | High (24 and above) | 18 | 18.00 |
|  | **Total** | **100** | **100.00** |

Mean =21.14, S.D.=1.5, Range-Min.=19, Max=25 All possible scores=30

It is apparent from the Table-11 that the maximum number of respondents (63%) were having medium level of economic motivation, loved by 19% and 18% respondents were such who had low level and high level of economic motivation respectively. The average mean of scores for economic motivation was observed to be 21.14 with a range of minimum 19 and maximum 25. Hence, it can be concluded that most of the respondents were found having medium level of economic motivation.

## Table 12:distribution of respondents accordingly to economic motivation with rank order

|  |  |  |  |
| --- | --- | --- | --- |
| **S.**  **No.** | **Statements** | **Respondents** | **Rank order** |
| **Mean score**  **value** |
| **1** | A woman should works towards leger yield of economic profits A most successful woman is one who makes the most profit, | 4.27 | I |
| **2** | A woman should try any new farming idea which may earn her more money. | 4.04 | II |
| **3** | A woman should try any new farming idea which may earn her more money. | 3.86 | III |
| **4** | A woman should grow cash crops increase monitory profits in comparison to growing of food craps for home consumption | 3.64 | IV |
| **5** | It is difficult for the women to make good start with the children unless she provides them with economic assistance | 3.01 | V |
| **6** | A woman must earn her living hat the most important thing is life can't be defined in  economic terms | 2.32 | VI |
|  | **Total mean score** | **21.14** |  |

As for a economic motivation was concerned, statement "A woman should works towards larger yield of economic profit", was ranked 1 followed by “A most successful woman is one who makes the most profits was ranked II, “A woman should try any new farming idea which may earn her more money”, was ranked (III), "A woman should grow cash crops to increase monitory profits in comparison to growing of food crops for home consumption", was ranked (IV), "It is difficult for the women to make good start with the children unless she provides them with economic assistance" was ranked (V), and "A woman must earn her wing but the most important thing is life can't be defined in economies terms", was ranked (VI), respectively. The mean of scores for economic motivation was found as 21.14.

## Table13:Distribution of the respondents according scientific orientation with rank order

|  |  |  |
| --- | --- | --- |
| **Statement** | **Respondents** | |
| **Mean score value** | **Rank order** |
| New methods of MNREGA for women empowerment of better results than those traditional methods. | 4.21 | I |
| The wage an castors exercised to empower women are still today the best way of their empowerment. | 3.96 | II |
| Even with a lot of modern experiment women should exercise more and more for better empowerment. | 3.66 | III |
| Traditional empowerment structures and practices need have been changed in order to enhance and protect the status of women. | 3.31 | IV |
| Though it takes time for women to learn new normative structures and practices of empowerment fit it is worthwhile to expert effort for better end. | 3.18 | V |
| A good woman should adopt new social rights and roles for better empowerment | 3 | VI |

As for as scientific orientation was concerned, statement "New methods MNREGA for women empowerment of better results than those fictional methods", was ranked (1), followed by "The wage an castors exercised to empower women are still today the best way of their empowerment", was ranked (II), "Even with a lots of modern experiments a women should exercise more and more for better empowerment", was ranked (III), "Traditional empowerment structures and practices need have been changed in order to enhance and protect the snus of women", was ranked (IV), "Though it takes time for women to lum new normative structures and practices of empowerment fit it is worthwhile to expert effort for better end", was ranked (V) and "A good woman should adopt new social rights and roles for better empowerment", was ranked (VI) respectively. The mean of scores for economic motivation was found as 21.3.

