

# **CHAPTER – 5**

## **CONCLUSIONS, FINDING, RECOMMENDATIONS AND IMPLICATIONS OF THIS STUDY**

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After having discussed the Awareness level of Women about MGNREGA and Its Provisions, Awareness level of Women about MGNREGA and Its Provisions, Efficiency of MGNREGA for Monthly Saving of Women, Increment in Purchasing Power of MNREGA Women, Decision Making Power through Employment in MGNREGA and Importance of Management of MNREGA for Empowerment of Women this chapter presents the summary, conclusion and recommendations of the study under the following heads:

### **5.1 CONCLUSION**

### **5.2 FINDINGS**

### **5.3 RECOMMENDATIONS**

#### **5.1 CONCLUSION**

The thesis started with the chapter “**INTRODUCTION**” which unfolds objectives, features & provisions of MGNREGA as well as the chapter also discussed tribal population & their employment status in Southern Rajasthan.

Chapter two discusses ‘**REVIEW OF LITERATURE**’. This chapter takes into account various papers, articles and studies that have been carried out in different fields that are however related to the subject. It mentions researchers, who have carried out researches on tribal women empowerment through employment guarantee schemes.

Chapter three entitled ‘**RSEARCH METHODOLOGY**’ takes note of what promoted this research and how it was carried out. It features the presumptive analysis of the problem, objectives of the study, the hypotheses, importance of the study, scope of the study, sources of information, and techniques of gathering information, sampling, sample composition and limitations.

The objectives of the study were:

1. To identify work Participation rate through MGNREGA scheme.
2. To study the awareness level of Women about NREGA and Its Provisions.
3. To identify the post MGNREGA changes in the (Social and Personal) life of women
4. To identify efficiency of MGNREGA for monthly saving of women.
5. To identify the increase in purchasing power of MNERGA women.
6. To identify the decision making power through employment in MGNREGA
7. To identify the importance of Management of MNERGA for empowerment of women.

The motive behind this study is to understand the Tribal Women empowerment through MGNREGA Scheme. By studying and analyzing the response of the women before and after MGNREGA, we can make some scientific conclusions about the impact of MGNREGA on the income & saving pattern of tribal women. The study will explain the changes in the life of tribal women due to MGNREGA. The survey has been conducted with the help of questionnaires specially designed for the study and stratified purposive sampling has been employed for selecting representative samples from respondents.

The chapter four of the study entitled “**DATA ANALYSIS & INTERPRETATION**” presented the Awareness level of Women about MGNREGA and Its Provisions, Awareness level of Women about

MGNREGA and Its Provisions, Efficiency of MGNREGA for Monthly Saving of Women, Increment in Purchasing Power of MNREGA Women, Decision Making Power through Employment in MGNREGA and Importance of Management of MNREGA for Empowerment of Women.

Having discussed the summary of the previous chapters above, the findings thereof are hence forth being presented below.

## **5.2 FINDINGS:**

The findings of the study are presented hereunder:-

The first objective of research was to indentify the work Participation rate through MGNREGA scheme. It was found that the work participation rate of women through MNREGS in TSP region of Rajasthan has increased from 30257114 person days to 31417557 person days. The women participation ratio vis-à-vis men in year 2013-14 was 1.86:1 followed by 1.90:1 in year 2014-15, 1.92: 1 in year 2015-16 and 1.84:1 in the year 2016-17. Therefore although in terms of number of person days generated for women the work participation rate has increased but in ratio terms it has decreased marginally. Furthermore, the results indicated that Women Participation Rate in MGNREGA at different levels differentiated. To put it in simple fashion it can be inferred that although TSP regions performance in terms of women work participation rate is superior to national average yet a lot work has to be done in order to catch up the performance at state level. The similar results were presented by Jha et, al.(2008) in their study titled “National Rural Employment Guarantee Programme in India - A Review”

