

# AN EMPIRICAL ANALYSIS OF MGNREGA SCHEME AND ITS IMPACTS ON SOCIO-ECONOMIC STATUS OF WORKING LABOURS IN UTTAR PRADESH

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## **Abstract:**

The purpose of this paper is to study India's famous scheme that was not a scheme but a guarantee of a job to India's rural unskilled and illiterate people for 100 days with payment. We know that India is a country of rural people and most to them are unskilled labor so there is a big problem for them to get a systematic job in manufacturing, and public service. Service sector and no forming sector. So they felt unemployed and then in 2006 Indian government launched a scheme called NREGA in 200 districts of India and in 2009 this was spread all over the country. Now these workers are called digital MNREGA workers.

Keywords: rural job, guarantee card, unskilled labor, workforce, digital worker,

## **INTRODUCTION**

India being one of the biggest populist countries. The majority population comes under workforce who are seeking employment in one or the either way. At the same time majority of the population in India lives in rural areas. In these areas unemployment was the major concern. In order to eliminate unemployment, the government has taken initiative to implement MGNREGA scheme to charter guaranteed employment for rural labor and work seeking population. Country neediness and unemployment in India have developed in an exceptional way amid the most recent couple of decades. There is a developing frequency of absence of education, visually impaired confidence. hungry individuals, mal-sustained youngsters, frail pregnant ladies, agriculturist suicides, starvation passing. relocation coming about because of deficient neediness and the Government g India disappointment of subsistence creation amid dry spells.

The administration of the India is mainly divided in to three categories. These are as follows.

1. Central government body
2. State government body
3. Local self-government body.

Under local self-governing body gram panchayats play vital role in recognizing the problems faced by the villagers and by gram Sabaha's. they formulate the policies and implement it in the area of ambit comes under it. Even though MGNREGA is centrally sponsored scheme but its implementation trickle down to the steps of grampanchayts. In the earlier implemented schemes middle men played important role in disbursing the benefits to the target population. But the issue raises over here that the major scams have happened due to agents and middle men. There are hurdles to getting implementation of centrally sponsored schemes to the target population. In order to rectify this issue now the scheme is implemented by the gram panchayats. "The law provides many safeguards to promote its effective management and implementation. The act explicitly mentions the principles and agencies for implementation, list of allowed works. financing pattern, monitoring and evaluation, and most importantly the detailed measures to ensure transparency and accountability. According to Rangarajan committee" Over two thirds of India's population inhabits rural areas, accounting for 68% of all impoverished citizens in India. Currently, nearly 29, 5% of rural Indians live below the poverty line'Over the period of time the number of unemployed people increased drastically in rural areas with an average rate of one million per year. In order to trace the factors which, lead to this situation is studied. In the students it is found that caste, employment status gender and land ownership. As the majority population in rural areas are either illiterate or literate but not up to the mark to handle skilled employment. So, generation of employment is a hard striking task and challenging in all dimensions. At the junction the planning commission has come up with the scheme of MGNREGA in order to create a guaranteed employment to rural population. One of the poor striking features of rural employment is their meagre wage rates. All of them were underpaid for their laborious work. In order to sort out the meagre wages MGNREGA scheme thus brought a paradigm shift both in male and female wage rate systems. Agricultural laborer's, being very vulnerable in this unemployment sector they couldn't get employment in the period of crop holiday. MGNREGA scheme has fulfilled the gap of crop holiday period by providing guaranteed employment in between these days. This led to the reduction in the migration and at par the economic stability of an individual also increased. From the records of survey done by national sample survey organization, the poverty is spread among 300 million of Indians affecting their livelihood. To survive for the basic needs, they depend on the unskilled work by exploiting the natural resources which is highly cautions to environmental risks in near future. The high dependency on these resources further leads to the risks in climate change, natural disasters, ill health etc. all of which adversely impacts their livelihoods and employment opportunities and reduce the chances to move out of trap of poverty. Under the ministry of rural development several initiatives are taken to formulate policies and programs to counter the unemployment and creating employment opportunities in the field of social security, housing, self-employment, building rural infrastructure and managing land resources to alleviate poverty. Even after implementing these programs since the first five-year plan. The result is not up to the mark. A little change can be seen in availing employment among those unskilled, manual and casual laborer's section. But majority of these were unaffected with these programs and schemes. It is because these programs acted as relief kind of things not exactly the permanent and long-standing solution for these productive assets. Among all the above-mentioned programs, none of it gives guarantee to the employment and wages of the work done is also ruined and drained by the middle men of agents. To counter all these challenges, the govt has initiated MGNREGA scheme to gurantee the employment and if it fails to provide the employment within 15 days of application, the government has to pay the complete wage directly to his account. This leads the assurance of government towards the employment opportunities of Rural labour seeking employment. In the words of Even though many employment programs have been implemented after the post-independence but NREGA has brought a paradigm shift in the Indian rural society. The programme is responsible for the drastic uprise of rural economy both in the employment and standard of living. Since 1960's starting from the introduction of rural works programme the government has initiated several such employment programmes in the later period such as "Crash scheme for rural employment "(1971) "food for work programme "(1980) "Jawahar Rojgar Yojna (1989) & national food for work programme (2004). With the success and inspiration of all the above schemes. Even the shortfall of earlier has consider and snslysed to emerge and enact a new programme called (NREGA).

