

**Empowerment of Women through MGNREGA: A Study of
Auriya District in Uttar Pradesh**

DISSERTATION

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**BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
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Dr. L.C. Mallaiah

Submitted by

Supriya Gautam

**DEPARTMENT OF ECONOMICS
SCHOOL OF ECONOMICS & COMMERCE
BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
(A CENTRAL UNIVERSITY)**

Vidya Vihar, Raibareli Road Lucknow- 226025 (U. P), India

Enrollment No: 1374/18

Year 2019

CERTIFICATE

This is to certify that the dissertation titled “**Empowerment of Women through MGNREGA: A Study of Auriya District in Uttar Pradesh**” submitted by **Ms. Supriya Gautam** is an original research work and has not been previously submitted in part or full for the award of any other degree or diploma to this or any other university.

The dissertation submitted to Babasaheb Bhimrao Ambedkar University, Lucknow satisfies all the requirements as stipulated in the Master of Philosophy (M.Phil.) regulations amended in 2017 incorporating the provisions of the University Grant Commission Regulations, 2016 and it is fit for submission and evaluation for the award of the degree of Master of philosophy in Economics, Department of Economics of the University.

Date:

Supervisor

Head of the Department

DECLARATION

I hereby, declare that the work embodied in the dissertation entitled “**Empowerment of Women through MGNREGA: A Study of Auriya District in Uttar Pradesh**” submitted in the partial fulfilment for the award of the degree of Master of philosophy in Economics is an authentic record of original work carried out by me under the guidance of Dr. L.C. Mallaiah, Department of Economics, Babasahed Bhimrao Ambedkar University. I further declare that this is the original work and has not been submitted in any university or institution for the award of ant degree. I also want to declare that this dissertation is free from all kind of plagiarism.

Place: Lucknow

Signature of candidate

Supriya Gautam

Enrollment No.1374/18

Department of Economics

B.B.A. University

Lucknow, Uttar Pradesh

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Chapter-1

Introduction

As per population census report 2011, the total number of population of India is 121 crores and the male and female population is 62 crores and 59 crores respectively. The female population is mostly equal to the male population. But the Indian society is patriarchal society and dominated by the male population. The contribution of female to the Indian economy is dominating in different ways. The Female labour force participation rate for India remains low at around 27 percent when the male labour force participation rate is 79.9 percent. The surprising part is that female labour force participation was 33.9 percent in 2005 and has declined. In its India Development Report, the World Bank said the country shows as one of the lowest female workforce participation ranking 120th among 131 countries. But overall job creation is very limited and the most of the new opportunities have been grabbed by men showing the social norms. The women work participation level has been dropping since 2005 despite of having 42% women graduates in India. India has potential GDP growth rate. The growth of Jobs for Indian women remain primarily in the agriculture sector. The share of women in services and industry is less than 20 percent. Women's labour force participation and access to decent work are important and necessary elements of an economic development. Women continue to face many barriers to enter labour market and to access decent work and face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination and balancing the competing burdens of work and family responsibilities. In addition, women are heavily represented in the informal economy where their exposure to risk of exploitation is usually greatest and they have the least formal protection. Women has been facing inequality in all spheres of our society. They may be supported and encouraged for empowerment. The empowerment of women mean the improvement in human capabilities such as decision making in economic, social and religious spheres of life. The women participation is increasing now days. Most of the women are living in rural areas and confined rural jobs. The job opportunities are not available to the women workers.

Since Independence, various employment generation and poverty alleviation programmes were introduced by the Government of India with the consent of Union territories and state governments to decrease the unemployment crisis and to increase the standard of living

particularly in the rural areas. But these programmes had not worked effectively and did not yield any desired results to increase the standard of rural living particularly of women inhabitants. The women participation in job is increasing however still women participation is lagging behind the men participations particularly in rural areas. More than 65% of Indian population are living in rural area and majority of the Women are living in rural areas and they are not finding inadequate employment opportunity. The governments has recognised women as centre of development. Therefore, the governments is looking into the development and empowerment of women have been taking a holistic and composite approach of social, economic, political and legal measures and interventions. All the programs have been working and providing employment unevenly. The rural women could not get employment on non-seasons in rural areas.

