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MOTIVATIONAL FACTORS OF MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE PROGRAMME

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ABSTRACT

Background

Government of India enacted a national scheme called National Rural Employment Guarantee Act (NREGA) in 2005, re-named as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2nd October 2009. It is a woman friendly and poverty alleviation programme for securing the livelihood security for the rural people by guaranteeing 100 days of employment in a financial year to a rural household whose adult member volunteers to do unskilled manual work. (MGNREG Act 2005).

Materials and Methods

The proposed research work attempts to study the factors that motivated women to join MGNREGP. The respondents of the study were the MGNREGP workers in Malappuram district. The data were suitably classified and analyzed based on the objective of the study. Analysis was done via statistical software 16.0. Statistical tools like percentages, t -test and Friedman repeated measures analysis of variance on ranks have been applied for analysing the data.

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Results

The most important reason for seeking employment under MGNREGP was ‘unemployment’. ‘Minimum wages’ was the most important motivating factor for women workers to join the scheme, followed by ‘Timely Wages’, ‘Avoidance of contractors’ and ‘No need for specific skill’. The least important factor was ‘Wage through bank account’, ‘Work within 5 k.m’, ‘No age limit’ and ‘Work-site facilities’.

Conclusion

‘Minimum wages’ was the most important motivating factor for women workers to join the scheme. The least important factor was ‘Work-site facilities’.

Key words: Mahatma Gandhi National Rural Employment Guarantee Programme, Motivational factors, Poverty, Unemployment, Social backwardness.

Manuscript

Introduction

Government of India enacted a national scheme called National Rural Employment Guarantee Act (NREGA) in 2005, re-named as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2nd October 2009. It is a woman friendly and poverty alleviation programme for securing the livelihood security for the rural household by guaranteeing 100 days of employment in a financial year to a rural household whose adult member volunteers to do unskilled manual work. (MGNREG Act 2005). The primary objective of the programme is to ensure wage employment and its secondary objective is sustainable development through improved natural resource management. Rajanna M and Ramesh G (2009)¹, in their study stated that MGNREGP became a beacon of light in the rural areas and contributed substantially increased living and economic conditions by reducing income disparities in the rural areas. The study also revealed that equal wage for men and women workers helped to overcome the uncertainty in the employment, helped them to meet the rising prices in the market for their consumption purposes, reduced their migration levels and helped to an extent in reducing the disguised and seasonal unemployment in the study area of Andhra Pradesh State. SAAYA (2009)², a network of voluntary organizations working among Muslims women in the state of

Tamil Nadu, reported that the works implemented under MGNREGS should be culturally sensitive in order to increase participation of Muslim community, where Muslim women were not benefited by the scheme due to some traditional custom of being confined to their houses. Social asset creation works, like de-silting water bodies, digging wells and laying roads did not attract these women who prefer to work from their home itself. S.P Sing and D.K Nauriyal (2009)³ conducted a study on System and Process Review and Impact Assessment of MGNREGS in the state of Uttarakhand. They observed that women empowerment was higher in the post implementation MGNREGS period, their employment avenues were closer to their residential areas and their decision-making power within the household has also increased after joining the programme. The study pointed out some of the problems of MGNREGS viz. low awareness about the programme, ignorance of the work pattern in relation to identifying the genuine needs of the area, demand driven schemes has been transformed into target oriented and supply-driven, non-issue of receipts for the job applicants, absence of social audit and the ignorance of the members of the monitoring committee about their rights and responsibilities.

Significance of the Study

A lot of people centric and transparent community development programmes have been introduced in India to provide unskilled workers with short-term employment on public works with a view to reduce rural poverty and unemployment. The National Rural Employment Guarantee Act (NREGA) is a statutory wage employment programme, implemented in 2005 for providing livelihood security to rural unskilled households and vulnerable sections of the community. Women empowerment is not the main objective of the MGNREG Programme, but certain provisions which are priority based to women viz. one-third women participation, equality in wage, crèche for children, work within the radius of five kilometres from house, absence of contractors, demand driven employment, were made in the Act, to ensure greater participation of women in this programme.

The present study was undertaken to know the factors that motivated women to join Mahatma Gandhi National Rural Employment Guarantee Programme. It is hoped that the findings of the study would help the policy makers to make necessary changes in the policies in such a way to attract more women to this programme. In this context, the present study titled “Motivational

Factors of Mahatma Gandhi National Rural Employment Guarantee Programme” assumes greater significance.

Scope of The Study

The scope of the study is limited to the factors that motivated women to join Mahatma Gandhi National Rural Employment Guarantee Programme in Malappuram district. The respondents of the study include women workers of MGNREGP. The geographical area of the study is limited to Malappuram district.