## **OBJECTIVES**

Majority of the rural people in india depend on the agriculture and these people practice as agricultural labourers in it. But the work is of in the crop season where they could earn a little. Once the crop season completes once again the need to migrate to the cities as construction labourers to earn for their daily needs. Considering the agricultural holiday to be the main reason for the migration and other problems faced by agricultural labourers the government has come up with a guaranteed employment lasting for 100 days for the unskilled workers has been formulated. The main objective is to check the migration and to upbring the living standards and creating opportunities for the employment.

According to the gazette of MGNREGA the primary objective of the act is as "An Act to provide for the enhancement of livelihood security of the households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work and for matters connected therewith or incidental thereto. "

## **MGNREGA AND ITS SALIENT FEATURES**

Under the article 41 in the constitution of india, it directs the states to generate employment for the adult members of the rural households who are willing to do the unskilled manual work.

The major achievement of the act is if any applicant who is eligible to apply under the scheme can apply for the work. The administration has to create and provide the work within 15 Days of his application. If the administration fails to provide him work then the amount sanctioned for 100 days on his name has to be credited to his account directly. The other dimension of his scheme is decentralised planning. Under which gram sabhas play key role in the initiative. The recommendation of work power lies with the gram sabhas. They decide in their meetings what work has to be done for the welfare of the village. After this the planning, implementation and monitoring are done by the panchayat raj institutions.

## **FACILITIES OF WORK SITE**

Under this scheme first aid kit, drinking water, shades, creche provided at the workplaces. Among all the workers at least one third must be of women and the amount received by them is equal to that of male workers. This leads to the end of discrimination between male and female workers.

## **ACCOUNTABILITY AND TRANSPARENCY**

Earlier middlemen used to do fraud in their payments. They did not paid what they supposed to pay. In order to end this system, now money is directly credited to the workers account and to ensure transparency the accounts are audited on monthly basis and proper grievance redressal system was set up.

## **MONETARY EMPOWERMENT**

The usage of MGNREGA has given financial empowerment to provincial ladies since it offers same wage rates to male and female specialists. Henceforth, there is a high rate of female work cooperation in the MGNREGS on the grounds that they get a wage proportionate to the market wage and think that its more agreeable in light of the fact that it includes less drudge. Another fascination for the female specialists is that MGNREGS gives 100 days of ensured work, which the female labourers don't know of getting on working somewhere else. A portion of the female respondents opined that working in an administration plan was more conscious than functioning as Agri-workers.

## **MGNREGA AND RURAL LABOR MARKETS**

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Since ages there is always a discrimination in paying wages to the women compared to men. It is due to either they are physically not capable of doing hard work as men can do but their role in the work is no replicable. All over the country the labourers either it may be agriculture or it may be in the construction, everywhere they were drained by the work paying low wages which are not on par with that of they deserve. The MGNREGA scheme has put check to that culture in one or the other way. Due to increased guaranteed employment, majority of the labourers are interested to join the scheme. This has created the shortfall in the other labour

wages but there was no clear-evidence of a shortage of labor "(Acharya 1990; Datt 1994).in the case of Maharashtra the impact of MGNREGA was very little because even before the MGNREGA introduced, the wages of agricultural labour are high to that of the earlier one. And the state is equipped with ports, when there is shortfall in agriculture based they to migrate to the ports from non-port villages.