Hence, government has initiated several employment scheme of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) enacted in 25th August 2005 but it was fully implemented in 2nd February 2006 in all the rural districts of India. It is a poverty alleviation programme started within an outlay of Rs.11, 300 crores in year 2006. It is increased to Rs.60,000 crores in year 2019. The Act provides guarantee work of 100 days of employment in every year to adult members of household to do public works of manual work at minimum wage. Thus it is a universal programme. This minimum wage varies from state to state, in some states it is Rs.175 whereas in other it is Rs.250 or 254. As per the Act the minimum wage must not be less than Rs.60. The 100 days of work was estimated. Because the agricultural season is supposed to last roughly around 250 days.

Therefore, the main objective of MGNREGA is to provide wage employment and to protect rural households from poverty and hunger. The programme also aims at creating productive assets, protecting environment, empowering women, reducing rural-urban migration and fostering social equity. MGNREGA is, therefore, not just an employment scheme; it is a tool of economic and social change in rural areas. MGNREGA has influenced the women's life towards a great enlightenment. The act provided work within five kilometres of village. The women had suffered too much in the search for work but MGNREGA gave them the welcome relief and they were able to work within their villages. MGNREGA provided them opportunity to gain economic power and made them self - dependent because the wages they get from the MGNREGA helped them to look after their

health and to fulfil their demands. Hence, the study is to examine the empowerment of women through MGNREGA programme. The empowerment of women is to be analysed in terms of income, wages, employment and participation in decision making of local bodies.

Goals of MGNREGA

MGNREGA has 3 distinct goals like a) Protection b) Prevention c) Promotion. The protective goals support the rural poor by providing demand based employment. The preventive goals minimise the risk in agricultural investment and migration of rural poor. However, the promotional goal brought prosperity in rural economy through consumption demand. Thus, MGNREGA can be consider as a growth engine. So, we can say that the main goal of the program is to provide a social safety for the poor people by creating an employment sources. Further, providing employment in rural area results in removing chronic poverty, drought, deforestation, and soil erosion. The Empowerment of rural poor women is through the processes of rights-based law. Growth machinery is for sustainable of an agricultural economy. Therefore, MGNREGA provides the new methods of doing business as a model of governance.

Implementation status of MGNREGA

The Act was introduced in 200 districts in first phase with effect from 2nd February 2006 and then extended to additional 130 districts in the financial year 2007-2008 (113 districts were notified with effect from 1 April 2007, and 17 districts in UP were notified with effect from 15 May 2007). The remaining districts have been notified under the MGNREGA with effect from 1 April 2008. Thus, MGNREGA covers the entire country with exception of districts that have a 100 percent urban population. Scheme under this Act will be implemented as a central scheme on the basis of cost- sharing between the centre and the states as determined by the Act (MGNREGA 2005). In 2008 the Act was expanded to all rural area of the country covering 34 states and Union Territories of 614 Districts 6,096 blocks and 2.65 lakh Gram Panchayats. Lastly, the scheme covered 680 districts 6,756 blocks and 7.78 lakh villages in the financial year 2018-19.

The Structure of MGNREGA

MGNREGA has a five- stages structure of implementation starting from Gram Panchayat at the bottom and the central government at the top. The central government is the monitoring agency and state government is the implementing agency.

Central Government: At the first of the hierarchy comes the central government. The Ministry of Rural Development, New Delhi is the nodal agency for MGNREGA implementation. The Central Employment guarantee Council has set up under the chairmanship of the Minister of the Rural Development. The Central Council is advising the central Government on MGNREGA related matters and for monitoring and evaluating the implementation of the Act. It prepares annual reports on the implementation of MGNREGA for submission to parliament. The Act makes it mandatory for the state Government to make available to the DPC and the programme officer, necessary implementation of the scheme. The Ministry of Rural Development has suggested an administrative pattern that may be adapted by states according to their contexts. There shall be full funding by Government of India for management support at the District, Block, and Gram Panchayats levels (NREGA2005).

State Government: Next important stage is state government which acts as a facilitator in the flow of MGNREGA funds and helping in preparation of manpower. It has the responsibility to set up the State Employment Guarantee Council. It has the role to advice the government from time to time on MGNREGA implementation in the state. So, the council is also important with the responsibility of monitoring and evaluation of the MGNREGA in the state.

District Panchayat: Third important stage is District Panchayat, coordinates MGNREGA activities at the district level. Further, it is the responsibility to prepare both the district annual plan and the five-year perspective plan. These two plan documents are the bases which guide the implementation of MGNREGA at the village level. These documents are prepared at the district level in consultation with the Gram Panchayat and block Panchayats. In the state level, the responsibility is with State Employment Guarantee Council (SEGC): The SEGC shall guide the State for the implementation of the scheme, evaluate and monitor it.