Objective of Study

To study the motivational factors behind joining MGNREGP by women workers in Malappuram district.

Hypothesis of the study

H₀₁ There is no significant difference in the motivational factors behind joining MGNREG by women workers in Malappuram District.

Research Methodology

Selection of Sample

The respondents of the study included women workers of MGNREGP. A sample of 50 workers in Malappuram district was selected by adopting convenience sampling method.

Data Collection

For analyzing the problem under study, both primary and secondary data were used. The primary data were collected by using well-structured questionnaires. The secondary data were collected from books, journal, and various websites.

Period of Study

The study was conducted during the period September 2017 to December 2017.

Tools of Analysis

The collected data were analysed through SPSS16.0 by using various statistical tools like

Percentages, t-test and Friedman repeated measures analysis of variance on ranks etc.

Motivational Factors of MGNREGP -Analysis

Before analysing the motivational factors, an analysis of the personal profile of the respondents and the reasons for seeking employment under MGNREGP has been made, which are given in Tables 1 and 2.

Table 1 Profile of the Respondents

| | | Frequency | Percent |
|--------------------------|---------------------------|-----------|---------|
| Age (in Yrs.) | Less than 20 | - | - |
| | 20-40 | 12 | 24.0 |
| | 40-60 | 36 | 72.0 |
| | 60 Years and above | 2 | 4.0 |
| Religion | Hindu | 13 | 26.0 |
| | Muslim | 36 | 72.0 |
| | Christian | 1 | 2.0 |
| Category | SC/ST | 6 | 12.0 |
| | OEC | 2 | 4.0 |
| | OBC | 42 | 84.0 |
| Marital status | Married | 36 | 72.0 |
| | Widow/Divorcee | 14 | 28.0 |
| | Total | 50 | 100.0 |
| Family Structure | Nuclear Family | 38 | 76.0 |
| | Joint Family | 12 | 24.0 |
| No. of Dependents | Two | 14 | 28.0 |
| | Three | 11 | 22.0 |
| | Four | 17 | 34.0 |
| | Above Four | 8 | 16.0 |
| Land Holdings | Landless | 4 | 8.0 |
| | Below 5 Cents | 4 | 8.0 |
| | 5-10 | 33 | 66.0 |
| | 10-20 | 9 | 18.0 |

| | | | |
|-------------------------------|--|-----------|--------------|
| Type of House | Hut | 2 | 4.0 |
| | Tiled | 28 | 56.0 |
| | Concrete | 17 | 34.0 |
| | Tiled and concrete | 3 | 6.0 |
| Type of Ration Card | AAY | 9 | 18.0 |
| | PSS | 41 | 82.0 |
| | Total | 50 | 100.0 |
| House ownership | Own | 38 | 76.0 |
| | Rented | 6 | 12.0 |
| | Others | 6 | 12.0 |
| Education | Below SSLC | 35 | 70.0 |
| | SSLC | 11 | 22.0 |
| | Plus 2/ Pre-Degree | 4 | 8.0 |
| Other source of income | Spouse's Income | 32 | 64.0 |
| | Income from Son | 12 | 24.0 |
| | Income from Property | 1 | 2.0 |
| | Income from both Spouse and Son | 5 | 10.0 |
| Annual income (Rs.) | Below One Lakh | 48 | 96.0 |
| | 1-2 Lakhs | 2 | 4.0 |
| | Total | 50 | 100.0 |

Source: Primary data

The study revealed that most of the women workers were in the age group of 40 to 60 and only a few women workers were in the age group of 60 years and above, even if there is no age restriction under the scheme. Even though there is no caste and creed disparity in MGNREGP, most of the women workers were Muslims. It is also revealed that the Christian women rarely prefer this kind of job, since the percentage was very low, i.e. two per cent. Though there is no community level preference in the MGNREGP, the OBC category was found to be more in number. 72 per cent of women workers were married, and 28 per cent of women workers were either widows or divorced. 76 per cent of women workers were from nuclear family and 24 per