There have been claims from areas such as Andhra Pradesh, Punjab, Haryana, Uttar Pradesh, and Tamil Nadu that there has been a labour shortage during the harvesting of crops such as wheat and good. During peak paddy planting season in Punjab and apple harvesting season in Himachal Pradesh, labour shortages have also been recorded. According to sources, the bargaining power of migrant workers in Punjab has strengthened as a result of the labour scarcity, allowing them to not only raise pay but also improve working conditions."With the exception of the TV, cooler, freshly prepared food, and lodging, the labourers are now welcome to dwell in the houses of farm owners, rather than in some old tube-well room out on the farm," according to one account. Wages have increased by three times. Farmers claim that seasonal pay have risen from Rs 700 per acre to Rs 2,000-Rs 2,500 per acre in just over two years." 5 While farmers in these areas prefer to blame MGNREGA for labour shortages,

The Commissioner of Punjab Agriculture has a different explanation for surplus states like Bihar, UP, and Jharkhand: "Previously, the labour force used to come to Punjab somewhere around March end, at the start of the harvesting season, and would stay put till paddy sowing was completed by July-end." This ensured that they would have enough employment for nearly four months.

However, growing mechanisation of farm operations, particularly in wheat production, has lowered the length of their employability, and the workforce's predictability has been on the decline for the past six years or so."

## **REVIEW OF LITERATURE**

MGNREGA is simply an elementary right in its current form. If we ask if the right to work incorporated in the NREGA is a "right to a job" or a "right to employment," the answer is obvious. The National Rural Employment Guarantee Act (NREGA) does not guarantee a regular work. It merely ensures a specific number of days of work at a guaranteed minimum salary, allowing underemployed or unemployed workers to augment their income and avoid poverty or distress relocation.

MGNREGA, according to (J. Dreze 2005), sets a capable commitment on the state and gives workers bargaining power. To fund this massive initiative, he proposes increasing the nation's aggregate GDP by increasing the assessment GDP proportion, with the purpose of finding cash to cover general society social expenditure costs. He answers three fundamental concerns regarding the programme. They are the fear of increased devaluation as a result of broad expenditure, the fear of financial chapter 11, and the fear among government experts that oppressed workers may indict neighbourhood experts. He claims that such apprehensions are unimportant and arise as a result of a misunderstanding regarding the law's functioning example (yadav et al 2022d)..

(J. Krishnamurthy 2006) focuses on MGNREGA and similar programs as a method for dealing with the aftermath of catastrophic events/catastrophes, particularly large-scale local emergencies. It focuses on the fast reaction instrument that needs to be maintained within MGNREGA.

When the National Rural Employment Guarantee Act began its second year of implementation, L. Mathur (2007) wrote his piece. This paper discusses how promising it has been thus far. The NREGA provides the first distinct sense of obligation owed to the poor, allowing them to hope for a fair wage without losing their dignity or requesting it as a privilege. It is truly enormous in terms of its unfathomability, scope, and magnitude (yadav et al 2022e).

(World Bank, 2009) Many economists and analysts have been harsh critics of MGNREGA since its inception, rarely missing a chance to criticise not only the programme but also its proponents. The programme was dubbed "gravity train," "playing with mud," "digging holes," and other derogatory terms, and its supporters were ridiculed as well-intentioned "jholawalas" who didn't know better (Drèze, 2019) and (yadav et al 2022g)and (yadav et al 2022f). MGNREGA was dubbed a "barrier to development" by the World Bank in its flagship World Development Report in 2009.

As per the 2011 Census, women comprise 34.9 percent of the rural workforce; their representation in the MGNREGA workforce averaged 52 percent from 2010 to 2012, demonstrating that the programme is drawing more women than men to its work sites. Only the female members of 20% of rural families who worked on MGNREGA participated at the All-India level, according to NSS data from 2011-12, demonstrating that MGNREGA provides a household level entitlement that allows women to seize this opportunity.

Malla (2014) sought to link official statistics to the influence of policy on the state's socioeconomic vulnerabilities. His research relied on a time series field study conducted in the Kage block of Budgam district in 2010 and 2012. He discovered that while the mandated 33 percent reservation for women in the workforce has increased to 51.92 percent across India, women's involvement in MGNREGA in Jammu and Kashmir remains at only 20.05 percent (yadav et al 2022h).

