CHAPTER V

SUMMARY AND CONCLUSION

The major findings of the present study on “Mahatma Gandhi National Rural Employment Guarantee Scheme and Rural Social Change in Cuddalore District, Tamilnadu- A Study” are presented below.

I. Socio-Economic Status

The study has found from the data that the majority (64.12%) of the respondents are female in the study. Most (41.24%) of the respondents belong to the age group of 25-40 years. Based on education, one-third (39.55%) of the respondents studied up to secondary level. All the respondents belong to Hindu religion and half (57.34%) of them belong to Scheduled Caste (SC). Regarding occupation, the majority (61.30) of the respondents are engaged in agricultural work as their primary occupation and one-third (39.83%) of them get employment opportunity between 150-250 days only per year under their primary occupation. Moreover, considerable number (16.38%) of homemakers come out for employment only through MGNREGS. The majority (61.30%) of the respondents stated their family income between Rs.3000-6000 per month and the homemakers and unemployed respondents get a chance to earn individually below Rs.3000 per month only through MGNREGS opportunity respectively.
On the basis of family wise analysis, the majority (87.85%) of the respondents are married, three-fourth (79.38%) of them adopt nuclear type of family and half (52.26%) of them live in small size (upto 4 members) family. Most (45.48%) of the respondents live in pucca houses provided by the government. It observed that the majority (75.14%) of the respondents do not have own agricultural land for their livelihood purpose and they are all landless agricultural labourers. The study reveals that the majority of the respondents have proper household infrastructural facilities in their houses such as electricity (100%), drinking water (53.39%), separate kitchen (51.13%), and LPG for cooking (63.56%) respectively. Further, the data note that the majority of them do not have the lavatory (60.45%) and also all (100%) the respondents do not have drainage facilities in their houses respectively.

II. Knowledge on MGNREGS

Majority of the respondents know that MGNREGS is a demand based wage employment scheme (60.73%) followed by supplementary employment generation scheme at agricultural lean season (78.81%), and its development activities (100%). In this connection, most (68.93%) of the respondents do not know that it is an unskilled manual work.

The study reports that the majority of the respondents have sufficient knowledge on the following components of MGNREGS such as procedure of issuing job card (54.52%), procedure of
disbursement of wage (70.62%), actual working days per year (100%), equal wage provision for all (100%), equal opportunity provision for all (100%), and accidental benefits (59.60%) respectively. Moreover, the data show that the majority of the respondents do not have enough knowledge on the components of objectives of the scheme (100%), eligibility to become a beneficiary (53.95%), actual wage per day (88.42%), unemployment allowance (100%), facilities at work place (64.69%), duration of working hours per day (79.10%), selection procedure of workers (93.50%), fixation of work site (57.91%), provision of transparency and accountability (100%), and provision of social auditing (100%) respectively.

Further, the analysis reveals that the level of knowledge on MGNREGS has influenced by gender, age, and caste of the respondents at average level and by income factor of the respondents at low level among the income group of below Rs.3000 followed by at average level among the income group of Rs.3000-6000 and Rs.6000-9000 respectively. Among them, it is observed that the respondents in the male category, the age group of 25-40 years, the Backward caste, and the income group of Rs.6000-9000 have obtained higher level of knowledge on MGNREGS respectively in the study.

III. Factors for Effective Participation in MGNREGS

Based on the field observation, 60.4 per cent among the female respondents have involved in MGNREGS due to their
unemployment condition and 87.4 per cent among the male respondents have involved in the scheme due to non-availability of suitable employment opportunity based on their skills. Further, the result reveals that there is an association between gender of the respondents and the influence of pushing factors for involvement of effective participation in MGNREGS.

Also the study reports that 50.0 per cent among the respondents in 25-40 years and 52.0 per cent among the respondents in 40-55 years have engaged in MGNREGS due to their unemployment condition respectively. Further, 41.7 per cent among the respondents in above 55 years have participated in the scheme due to non-availability of suitable employment opportunity based on their skills. Moreover, the analysis has proved that there is an association between age group of the respondents and the influence of pushing factors for involvement of effective participation in MGNREGS.