The second objective of the study was to study the awareness level of Women about MGNREGA and Its Provisions. As far as awareness about MGNREGA is concerned, all the respondents were aware about the MGNREGA and the major source of information was gram panchayat. All the

respondents were having job card and few of them have paid for it. Maximum number of women reported their awareness about Applicability of all MGNREGA Jobs, Submission of MGNREGA Application, Validity of MGNREGA Job Card and Placement Time Period of Job. Majority of respondents said they themselves keep the custody of their job card as well as they got job after submission of application. 68.8% respondents were aware about the provision if they do not get employment within 15 days of request; they are entitled to the unemployment allowance. 70.4% respondents indicated their awareness about the provision that wages should be paid within a week, or fifteen days at most. According to 85.3% respondents they know that the women should be paid equal to men and 74.5% respondents indicated their awareness with the provision that “employment should be provided within 5 km radius of village and 10% of extra wage rate should be given if distance is more than 5 km.” Majority of respondents said that they know about the entry of wage payment in job card. In a summary it can be concluded that majority of respondents are aware about the provisions of MGNREGA. These results are similar to the study conducted by Dey et. al;(2010), they also found that there is universal- awareness about the NREGA provisions among the rural people.

The third objective was to identify the post MGNREGA changes in the (Social and Personal) life of women. To serve this objective, respondents were requested to share their level of agreement for various Statements. The degree of agreement towards Statements was set from 1 to 5 (5 denotes the strongly agree, whereas, 1 is the strongly disagree). For each of the respondents total score for all the statements is calculated and then median value is considered to identify the improvement in the living standard of women. The value less than median is considered as no improvement in the living standard of women and the score above median is considered as improvement in the living standard of women. 51.2% respondents indicated that their standard of living has improved since the introduction of MGNREGA, while according to 48.8% respondents; they have observed no improvement in their living standard due to MGNREGA. It can be concluded that post MGNREGA tribal women’s

Housing Facilities has been improved, now they have better access to health facilities and their spending on Food items has improved. It has been observed that post MGNREGA tribal women's skills, knowledge base and awareness regarding political procedures of gram sabha has improved. After MGNREGA now tribal women have become more independent in their personal life.

The next objective of the study was to identify efficiency of MGNREGA for monthly saving of women. It has been observed that before MGNREGA enrolment majority of women were having no income while after MGNREGA enrolment 40% respondents were having monthly income between Rs. 1001 to 3000 and 30% respondents were having income up to Rs. 1000. To check the impact of MGNREGA on income of respondents McNemar test is applied and it is concluded that MGNREGA has significant impact on the monthly income of respondents. It also has been observed that before enrolment in MGNREGA majority of the respondents (N=368, Percentage=72.2) were not having any savings while in post MGNREGA this percentage (N=45, Percentage=8.8) is very low. Again McNemar test revealed the significant impact of MGNREGA enrolment on monthly saving of respondents. After enrolment in MGNREGA women have started investing in bank & post office saving schemes. According to Nayak et.al;(2009) NREGA has created ample awareness on state-sponsored employment opportunities amongst the female job-seekers and this research also concluded with similar results.

The fifth objective of the study was to identify the increase in purchasing power of MNREGA women. According to 61.57% respondents (N=314) their purchasing power has improved since they enrolled in MGNREGA and 8.82% respondents (N=45) have shown strong agreement to this Statement. Respondents were asked to indicate the facilities availed by them before & after MGNREGA enrolment. From the results it can be observed that before MGNREGA 31.2%, 42.2% and 11.4% respondents were availing electricity, pure water and sanitation facility respectively which have been increased to 66.7%, 67.5% and 58% respectively in post MGNREGA period. In pre MGNREGA period 6.3%, 3.1%, and 10% respondents owned

television, refrigerator and mobile respectively while in post MGNREGA period 4.5%, 45.9% and 22% women were having television, refrigerator and mobile respectively. Due to MGNREGA the number of respondents having by cycle has increased from 12.4% to 22%, number of respondents having motor cycle has increased from 5.9% to 14.9% and number of respondents having car has increased from 2% to 5.3%. It is clearly observed that in all categories number of respondents have been increased in post MGNREGA category as compared to pre MGNREGA category; it projects the increment in purchasing power of women due to MGNREGA. From the results of chi-square it is concluded that there is an association between the purchasing power of women and MGNREGA employment. Majority of respondents indicated that their spending power has increased due to MGNREGA as previously majority of women were spending less than Rs. 1000 in a month while after MGNREGA enrolment the maximum number of women were spending between Rs. 1001 to Rs. 3000. The coefficient of correlation between post MGNREGA income & expenditure has been identified as + 0.924, which indicates the high degree of positive correlation. So it can be concluded that there is a significant relationship between expenditure and MGNREGA income. These results follow the results of Babu and Panda (2015). They also concluded in their research that MNREGA has increased the purchasing power of rural & poor people.