Ashwini Kulkarni and Krushna Ranaware (2015) conducted a survey of 4,881 customers of more than 4,100 works established under the Mahatma Gandhi National Rural Employment Guarantee Act in Maharashtra in their article "MGNREGA Works and Their Impacts." It demonstrates that the MGNREGA programme helps a significant number of small and marginal farmers while also supporting agriculture. Only 8% of respondents thought the works were ineffective, while 90% stated they were extremely or moderately beneficial. In addition, the majority of the works are well-kept and in good working order (yadav et al 2022i).

1 February 2016, PTI News. As a result, the Prime Minister kept the programme going, telling the Opposition in Parliament that MGNREGA will continue "...as a living memorial to your 60-year failure to combat poverty. I'll keep the scheme going with song, dance, and drum beats " (yadav et al 2022j)..

In reaction to the 2014 attempt to phase out MGNREGA, for example, Shah (2016). To be clear, MGNREGA, as it was and is now implemented, has significant faults that have been well documented elsewhere and which I will not discuss here. Nonetheless, there are compelling reasons why it should be considered a critical policy tool today.

For example, Kotwal and Sen, 2019, The tough times aren't going away anytime soon, according to most people. The government should focus on rural revitalization, according to one of the many ideas offered recently to bolster the economy.

It's quite challenging to use. Some retrogressive states have undoubtedly outperformed a few dynamic states (yadav et al 2022k). A few states received larger sums based on the number of NREGA regions. Some broad characteristics of what actually speaks to a change in India's improving status are advertised (yadav et al 2022l) . Rodgers While the provision of work boosts demand and the domestic market in 2009, the work completed is predicted to boost development potential through its productivity. The proviso is that the content of any attempt to achieve the right to work must take into account the quality of employment and the productivity of work (yadav et al 2022m).

Employment guarantee programmes, it is argued, can improve workers' bargaining power, resulting in beneficial labour market reactions (Drèze and Sen 1991; Dev, 1995). Employment guarantee systems can support the development of markets where it is most required by increasing competition to local labour markets (Zepeda E and DALarcón, 2010).

MGNREGS, according to (Azam,2012), did not enhance the wage rate in general; but, it did reduce gender wage inequalities in casual labour by boosting the wages of female casual workers (yadav et al 2022n). Using the regression discontinuity method, Zimmermann (2012) shows no effect on employment and just a minor increase in private sector wage for women. According to Dutta et al. (2012), the initiative reaches the rural poor and backward classes, as well as attracting poor women to work (yadav et al 2022o)

Another set of research looked at the influence of the MGNREGS on poverty and consumption expenditure. MGNREGS, according to Klonner and Oldiges (2013), provide "social protection and livelihood security" for a particularly vulnerable portion of the rural population. According to an IAMR (2008) evaluation of MGNREGS, spending on food and non-food products has increased (yadav et al 2022p).

By looking at things from a regional viewpoint, the current study adds to the existing body of knowledge.

### **Socio-economic factors for MGNREGA beneficiaries**

MGNREGA participation is determined by a variety of criteria, the majority of which are influenced by socioeconomic circumstances. Age, sex-ratio and family composition, family size, economic category, and

social group are all socio-economic characteristics that contribute to the grinding poverty that exists in the research area.

### **NEED OF THE STUDY**

Based on a review of the literature, it is possible to conclude that while numerous studies on MGNREGA have been completed, the majority of them focused on only one or a few aspects of MGNREGA and the status of working labours, and none of them took an integrated approach to studying MGNREGA and the status of working labours. One or a few dimensions will never provide a complete and accurate view of their activities, issues, or prospects.

Furthermore, in the Indian state of Uttar Pradesh, it is difficult to obtain research based on primary data that provide an integrated picture of MGNREGA and the status of working people.

### **OBJECTIVES OF THE STUDY**

The goal of this research is to look into the MGNREGA and the state of working people in Uttar Pradesh. The research will concentrate on the following goals:

- ❖ To investigate the relationship between socio-economic factors and working conditions under the MGNREGS.
- ❖ To keep track of the challenges faced and suggestions made by beneficiaries in order to ensure the successful implementation of MGNREGA.
- ❖ Analyze the influence of MGNREGA pay on agricultural labour availability, as well as worker gender and age.
- ❖ To assess the impact of MGNREGA development elements from the point of view of beneficiaries.
- ❖ To examine the issues and potential of the MGNREGA in terms of working labour under the MGNREGS.