Further, the data show that 41.4 per cent among the Backward caste respondents, 41.0 per cent among the Most Backward caste respondents, and 42.9 per cent among the Scheduled caste respondents have contributed in the scheme due to their unemployment condition respectively. Further, the result has proved that there is no association between caste status of the respondents and the influence of pushing factors for involvement of effective participation in MGNREGS.
Moreover, the survey highlights that 78.9 per cent among the respondents earning below Rs.3000 have involved in MGNREGS due to physical inability caused by their age factor and 55.3 per cent among the respondents in Rs.3000-6000 have contributed in the scheme caused by their unemployment condition. Further, 57.6 per cent among the respondents in Rs.6000-9000 have engaged in the scheme due to non-availability of suitable employment opportunity based on their skills. Besides, the analysis proved that there is an association between income group of the respondents and the influence of pushing factors for involvement of effective participation in MGNREGS.

The study notes that the majority (61.02%) of the respondents do not fulfill their guaranteed employment opportunity of 100 days per year under the scheme. Most (46.89%) of the respondents have possessed their opinion at medium level for involvement of effective participation in the scheme.

Based on the data, the majority of the respondents have accepted the following pulling factors for involvement of effective participation in MGNREGS such as facilitate decent working conditions (53.39%), ensure minimum guarantee to livelihood prospects (77.12%), easy and convenient to work (65.25%), local employment opportunity (69.49%), wage security (82.77%), and genuine treatment for all (100%) respectively. Further, half (51.69%) of the respondents have moderately agreed on the pulling factor of
duration of working hours per day. Moreover, the majority of the respondents have disagreed on the following pulling factors such as adequacy of wage structure (68.36%), properly disbursed wage on time (60.45%), and social auditing of the scheme (100%) respectively.

The analysis has found that the pulling factors for involvement of effective participation in MGNREGS have been influenced by gender of the respondents at high level among the female category and at average level among the male category respectively. Further, the pulling factors in the scheme have been influenced by age group of the respondents at average level and by income factor of the respondents at high level among the income group of below Rs.3000 and at average level among the income group of Rs.3000-6000 and Rs.6000-9000 respectively. The pulling factors in MGNREGS have invariably been influenced by all the three caste status of the respondents at average level. Among them, it is observed the fact that the respondents in the female category, the age group of 25-40 years, and the income group of below Rs.3000 have obtained higher level of influence by the pulling factors for involvement of effective participation in the scheme respectively. However, there is no significant variation among the three caste status of the respondents to influence by the pulling factors for involvement of effective participation in MGNREGS.
IV. Changes on Livelihood Conditions at Individual Level

Based on the field study, the majority of the respondents have high level of acceptance on the following changes in their social aspects due to MGNREGS such as facilitate to ensure right to live (59.60%), facilitate decent living (61.02%), facilitate providing social protection (71.47%), and facilitate improving social status of unskilled workers (65.54%). Further, it is found that the majority of the respondents have agreed at medium level on the following changes such as facilitate livelihood sustainability (54.52%), facilitate reducing unemployment conditions (70.34%), facilitate reducing indebtedness (70.62%), facilitate social mobilization (47.46%), facilitate boosting standard of living (76.84%) and facilitate becoming self-reliance of the respondents (55.37%). Moreover, the majority (69.49%) of the respondents have low level of acceptance on the component of facilitate to encourage savings due to the scheme.

Also the study has proved that the changes on social aspects have been influenced by gender and caste status of the respondents at average level followed by income factor of the respondents at high level among the income group of below Rs.3000 and at average level among the income group of Rs.3000-6000 and Rs.6000-9000 respectively. The changes in their social aspects due to the scheme have invariably been influenced by irrespective of all the three age group of the respondents at average level. Among them, it is
observed that the respondents in the female category, the Backward caste, and the income group of below Rs.3000 have obtained higher level of changes in their social aspects due to MGNREGS. However, there is no significant variation among the age group of the respondents to acquire the changes in their social aspects due to the scheme.

Based on the field study, it is inferred that the majority (49.71%) of the respondents state that MGNREGS has reduced rural seasonal migration among the beneficiaries in the study area. It is found from the survey that 50.7 per cent among the male respondents and 49.5 per cent among the female respondents state that the factors of local employment opportunity, ensuring minimum guarantee to livelihood security, and more convenient to work under MGNREGS have reduced rural seasonal migration respectively. Further, the result shows that there is an association between gender of the respondents and the influencing factors for reducing rural seasonal migration due to MGNREGS.