The sixth objective of the research was to identify the decision making power through employment in MGNREGA. To check the Improvement in Decision Making Power after MGNREGA Enrolment, respondents were requested to share their level of agreement for various Statements. The degree of agreement towards Statements was set from 1 to 5 (5 denotes the strongly agree, whereas, 1 is the strongly disagree). To get the final results mean score is calculated. It has been observed that maximum improvement has been observed in economic decision followed by Decision Regarding Purchase of Food items and Decision Regarding Health of Children. Decision Regarding Purchase of Cloths and Investment Decision power have not much improved

after MGNREGA enrolment. Previously Manavalan (2010) also indicated that MGNREGA significantly improved the decision making power of women.

The last objective of the study was to identify the importance of Management of MGNREGA for empowerment of women. The respondents were satisfied with Drinking Water but they were neither satisfied nor dissatisfied with Sanitation and Proper Shed. Women indicated dissatisfaction with First Aid and Crèche facility. To check the district wise significant difference in the satisfaction level of respondents ANOVA test is applied and it is observed from the results that significant difference exists in the satisfaction level of respondents with respect to their district. Majority of respondents indicated that they did not find gender differences in wage payment. Tribal women working in MGNREGA were asked to indicate the availability of safety measures at work places and as a response 82% respondents said that safety measures are available at MGNREGA work place and they will be more willing to work if facilities (Drinking water, Sanitation, First aid, Crèche, Proper shed etc) are improved at MGNREGA site. Arora (2014) also concluded the certain level of women satisfaction with MGNREGA facilities.

According to hypothesis testing results there is a significant impact of MGNREGA on monthly saving pattern of women, association exists between the purchasing power of women and MGNREGA employment, significant relationship exists between expenditure and MNERAGA income as well as MGNREGA has improved the decision making power of women.

### **5.3 RECOMMENDATIONS AND IMPLICATIONS OF THIS STUDY:**

Based on the findings of the study, the researcher would like to give the following suggestions:-

1. Some women indicated that they have paid for MGNREGA job card which should be available free of cost as per the provisions. So to enhance

transparency and accountability, social audit of works under MGNREGA has to be focus on.

2. Nearly 35% of the respondents were not aware about unemployment allowances, therefore there is a dire need of a full -fledged communication and awareness campaign in those areas where people are mostly not aware about the unemployment allowances under MGNREGA.
3. Approximately 30% of the respondents were not having any idea about frequency of wage payment. This indicates that labours are not aware about the provisions of the act. Training sessions and campaigns through Gram Panchayats can address this issue.
4. In the results it is identified that even after MGNREGA enrolment women participation in social & political matter is not improved and still the women are not having enough money to spend on their hobbies. Therefore, some projects should be designed in each block especially to be handled by women as many of the projects are not convenient for them.
5. Decision Regarding Purchase of Cloths and Investment Decision power have not much improved after MGNREGA enrolment. This shows that women do not have decisional freedom in such matters even after they being employed through MGNREGA. Therefore there is a need for changing mindset of people towards women.
6. The respondents were neither satisfied nor dissatisfied with Sanitation and Proper Shed. Hence the facilities provided in the scheme like shade for children, periods of rest and a first aid box etc. should be implemented and maintained properly.
7. Women indicated dissatisfaction with First Aid and Crèche facility. The proper stress should be given on these facilities as they motivate women to participate in MGNREGA.
8. Few of the respondents said that they have observed gender difference in wage payment means males are getting more wage than females. In such

cases strict actions must be taken against the relevant authorities. Because there are provisions in the act stressing equal pay for both men and women.