cent of women workers were from joint family. 28 per cent of women workers have two dependents in their families, 22 per cent of women workers have three dependents, 34 per cent of women workers have four dependents and 16 per cent of women workers have above four dependents in their families. Eight per cent of women workers were landless, eight per cent of women workers owned five cents of land, 66 per cent of women workers owned five to 10 cents of land, 18 per cent of women workers have ten to fifty cents of land. Four per cent of women workers lived in huts, 56 per cent of women workers lived in tiled houses, 34 per cent of women workers lived in concrete houses and six per cent of women workers lived in both tiled and concrete houses. Nine per cent of women workers have Andhyodaya Anna Yojana (AAY) type of ration cards, 41 per cent of women workers have Preferential Subsidized categories (PSs). Even though MGNREGP is a poverty eradication programme, women workers of any income group could participate in the programme. 76 per cent of women workers have their own house, 12 per cent of women workers are living in rented house, 12 per cent of women workers live in apartments without ownership, which are sponsored by religious groups for poor people. Most of the women workers were below SSLC and a very few women workers were having either Plus two or Pre-degree level of education. 64 per cent of women workers have a spouse's income other than their personal income. The other sources of income for 24 per cent women workers were from their son, for another 2 per cent was from house property, for 10 per cent was from both husband and son. 96 per cent of women workers have an annual income of below one lakh rupees, 4 per cent of women workers have an annual income of rupees one to two lakh. Most of the respondents have an annual income below one lakh rupees (Table 1).

Table 2 Reasons for seeking employment under MGNREGP (Fried man Repeated Measures of Analysis of variance on Ranks)

| Reasons | Mean Rank | Rank | Chi-square | P value |
|---------------------------|-----------|------|------------|-------------|
| Poverty | 2.00 | 2 | 117.20 | 0.000<0.01* |
| Unemployment | 1.46 | 1 | | |
| Backwardness | 3.42 | 3 | | |
| Influence of Panchayat | 4.24 | 5 | | |
| Motivation from Neighbour | 3.88 | 4 | | |

Source: Primary data

Table 2 shows that the most important reason for seeking employment under the scheme was unemployment (1.46), followed by poverty (2.00), social backwardness (3.42), motivation from neighbour (3.88), and the influence of the panchayat (4.24). The study also revealed that there is a significant difference in the reason for seeking employment under MGNREGP among the respondents since the p value (0.000) is less than 0.01.

The present study has been undertaken to study the factors which motivated women workers to join MGNREGP. For the purpose of analysis, the variables viz. minimum and timely wages, avoidance of contractors, work within 5km, worksite facilities, wage through bank account and no need for specific skill and no age limit have been considered.

Table 3 Motivational factors behind joining MGNREGP(t-test)

| Factors | N | Mean | SD | t | df | Sig. (2-tailed) |
|-----------------------------------|-----------|---------------|----------------|---------------|-----------|----------------------------|
| Minimum wages | 50 | 4.6600 | .62629 | 52.613 | 49 | .000 |
| Timely Wages | 50 | 4.5400 | .83812 | 38.303 | 49 | .000 |
| Avoidance of contractors | 50 | 4.2000 | .96890 | 30.652 | 49 | .000 |
| Work within 5 k.m | 50 | 3.8000 | 1.19523 | 22.481 | 49 | .000 |
| Work-site facilities | 50 | 2.3800 | 1.44123 | 11.677 | 49 | .000 |
| Wage through bank account | 50 | 3.8200 | 1.20695 | 22.380 | 49 | .000 |
| No need for specific skill | 50 | 4.1200 | 1.15423 | 25.240 | 49 | .000 |
| No age limit | 50 | 3.4000 | 1.42857 | 16.829 | 49 | .000 |

Source: Primary data

It is understood that all the factors considered for the study significantly influenced women workers to join the programme, since the mean scores were much above the average score of three, except the work-site facilities (Mean Score=2.38). However, 'Minimum wages' (Mean Score= 4.66) was the most important motivating factor for women workers to join the scheme, followed by 'Timely Wages' (Mean Score= 4.54), 'Avoidance of contractors' (Mean Score= 4.2), 'No need for specific skill' (Mean Score= 4.12) and so on. The least important factor was 'Wage through bank account' (Mean Score= 3.82), 'Work within 5 k.m' (Mean Score= 3.8), 'No

age limit' (Mean Score= 3.4) and 'Work-site facilities' (Mean Score= 2.38), even though the above features were guaranteed by the MGNREG Act (Table 3).

The hypothesis of the study H_{01} stating that there is no significant difference in the motivational factors behind joining MGNREG by women workers in Malappuram District was tested by applying t-test. The test result given in Table 3 revealed that there is a significant difference in the motivational factors behind joining MGNREG by women workers in Malappuram District, since the P values for all the variable considered for the study were less than 0.01. Hence the null hypothesis is rejected at the 1% level (Table 3).

Conclusion

The most important reason for seeking employment under MGNREGP was 'unemployment'. 'Minimum wages' was the most important motivating factor for women workers to join the scheme, followed by 'Timely Wages', 'Avoidance of contractors' and 'No need for specific skill'. The least important factor was 'Wage through bank account', 'Work within 5 k.m', 'No age limit' and 'Work-site facilities'.

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