The study reveals that 63.5 per cent among the respondents in 40-55 years and 68.0 per cent among the respondents in above 55 years state that the factors of local employment opportunity, ensuring minimum guarantee to livelihood security, and more convenient to work under MGNREGS have diminished rural seasonal migration respectively. Further, the analysis shows that there is an association between age group of the respondents and
the influencing factors for reducing rural seasonal migration due to MGNREGS.

Also 63.6 per cent among the Backward caste respondents, 59.7 per cent among the Most Backward caste respondents, and 39.8 per cent among the Scheduled caste respondents state that the factors of local employment opportunity, ensuring minimum guarantee to livelihood security, and more convenient to work under MGNREGS have reduced rural seasonal migration respectively. Moreover, the result found that there is an association between caste status of the respondents and the influencing factors for reducing rural seasonal migration due to the scheme.

Further, the analysis shows that 100.0 per cent of the respondents in below Rs.3000, 39.1 per cent among the respondents in Rs.3000-6000, and 68.4 per cent among the respondents in Rs.6000-9000 reveal that the factors of local employment opportunity, ensuring minimum guarantee to livelihood security, and more convenient to work under MGNREGS have diminished rural seasonal migration respectively. Besides, the result deducted that there is an association between income group of the respondents and the influencing factors for reducing rural seasonal migration due to MGNREGS.

Majority of the respondents have medium level of acceptance on the following changes in their economic aspects due to the scheme such as facilitate income consistency (74.86%), facilitate
money flow (75.99%), facilitate becoming economic self-sufficient (55.65%), and facilitate reducing poverty condition (62.71%). Further, the study shows that the majority of the respondents have agreed at low level on the following changes such as facilitate to increase the purchasing capacity (51.69%) and useful to personal expenses (53.95%).

Also the analysis proved that the changes in economic aspects have been influenced by income factor of the respondents at average level followed by age factor of the respondents at low level in the age group of 25-40 years and at average level in the age group of 40-55 years and above 55 years respectively. The changes on economic aspects have invariably been influenced by, irrespective of gender and caste status, the respondents at average level respectively. Among them, it is observed that the respondents in the age group of above 55 years and the income group of below Rs.3000 have obtained higher level of changes in their economic aspects due to MGNREGS respectively. However, there is no significant variation among the gender and caste status of the respondents to acquire changes in their economic aspects by the scheme.

On the basis of field data, the majority (75.14%) of the respondents have opened their bank account after implementation of MGNREGS only for receiving the wages under the scheme. Based on the survey, the majority of the respondents have high level of
acceptance on the following effects by accessing banking services due to MGNREGS such as utilization of banking services (100%), facilitate wage protection through banking via credit (58.76%), and facilitate providing social respect in terms of being an account holder (73.73%) respectively. The study also shows that the majority of the respondents have agreed at medium level on the effects of facilitate developing awareness about banking services (54.24%) and transparency of wage disbursement through banking via credit (39.55%) respectively. Further, the majority of the respondents have low level of acceptance on the effects of availing benefits other than MGNREGS through banking services (68.08%) and facilitate to encourage savings (59.60%) respectively. Moreover, the majority (50%) of the respondents have both medium and low level of acceptance on the component of facilitate avoiding exploitation respectively.

Also, the survey has found that accessing of banking services has been influenced by gender, age, caste and income of the respondents at average level respectively. Among them, it is observed that the respondents in the female category, the age group of 25-40 years, the Most Backward caste, and the income group of Rs.6000-9000 have obtained higher level of effects by accessing of banking services due to MGNREGS respectively.

On the basis of field observation, the majority (79.38%) of the respondents have high level of acceptance on their changes in
political aspect of facilitate public work involvement. Further, the data noted that the majority (50.57%) of the respondents have agreed at medium level on the political component of facilitate to ensuring local representation. Moreover, the majority of the respondents have low level of acceptance on the following changes in their political aspects such as facilitate to attending gram sabha meetings (57.34%), facilitate to developing awareness about Panchayat Raj Institutions (68.36%), and facilitate to involving decision making process (85.59%) respectively.