9. NGOs participation which is at the moment very low should be encouraged. The participation of specialized agencies and voluntary bodies will make the program momentous and successful.
10. There should be bank accounts in the name of the workers or at least the joint accounts to which the wages are transferred so that the women could easily withdraw money according to their needs.
11. Proper monitoring should be done for an efficient functioning of the scheme. Delays in job card issue, project approval, payment transfer etc. should promptly be attended and resolved. Transparency, reporting, audit and fixing accountability through professional agencies should be an essential part of every such program entrusted to public bodies.
12. Facilitating information flows and guidance to all the participants of the scheme viz. workers, sarpanchs, gram pradhans and the officials through all types of communication and information modes (using modern technology) are essential.
13. Women's involvement in Gram Sabhas is should be increased as they turn out to be more aware of their citizenship constitutional rights and duties. Investing in informal groups is one way of doing this – policy has prioritized investment in guidance of elected leaders, which should be continue, but democratic procedures necessitates active citizenship by all and this fact needs to find a place in resource allocations too.
14. The programme possibly will have a larger impact on poverty reduction and on growth if there were a wider understanding of the nature of poverty, and particularly the restrictions faced by women. The programme needs to come across ways of improving its significance to the daily lives of people (in particular women) and addressing ecological poverty, not just income poverty, all the way through appropriate alterations to programme

design. This will not take place through unplanned creation of small and inaccessible tanks or wells. It needs an explicit framing of the growth discussion within which MGNREGA is located.

15. Women are working as unskilled labour on MGNREGA worksites. Over a longer period, improvement of skills and output will be one way of escalating earnings. To prevail over the difficulties faced by the women in drawing cash from bank, provision can be made to make available door step delivery of the wages.
16. The programme design is supposed to be wide-ranging, as it is open to all irrespective of age or any other consideration. As a social security system, MGNREGA attains out to the able-bodied; to reach out to meet the needs of women who are at diverse stages in their lifecycle, a cash transfer or other kind of intervention may be better and more efficient.
17. The act design comprises a recommendation that mobile crèches need to be obtainable at worksites. From a policy stand point, the issue of quality needs to be brought to the forefront and not treated as something to be addressed at a later stage after issues of access or infrastructure have been dealt with.
18. All eligible beneficiaries of the MGNREGS should be made fully aware of the provisions and objectives of the scheme.
19. Women officers are found playing a positive role and make possible the involvement of women in MGNREGA and so as a strategy certain proportion of positions at each level may be held in reserve for women functionaries.
20. The composition of women workers seen on worksites, and the nature of the work offered, suggests that there is need to give some serious thought to developing a wider range of activities under the MGNREGA. For example, while elderly women and young women with infants coming to sites confirm their pecuniary needs; however, hard manual labour is not desirable from the point of view of their own health or that of infants. The

design of the programme needs to accommodate these variations in life cycle and physical ability to undertake hard manual labour.

21. Some “gender-sensitive measures” such as increase in participation of women in planning, implementation and social audits of NREGA, in turn, will create an opportunity for women’s role in asset management.
22. Though MGNREGA was not imagined as an entirely women’s empowerment programme, the prospect taken by a large number of women shows a preference for “government work” which offers self-respect and higher wages than accessible in the market. The troubles such as drudgery need to be addressed by making available gender-sensitive / women-friendly tools.
23. For better and vigorous participation of women spotlight to minimize the susceptible factors and hindering factors should be taken up and more concentration on inspiring factors should be laid.
24. There are a small number of grey areas in connection with involvement of women in the MGNREGA course like contribution in social audit and preparation of works etc. where extraordinary efforts should be made to educate women. Women constituents of Gram Panchayats should also be involved, in large measure, in social enlistment and direction to women workforce.

### **FUTURE SCOPE**

- The study related to entire Rajasthan or India level can be conducted.
- Non-TSP areas can also be studied.
- The Study can be conducted on Tribal Women and Men both.
- The newly (Updated 27 April, 2018) developed Tribal Area can be included in study.