Block Panchayat: The rest 50% may be undertaken either by the block Panchayat or the district Panchayat or both. Block Panchayat monitors and coordinates the plans and works at the block level. Computer updating of MGNREGA works, muster roll are done at the block level under the supervision of the MGNREGA programme officer.

Gram Panchayat: Gram Panchayat is the nodal agency at the last stage is that has the authority to select, design and implement 50 percent of the works. The Gram Sabha would look into the proper functioning of the Act and conduct social audits. The Gram Panchayat is an important body for implementation at the village level. The Gram Panchayat is responsible for planning work, registration of applicants, issuing job cards, receive applications for employment, executing works, and monitoring the implementation of schemes. The basic entitlements under the MGNREGA is to provided employment within 15 days of application, Unemployment allowances, Work within 5 km, Payment within 15 days and there is no scope for gender discrimination.

Salient Features and Importance of the MGNREGA

The act provides a 100 days wage employment guarantees at prevailing minimum wages with a legal guarantee the 'right to employment' for rural unskilled labour. The 100 days of work was estimated since the agricultural season is only supposed to last roughly around 250 days and unskilled workers have no alternative source of income in the remaining parts of the year. All the members of a rural household are willing to do manual work and have the right to demand employment. The main element of MGNREGA is the provision of creating employment by the state to the people who could not to find alternative employment provides a form of 'social safety net' to the rural unemployed people. The Provisions and compensations are given by MGNREGA programme in any case of injury. The impetus for the MGNREGA came from two sources. The first comprises social movements such as the right to food that had been agitating for ending hunger by providing employment guarantees to the poor. This demand was supported by various civil society movements such as the right to information that incorporated such demands in its wider framework. The second and more direct influence came from the three- decade-long track record of the Employment Guarantee Scheme in Maharashtra. The operational Guidelines for the NREGA seek to encourage women's effective participation both as workers and as managers in the programme by reserving 33 per cent of all workdays for women workers in a financial year to a household. It also has the provision of generating productive assets, protecting the environment,

empowering rural women, reducing rural to urban distress migration and promoting social equity. Conservation of water; drought proofing, flood protection; land development; minor irrigation are some of the permissible work to be carried out under the Act. Other unique features are its 'self- selection' and 'demand orientation' i.e., a job card holder applies for maximum 100 days. There is also clear instruction in Act for equal payment of wages for men and women. There is no gender bias permitted in the programme. The wage payment is to be paid every week. In case of delay in payment, the labourers are entitled for compensation as per the wage Act. There are some facilities provided on the worksite like Provision of crèche, drinking water, first-aid and resting shade etc. If there are more than five children under 6 years of age and that payment to the creche in charge will not be included as part of the work measurement. The person shall get the statutory minimum wage. The other key features are transparency and accountability through the provision of grievance redressal mechanism, right to information and social audits to be convened by the Gram Sabha every 6 months as part of the continuous auditing process. The timing of the forum should be convenient in particular for MGNREGA workers, women and marginalized communities. The utilisation of information technology is considered to bring about greater transparency by the intensive monitoring and faster execution. The plays a significant role to meet the practical as well as strategic needs of women's participates is being implemented in 200 of the poorest districts in this initial phase, guiding state governments to develop MGNREGA schemes under the Act. The scheme is expected to cover the entire country within five years. The critics of the MGNREGA have focused on two sets of issues: first is that it is too expensive, and second is, that corruption will prevent its success. The pro- market liberalizers view the MGNREGA as a dangerous piece of legislation that threatens to snowball India's fiscal deficit out of control. For MGNREGA jobs, the members of a rural households willing to work as unskilled manual workers can apply for registration in writing or orally to the local Gram Panchayat after verification will issue a job card. The job card will bear the photograph of all the adult members of the household willing to work under MGNREGA at free of cost. The job card will be issued within 15 days of application. A job card holder may submit a written application for work to Gram Panchayat stating the time and period for which work is sought. The Gram Panchayat will issue a dated receipt which guarantee providing employment within 15 days. Work would be provided within 5km radius of the village. In case work is provided beyond 5km, extra wages of 10 per cent are payable to meet additional transportation and living expenses. The Wages are paid according to the Minimum Wages

Act, 1948 for agricultural labourers in the state. The wage rate is Rs.60 per day. Equal wages will be provided to both men and women. At least one-third of beneficiaries will be women who have registered and requested work under the scheme.