Also, the analysis has found that the changes on political aspects have been influenced by gender and caste status of the respondents at average level and by income factor of the respondents at low level among the income group of below Rs.3000 and at average level among the income group of Rs.3000-6000 and Rs.6000-9000 respectively. The changes on the political aspects have invariably been influenced by, irrespective of all the age group, the respondents at average level. Among them, it is observed that the respondents in the male category, the Backward caste, and the income group of Rs.6000-9000 have obtained higher level of changes on their political aspects due to MGNREGS respectively. However, there is no any significant variation among the age group of the respondents to acquire the changes on their political aspects due to the scheme.
V. Changes on Socio-Economic Conditions at Family Level

Based on the study, the majority of the respondents have high level of acceptance on the following changes in their family aspects due to MGNREGS such as supplement to household expenses (68.93%), useful to meet out necessary sustenance (68.36%), and facilitate increasing family per capita food consumption (58.76%) respectively. Further, the study shows that the majority of the respondents have agreed at medium level on the following changes such as facilitate lifting of family income (71.75%), facilitate increasing family annual per capita income (66.95%), and useful to manage the expenses on family functions/festivals (71.47%) respectively. Moreover, the majority of the respondents have low level of acceptance on the family aspects of useful to children’s day to day expenses (54.81%) and facilitate upgradation of dwelling units (100%) respectively.

Also, the analysis proved that the changes on family aspects have been influenced by gender, age, caste, and income of the respondents at average level respectively. Among them, it is observed that the respondents in the female category, the age group of 25-40 years, the Scheduled caste, and the income group of below Rs.3000 have obtained higher level of changes on their family aspects due to MGNREGS respectively in the study area.
VI. Changes at Village Level due to MGNREGS

From the field analysis, the majority of the respondents have high level of acceptance on the following uses of community assets brought out by MGNREGS such as facilitate protecting green environment (100%), facilitate sustainable agriculture (84.18%), and facilitate safeguarding rural water bodies (84.46%) respectively. Further, the study shows that the majority of the respondents have agreed at medium level on the uses of enable to increasing agricultural productivity (62.43%), facilitate protecting ground water level (53.67%), and create need based rural infrastructure (58.47%) respectively. Moreover, the majority (72.32%) of the respondents have low level of acceptance on the effect of enabling easy rural transportation in the study.

Also, the survey reported that the uses of community assets brought out by the scheme have been influenced by age factor of the respondents at average level among the age group of above 55 years and at high level among the age group of 25-40 years and 40-55 years respectively and by caste status of the respondents at average level among the Most Backward caste and at high level among the Backward caste and Scheduled caste respectively and also by income factor of the respondents at high level among the income group of Rs.3000-6000 and at average level among the income groups of Rs.6000-9000 and below Rs.3000 respectively. Though, the uses of community assets brought out by the scheme
has invariably influenced by irrespective of the male and female respondents at high level respectively. Among them, it is observed that the respondents in the age group of 25-40 years, the Backward caste, and the income group of Rs.3000-6000 have obtained higher level of uses of community assets brought out by MGNREGS respectively. However, there is no significant variation among the male and female respondents to utilize the level of uses of community assets brought out by MGNREGS in the study.

Based on the field data, the majority of the respondents have high level of acceptance on the following aspects related to promoting social inclusion due to MGNREGS such as facilitate knowing each other (55.93%), facilitate providing equal opportunity for all (100%), maintaining equal wage structure for all (100%), and establishing equal treatment for all (100%) respectively. Further, the study reveals that the majority of the respondents have agreed at medium level on the aspects of facilitate to contact establishment (48.87%), facilitate to inducing cordial relationship among all the workers (51.41%), and promoting social cohesion (51.69%) respectively. Moreover, the majority of the respondents have low level of acceptance on the aspects of facilitate collective participation (91.81%), facilitate intercaste relationship (57.91%), and minimizing social inequities (56.50%) respectively.

Also, the study proved that the promotion of social inclusion has been influenced by age, caste, and income factor of the
respondents at average level respectively. The promoting social inclusion has invariably been influenced by male and female respondents at average level. Among them, it is observed that the respondents in the age group of above 55 years, the Backward caste, and the income group of Rs.6000-9000 have obtained higher level of opinion on promoting social inclusion due to MGNREGS respectively. However, there is no significant variation among the male and female respondents regarding their opinion on promoting social inclusion due to MGNREGS in the study.