### **HYPOTHESES**

**The specific hypotheses (in Null Hypothesis form, i. e. H<sub>0</sub>) to be tested are shown below:**

- There is no substantial link between increased savings and MGNREGA salaries when MGNREGA is the only source of income.
- There is no significant relationship between employees' ability to repay debt and MGNREGA wages.
- There is no significant relationship between increases in social recognition of working labours under MGNREGA.
- There is no substantial link between MGNREGA and their socioeconomic status.
- Women who work under MGNREGA do not face the same issues as men entrepreneurs.

**At a minimum, all hypotheses shall be tested at the.05 level of significance.**

### **RESEARCH METHODOLOGY**

In the previous part, the hypotheses to be tested were stated. Many research objectives, eight hypotheses to assist data analysis, and a list of key terms for the study are all included. In addition, a review of relevant literature on the subject offered a solid framework for the investigation. The majority of these variables/attributes have been thoroughly investigated, though not all of them from the same respondents at the same time. The planned research would look at the relationship between these variables in a way that has never been done previously (yadav et al 2022a and b). This section will go over the methodology that will be used in such a study. This section will provide a description of the study's location, desired research design, study sample, and projected data gathering techniques, procedures, and analysis activities (yadav et al 2020).

### **STUDY SETTING**

The goal of this study is to look at the population of working labourers in Uttar Pradesh as a whole under the MGNREGA programme. On the other hand, the huge diversity of this population in terms of socioeconomic status and other pertinent variables/attributes would make this a monumental task. As a result, the context from which the study's sample will be collected must be established. As a result, the suggested study's context

comprises all types of labour. MGNREGA in two settings. Working labourers under the MGNREGA in Uttar Pradesh who work in rural areas will be one of the study's settings.

The other setting includes working labourers in Uttar Pradesh who are part of the MGNREGA programme and work in rural areas that have been chosen for study based on official sources. These two settings will provide a sample of rural MGNREGA labours inside a constrained geographic area, easing data collection while also addressing the needs of grouping disparities in MGNREGA labours in Uttar Pradesh (yadav et al 2021a).

## **RESEARCH DESIGN**

**According to (Kerlinger,1973), the suggested study uses an ex-post facto research design:**

Ex-post facto research is a type of systematic empirical investigation in which the researcher has no direct control over the variables. Any determined variances between the researched variables are used to make inferences regarding relationships between variables. (344 p.)

As a result, the research plan will include gathering information on working labourers in Uttar Pradesh who are covered by the MGNREGA in a variety of situations. The researcher will not be able to manipulate the variables/attributes; rather, any differences discovered will be ex-post facto, resulting from differences in measurement findings based on age, gender, location setting, entrepreneurial stage, and other variables/attributes ( yadav et al 2021b).

## **POPULATION AND SAMPLING PLAN**

The population for the study shall be defined as "all working labours under MGNREGA in Uttar Pradesh," as described in the Definition of Key Terms section. For both settings, a stratified random sample will be drawn from the selected location in Uttar Pradesh. Registered working labours under MGNREGA in Uttar Pradesh will also be selected using a stratified random sample with physical observation (trial and error) because the list of registered working labours under MGNREGA will be available(yadav et al 2022q).

Selected working labours under MGNREGA will be representative of the entire state in terms of male and female, literate and non-literate, from two districts in each dimension of the central, western, eastern, northern, and southern parts of the state, and will be selected from the central, western, eastern, northern, and southern parts of the state. At least 4 MGNREGA working labours will be chosen from all combinations of each dimension, resulting in data from at least 240 MGNREGA working labours being collected for analysis.

It is expected that obtaining a minimum of 240 working labours under MGNREGA, as described in the preceding paragraph, will provide a good cross section of subjects in terms of male and female, literate and non-literate, and that the normal variations in variables/attributes among at least 240 people will allow statistical/mathematical comparisons for the study's hypotheses that provide new information about different dimensions of working labours under MGNREGA in India (Yadav et al 2022r).