## Table 14:Level of Technological knowledge in respondents on pre and post joining of MNREGA (n=100)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(A) Agriculture Engineering (Watershed) related works** | | | | | |
| **1** | Contour Trench | 35 | 1 | 20 | XV |
| **2** | Contour Bend | 35 | 1 | 71 | V |
| **3** | Farm bounding | 00 | 00 | 71 | V |
| **4** | Gabion Structures | 35 | I | 90 | II |
| **5** | Earthen Dam | 00 | 00 | 31 | XIII |
| **6** | Dugout Farm ponds | 20 | II | 44 | X |
| **(B) Agriculture Related Works** | | | | | |
| **1** | NADEP compositing | 5 | VII | 90 | II |
| **2** | Vermi composting | 00 | 00 | 81 | III |
| **3** | Liquid Bio Manures : Sanjeevak OR Amrit Paani | 5 | VII | 30 | XIV |
| **(C) Livestock Related Works** | | | | | |
| **1** | Poultry Shelter | 00 | 00 | 40 | XII |
| **2** | Goat Shelter | 10 | VI | 50 | IX |
| **3** | Construction of Pucca Floor, Urine Tank and Fodder Trough for cattle | 5 | VII | 30 | XIV |
| **4** | Azolla as Cattle – feed Supplement | 00 | 00 | 10 | XVII |
| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | Recharge Pits (For Point Recharge) | 5 | | VII | 10 | XVII | | **(F) Rural Sanitation Related Works** | | | | | | | | **1** | individual House Hold Latrines (IHHL) | 00 | | 00 | 90 | II | | **2** | School Toilet Units | 00 | | 00 | 90 | II | | **3** | Anganwadi Toilets | 00 | | 00 | 80 | IV | | **4** | Solid and Liquid Waste Management (SLWM) | 00 | | 00 | 9 | XVIII | | **(G) Irrigation Command Related Works** | | | | | | | | **1** | Rehabilitation of Minors, Sub- Minors and Field Channels | | 27 | II | 92 | I | | 2 | Land development | | 11 | V | 70 | VI | | **3** | Flood Control and Protection works Including Drainage in water Iogged areas | | 1 | VIII | 60 | VIII | | **4** | Renovation of traditional water Including De- Silting of Tanks. | | 00 | 00 | 20 | XV | | **5** | Rural Connectivity to Provide all weather Access | | 00 | 00 | 41 | XI | | **6** | Drought Proofing (Including Afforesting and Tree Plantation) | | 00 | 00 | 20 | XV | | **7** | Provision of Irrigation Facility, Plantation, Horticulture, Land Development to Land owned Household Belonging to SC/ST. | | 00 | 00 | 19 | XVI | | **8** | Construction of Bharat Nirman Rajiv Gandhi Sewa Kendra and Gram Panchayat Bhawan | | 00 | 00 | 69 | VII |   **(D) Fisheries Related Works** | | | | | |
| **1** | Fisheries in Seasonal, Water Bodies on Public Land | 25 | III | 40 | XII |
| **(E) Rural Drinking Water Related Works** | | | | | |
| **1** | Soak Pits | 25 | III | 40 | XII |

The Knowledge perceived by respondent on Pre Joining of MNREGA was studied on various Statement aspects *viz.*"MNREGA provides legal guarantee of employment of rural poor **100%** was ranked (I) , “it provides 100 days of employment” **99%** was ranked (II) “All those who registered have to be given work” **70%** was ranked (III),“You can demand for the type of work in MNREGA**65%**ranked (**IV**), “Crèche facility is provided to women **60%**was ranked (V) and so no six respectively. and **the under MGNREGA works mast always belong to the list of ‘Permissible Works’** Watershed Related works “Contour Trench", "Contour Bund" and "Gabion Structures” **35%** was ranked (I), “Rehabilitation of Minors, Sub-Minors and Field Channels" 27% was ranked (II), "Fisheries in Seasonal, Water Bodies on Public Land" and "Soak Pits" 25% was ranked (III), "Dugout Farm Ponds" **20%** was ranked (**IV**), "Land Development" 11% was ranked (**V**), and "Rehabilitation of Minors, Sub-Minors and Field Channels" **100%** was ranked (I), "Gabion Structure", "NADEP Composting", "Individual Household Latrines " and "School Toilet Units”**90%** was ranked (**II**), "Vermi Composting **81%** was ranked (**III**), "Anganwadi Toilets **80%** was ranked (**IV**), "Contour Bund", "Farm Bonding" and "Construction Of Pucca Floor, Urine Tank and Fodder Trough for Cattle" **71%** was ranked (**V**), and so no so six respectively. The result often from the collected data shows that the knowledge level of respondents about the programme a significantly increase after joining MNREGA.

In case of "pre joining of MNREGA" the programme the maximum respondents (59%) were observed in the medium category (7-13), followed by (21%) in high category (14 and above) and (20%) in low category (up to 6) respectively. So, that the majority of the respondents were found having medium category of the knowledge about MNREGA.

In case of "post joining of MNREGA" the programme the maximums respondents (71%) were observed in the medium category (28 to 35), followed by (19%) in low category (up to 27 score) and (10%) in high category (36 and above) respectively. So, the majority of the respondents, though falling in low category but MNRECIA the programme the more respondent upgraded them in medium category of knowledge of MNREGA while before the programme nominal was observe high category.

1. **SUMMARY AND CONCLUSION**

While MGNREGA has demonstrated considerable success in empowering women. It is crucial to address implementation issues and ensure that women have access to the benefits of the scheme, particularly in areas where gender specific barriers exist. By strengthening implementation and addressing various challenges, MGNREGA can further enhance women’s empowerment and contribute to overall socio-economic development.

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