The field survey exhibits that 89.5 per cent among the women respondents in 25-40 years followed by 82.1 per cent among the women respondents in 40-55 years and 91.5 per cent among the women respondents in above 55 years have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Further, the result inferred that there is no association between age group of the women respondents and their opinion on upliftment of social conditions due to MGNREGS.

Also, the study shows that 100.0 per cent of the women respondents in the Backward caste followed by 92.3 per cent among the women respondents in the Most backward caste and 84.7 per cent among the women respondents in the Scheduled caste have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Besides, the analysis proved that there is no association between caste status of the women respondents
and their opinion on upliftment of social conditions due to MGNREGS.

Further the survey explained that 86.7 per cent among the women respondents in below Rs.3000 followed by 89.0 per cent among the women respondents in Rs.3000-6000 and 85.7 per cent among the women respondents in Rs.6000-9000 have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Moreover, the discussion shows that there is no association between income group of the women respondents and their opinion on upliftment of social conditions due to MGNREGS.

Based on the field investigation, 72.6 per cent among the women respondents in 25-40 years followed by 60.7 per cent among the women respondents in 40-55 years and 66.0 per cent among the women respondents in above 55 years have high level of acceptance on their upliftment of economic independence due to the scheme respectively. Further, the result reveals that there is no association between age group of the women respondents and their opinion on their upliftment of economic independence due to MGNREGS.

Also, the survey shows that 66.7 per cent among the women respondents in the Backward caste followed by 78.2 per cent of the women respondents in the Most backward caste and 62.8 per cent among the women respondents in the Scheduled caste have high
level of acceptance on their upliftment of economic independence due to the scheme respectively. Besides, the analysis inferred that there is an association between caste status of the women respondents and their opinion on upliftment of economic independence due to MGNREGS.

Further, the data revealed that 73.3 per cent among the women respondents in below Rs.3000 followed by 65.2 per cent among the women respondents in Rs.3000-6000 and 76.2 per cent among the women respondents in Rs.6000-9000 have high level of acceptance on their upliftment of economic independence due to the scheme respectively. Moreover, the discussion proved that there is no association between income group of the women respondents and their opinion on upliftment of economic independence due to MGNREGS.

Based on the field survey, 74.2 per cent of the Scheduled caste respondents among the male category and 70.8 per cent of the Scheduled caste respondents among the female category have high level of acceptance on their upliftment of social conditions due to the scheme. Further, the analysis inferred that there is no association between gender of the Scheduled caste respondents and their opinion on upliftment of social conditions due to MGNREGS.

Also, the study highlighted that 72.2 per cent among the Scheduled caste respondents in 25-40 years followed by 66.1 per cent among the Scheduled caste respondents in 40-55 years and
78.4 per cent among the Scheduled caste respondents in above 55 years have high level of acceptance on their upliftment of social conditions caused by the scheme respectively. Besides, the result reveals that there is no association between age group of the Scheduled caste respondents and their opinion on upliftment of social conditions due to MGNREGS.

Further the analysis shows that 80.0 per cent among the Scheduled caste respondents in Below Rs.3000, followed by 70.4 per cent among the Scheduled caste respondents in Rs.3000-6000 and 73.2 per cent among the Scheduled caste respondents in Rs.6000-9000 have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Besides, the result proved that there is no association between income group of the Scheduled caste respondents and their opinion on upliftment of social conditions due to MGNREGS.

Based on the field observation, 57.6 per cent of the Scheduled caste respondents among the male category have high level of acceptance and 61.3 per cent of the Scheduled Caste respondents among the female category have medium level of acceptance on their upliftment of economic independence due to the scheme. Further, the analysis inferred that there is an association between gender of the Scheduled caste respondents and their opinion on upliftment of economic independence due to MGNREGS.
Also, the survey explained that 58.9 per cent among the Scheduled caste respondents in 25-40 years and 58.1 per cent among the Scheduled caste respondents in 40-55 years have medium level of acceptance on their upliftment of economic independence due to MGNREGS respectively. Further, 54.9 per cent among the Scheduled caste respondents in above 55 years have high level of acceptance on their upliftment of economic independence caused by the scheme. Besides, the result proved that there is no association between age group of the Scheduled caste respondents and their opinion on upliftment of economic independence due to MGNREGS.

