

# MGNREGA and Women's Empowerment: Bridging Gaps in Rural India

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## ABSTRACT

The primary objective of this study is to analyze the impact of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on women's empowerment in rural India, focusing on wage parity, decision-making, skill development, and social participation. The aim is to assess whether MGNREGA enhances women's financial independence, autonomy, and social status, or if traditional barriers limit its effectiveness. The research employs a mixed-methods approach, with data collected from 200 rural women respondents across Tamil Nadu using structured questionnaires and interviews. Statistical tools like regression analysis and correlation were used to examine the relationship between MGNREGA participation and key empowerment indicators, such as financial decision-making, skill enhancement, and access to information. Key findings reveal that wage parity under MGNREGA significantly improves women's financial independence and decision-making abilities, aligning with the study's objectives. However, challenges such as lack of awareness, delayed payments, and cultural barriers were found to limit its overall impact. Future research could explore region-specific strategies to address these challenges. The study recommends improved awareness campaigns, streamlined payment processes, and skill-building programs to maximize MGNREGA's potential in empowering rural women.

**Keywords:** Women's Empowerment, MGNREGA, Wage Parity.