## **DATA COLLECTION PROCEDURES**

To measure multiple independent variables/attributes and dependent variables/attributes, the proposed study will use an introductory letter, one or more questionnaires with response sheets for closed ended responses, as well as blank papers for open ended responses.

**Data Gathering Plans** – To obtain the data, a field survey will be conducted. For any unusual cases, a short instruction sheet, a questionnaire that includes questions about their gender, education, religion, and category, as well as a response sheet and blank papers will be used. An introductory letter/conversation from the researcher will be placed/made prior to their distribution, asking for their involvement. The letters will describe the research, its significance, and the researcher's support(yadav et al 2022s).

**Pilot Testing** – As a convenience, this technique will be pilot-tested with at least 10 working labourers under MGNREGA. Following the completion of the pilot-testing procedures, any necessary changes to the data gathering plan will be implemented.

**Secondary Data** – In addition, when the situation calls for it, secondary data from reliable sources will be used. To augment primary data, government and agency reference books, reports, and survey publications will be used.

## **DATA ANALYSIS**

Various analyses will be undertaken in order to attain various objectives in order to solve the study's purpose. To begin, descriptive information on gender, education, religion, and category will be provided, along with means, medians, ranges, with standard deviations for the variables, in order to provide an outline of the sample from which data will be collected. Second, to determine the link between the variables under examination, Pearson's coefficients of correlation will be calculated. Third, , t-tests, chi-square and variance analysis ( anova will be used to look for any significant variations in responses due to the moderating influences of gender, education, religion, and category classification, among other things (yadav et al 2022t).

### **SIGNIFICANCE OF THE STUDY**

The study is expected to aid rural development and the status of working people in Uttar Pradesh through MGNREGA. The study will aid in the implementation of the MGNREGA in Uttar Pradesh. As we all know, rural infrastructure development is critical to Uttar Pradesh's economic development, hence MGNREGA has risen to the top of the state's priority list.

The study will give a broad overview of the problems that working-class people face, as well as the impact of the MGNREGA on their livelihood and socioeconomic status in Uttar Pradesh, and what may be done to alleviate these problems. The study's goal is to determine the efficiency of the government's policies in reference to working-class people in Uttar Pradesh under the MGNREGA. Social and economic issues will be investigated and presented with empirical evidence to provide a realistic picture of the working conditions in Uttar Pradesh under the MGNREGA. Working-class support under MGNREGA in Uttar Pradesh will be investigated in terms of causes and solutions, which will provide new dimensions of growth for working-class people under MGNREGA(yadav et al 2022v).

Because no real and honest attempt has yet been made in this dimension, the challenges and potential for women working labours under MGNREGA in Uttar Pradesh, including problems beyond males doing labours under MGNREGA, will be investigated.

Finally, the study's main concern is the benefits and opportunities lost by working-class people in Uttar Pradesh as a result of the MGNREGA. The study is expected to uncover methods in which MGNREGA in Uttar Pradesh might assist to the development of rural infrastructure. While this is a large project, the research could be a little step in the right direction ( yadav et al 2022u).

### **Conclusion**

Finally, the article study about the success of this famous scheme and what is the impact of this scheme on the common life of unskilled people of India, tribal and have the income of these workers increased in these 10 years. Are they happy by this program provides them a job guarantee of 100 days and if any problem then they can complain to the proceeding officers? the following recommendations of the title of the article of this study is to look at the population of working labourers in Uttar Pradesh labourer's under the MGNREGA programme. On the other hand, the huge diversity of this population in terms of socioeconomic status and other pertinent variables/attributes would make this a monumental task. As a result, the context from which the study's sample will be collected must be established. As a result, the suggested study's context comprises all types of labour. MGNREGA in two settings. Working labourers under the MGNREGA in Uttar Pradesh who work in rural areas will be one of the study's settings.

### **LIMITATIONS OF THE STUDY**

There are two major shortcomings in the study. First, because the sample under research may not have a significant likelihood of reflecting the total population, the study's generalizability to the entire working population in Uttar Pradesh under the MGNREGA will be limited. While the intended study sample should be diverse, certain segments of Uttar Pradesh's working population covered by the MGNREGA would be excluded. A second major flaw of the study is that the independent and dependent variables/attributes are measured as individuals' perceptions rather than actual behaviours. As a result of the individuals' perceptual errors, the data may be skewed.



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