Further, the field data revealed that 60.0 per cent among the Scheduled caste respondents in below Rs.3000 have high level of acceptance on their upliftment of economic independence due to MGNREGS. Further, 54.9 per cent among the Scheduled caste respondents in Rs.3000-6000 and 63.4 per cent among the Scheduled caste respondents in Rs.6000-9000 have medium level of acceptance on their upliftment of economic independence due to the scheme respectively. Moreover, the discussion shows that there is no association between income group of the Scheduled caste respondents and their opinion on upliftment of economic independence due to MGNREGS.

On the basis of obtained data, 56.3 per cent of the aged respondents among the male category have medium level of
acceptance and 68.2 per cent of the respondents among the female category have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Further, the result proved that there is an association between gender of the aged respondents and their opinion on upliftment of social conditions due to MGNREGS.

Also, the survey reveals that 68.4 per cent of the aged respondents among the Backward caste have medium level of acceptance on their upliftment of social conditions due to MGNREGS. Further, 52.4 per cent of the aged respondents among the Most backward caste and 63.8 per cent of the aged respondents among the Scheduled caste have high level of acceptance on their upliftment of social conditions due to the scheme respectively. Besides, the analysis shows that there is an association between caste status of the aged respondents and their opinion on upliftment of social conditions due to MGNREGS.

Further, the analysis reveals that 73.7 per cent among the aged respondents in Rs.3000-6000 have high level of acceptance and 62.5 per cent among the aged respondents in Rs.6000-9000 have medium level of acceptance on their upliftment of social conditions due to MGNREGS respectively. Moreover, 50.0 per cent among the aged respondents in below Rs.3000 have equally both high level and medium level of acceptance on their upliftment of social conditions due to the scheme respectively. Further, the
discussion inferred that there is an association between income group of the aged respondents and their opinion on upliftment of social conditions due to MGNREGS.

Based on the survey, 67.2 per cent of the aged respondents among the male category have medium level of acceptance and 93.2 per cent of the aged respondents among the female category have high level of acceptance on their upliftment of economic independence due to the scheme respectively. Further, the analysis proved that there is an association between gender of the aged respondents and their opinion on upliftment of economic independence due to MGNREGS.

Also, the data show that 61.9 per cent of the aged respondents among the Most Backward caste have medium level of acceptance on their upliftment of economic independence due to MGNREGS. Further, 63.2 per cent of the aged respondents among the Backward caste and 72.3 per cent of the aged respondents among the Scheduled caste have high level of acceptance on their upliftment of economic independence due to the scheme respectively. Besides, the discussion inferred that there is an association between caste status of the aged respondents and their opinion on upliftment of economic independence due to MGNREGS.

Further, the analysis reveals that 76.7 per cent among the aged respondents in below Rs.3000 and 63.2 per cent among the aged respondents in Rs.3000-6000 have high level of acceptance on
their upliftment of economic independence due to MGNREGS respectively. Further, 62.5 per cent among the aged respondents in Rs.6000-9000 have medium level of acceptance on their upliftment of economic independence due to the scheme. Moreover, the result shows that there is an association between income group of the aged respondents and their opinion on upliftment of economic independence due to MGNREGS.

VI. Satisfaction on Changes brought out by MGNREGS

The study shows that the majority of the respondents are satisfied with the changes brought out by MGNREGS at high level in respect of individual aspects (68.08) followed by at medium level in respect of family aspects (50.85) and village aspects (64.12) respectively.

Also, the analysis has found that the satisfaction level on changes brought out by MGNREGS have been influenced by income group of the respondents at high level followed by gender of the respondents at average level among the male category and at high level among the female category respectively. The level of satisfaction on changes has invariably been influenced by irrespective of the age groups and the caste status of the respondents at high level respectively. Among them, the study observed the fact that the respondents in the female category and the income group of below Rs.3000 have obtained higher level of satisfaction on the changes due to MGNREGS. However, there is no
any significant variation among the age groups and the caste status of the respondents regarding their level of satisfaction on the changes due to the scheme respectively in the study.

Conclusion

On the basis of field investigation and analysis, the researcher has made logical conclusion. The implementation mechanism ensures that MGNREGS effectively meets the objectives of the Act, that is, guaranteed wage employment, creation of productive assets, and empowerment of rural poor.

MGNREGS has really marked a positive transformation from all earlier and existing wage employment programmes, because it is supported by law to provide employment to beneficiaries. Based on this provision, it has gained collective efforts and has accumulated social capital among the village population. Further, it has changed the livelihood activities by strengthening consumption capacity of the villagers through fixing the minimum guaranteed wages. The genuine treatment at work place, local employment opportunity and convenient to work are the major pulling factors, and severe unemployment condition is the major pushing factor for inducing and expediting effective participation by the beneficiaries towards MGNREGS.

In this way, the scheme has gradually accelerated the livelihood source of the beneficiaries in Cuddalore District through the effective implementation of the scheme by mainly incorporating
women, Scheduled castes, and aged population. The effect of MGNREGS on villagers of the selected district is immense and multidimensional, and it has acted as a transformative vehicle for empowering local communities to enhance their livelihood protection, income generating capacity and democratic processes at grass root level.

The scheme has facilitated livelihood sustainability among the rural households especially during their lean season. It has ensured social safety net by minimizing the unemployment conditions and poverty level of the beneficiaries by means of providing guaranteed employment and wage opportunities. Besides, MGNREGS has mainly helped to reduce the debt conditions and migration attitude of the beneficiaries at considerable level. It has also given the way for awakening the beneficiaries in terms of banking participation, participatory planning and attending gram sabha meetings. The scheme has indirectly motivated all the beneficiaries to involve in public work activities. MGNREGS has the capacity for well-being of the rural poor and safeguarding the social image of the beneficiaries especially during their lean season.

MGNREGS has also given a big boost to the conservation and regeneration of natural resources and help upgrade the environment for sustainable development in the rural areas. The beneficiaries have given desirable acceptance regarding the uses of developmental activities due to this scheme in particular of durable
assets creations at village level like physical capital. This scheme enables the vulnerable sections of the society (Women, SCs and aged people) to have a dynamic way for transforming their social and economic conditions in a proper direction. Despite all the ritualistic attitudes, women walk towards local self-government either as a member or beneficiary. Gender equality is identified due to the women participation in the scheme effectively. Therefore, the scheme indicates that women are also taking initiatives to involve in public work activities including home makers category also. The high share of aged and scheduled castes beneficiaries in the scheme to a great extent of indicates the inclusive nature of growth.

Hence, MGNREGS effects peaceful revolution and also it facilitates evolutionary form of social change in the selected villages of this study in particular and in the vast rural areas of India in general. It is a significant move to the socio-economic upliftment of socially under privileged and economically vulnerable masses in rural areas. In addition, the better cooperation, coordination and integration between the government, the panchayats, and the beneficiaries would enable effective implementation of the scheme in a sustained manner at grass root level. MGNREGS is a vibrant scheme which helps the rural poor in their quiet social transformation and reduces their duration of hibernation, and if it is properly managed in a long time by gram panchayats, definitely
the rural poor can hope in future to get better sustainable prosperous life.

**Suggestions**

The following suggestions have been made by the researcher through the findings of the study:

1. Government has to create awareness about knowledge of MGNREGS with the support of NGOs and mass media.
2. The beneficiaries’ complain about the lower wage rate compared to the existing market wage rate in society. Hence, Government has to hike the wages of labourers as well as hike the number of working days from time to time for their well-being.
3. Panchayat Raj Institutions have to take necessary steps to provide facilities at work place mentioned as per the Act.
4. Government and PRIs have to commit the disbursement of wages on stipulated time which is more helpful in sustaining the livelihood of the beneficiaries.
5. To ensure the transparency of the scheme, PRIs and public have to do the effective social audit in a proper manner.
6. People have to come forward to attend the gram sabha meetings regularly.
7. The Village Resource Committee (VRC) has to be formulated to provide guidance to the village panchayat in formulation, implementation and monitoring of the MGNREGS schemes at the village level.
Bibliography