MGNREGA made a major shift in all precedent wage employment programmes. The significant aspect of this paradigm shift is to provide a guarantee of wage employment and rights based framework for wage employment. Employment is depending on the worker exercising the choice to apply for registration, obtain a job card, and seek employment for the time and duration that the worker wants. The MGNREGA is demand driven. The Resource transfer under MGNREGA is done based on the demand for employment and it provides another critical incentive to states to leverage the Act to meet the needs of the poor. It has inbuilt transparent safeguards documents: Job cards recording entitlements in the custody of workers with the written application for employment, muster rolls, books and registers process, accepting application, issue of receipts, time- bound work allocation and wage payment, Citizen Information, Boards at work place, Vigilance Monitoring committees, regular block, district level inspections and social audits. The public delivery system is made accountable as it envisages an annual report on the outcomes of MGNREGA to be presented by the Government to the parliament and to the State Legislation by the state Government. Specially, personal responsible for implementing the Act is made legally responsible for delivering the job guarantee under the Act.

The programme has eight categories of work such as Water conservation and water harvesting, Irrigation canals, Provision of irrigation facility on the lands of disadvantaged sections of SCs and STs and others, Land development, Renovation of traditional water bodies, Flood control and protections works Rural connectivity to provide all weather access and Forestry preservation of bio-diversity (M. K. George, 2012). This program is focusing on empowerment of women in villages. Hence, an attempt is made here to analyse the empowerment of women through the program in the state of U.P. Some of the major studies are reviewed here to understand the background of the programme and real picture of the program in India and in the state particularly.

Literature Review

Here an attempt is made to review the existing literature on different issue of the study. The review is on the major studies on NREGA program, employment programs, development models, women development and women empowerment.

Ashok Pankaj and Rukmini Tankha (2010) in his article entitled “Empowerment Effects of the program on Women Workers: A Study in Four States”, spotlights the empowerment effects of the National Rural Employment Guarantee Scheme on women of rural areas of Bihar, Jharkhand, Rajasthan and Himachal Pradesh. In their article they emphasised that women workers have attained the scheme mainly due to the paid employment opportunity, benefits have been realised through income-consumption trends, intra-household influence and the enhancement of choice and capabilities among women. The Women have gained because of their ability to earn independently, made possible due to the paid employment opportunity under NREGS. Independent and monetized earnings have increased consumption choices and reduced economic dependence. This has helped women in registering their tangible contribution to the household’s income. The overall effects of these have translated into an increased say for women in household affairs. Women have also experienced to some extent in ways of realisation of equal wages under the NREGS. Further, except SC, ST and OBC women, others are not availing this paid job opportunity.

Sharma Vishnu Kant, Kumar Ashvine have conducted study on “Women Empowerment through rural employment in Uttar Pradesh” says that, MGNREGA is an Act aiming to strengthen the women employment by enforcing 33 percent of total work force of women and there will be equal wages for men and women. It is playing a substantial role in creating employment for women thereby, leading to greater independence and self -respect among women. According to his study it is an attempt to examine the participation of women employment through MGNREGA in various states of India and also in districts of Uttar Pradesh. The most of the states have employed more than one third of women as work force in women employment.

Dr. S.M JawadAkthar, N.P Abdul, Md. MasoorAlam (2009-2010) in his article entitled “Rural Women Empowerment through MGNREGS work in the state Kerala” According to their study one of the important features of NREGA is that it protects employment as a fundamental right of the individual with all its strict rule. So that this

programme women justice and rights is protected. According to them NREGA can play a substantial role in economically empowering women and self- esteem of women. They are agreeing from this fact that NAREGA has improved gender income equality and mobilization of women within state and across states.

Sudha Narayanan (2008), wrote an article “Employment guarantee, women work childcare,” is based on the social audit survey findings on creche facilities and childcare practices under NAREGS in Villupuram district of Tamilnadu. It elaborates the difficult predicaments of young mothers who worked under the MGNREGS and provides ample evidences of urgent need for childcare facility at all worksites. She also suggested government to develop a blueprint for childcare facility at worksite and cost norms with specific instructions on where to incorporate these expenses in the financial estimates. She prescribed that a creche has to be provided if at least five workers (male and female) demand for it as many workers are unwilling to bring their childcare to the worksite unless childcare is available.

K.N. Nair, T.P, Sreedharam, M.Anoop Kumar (2009) in the working paper “A study of National Rural Employment Guarantee in three Gram Panchayats of kasargod District” written by the study the impact of the NREGS in three Gram Panchayats of kasargod Districts, namely Madikai. Ajanoor and Trikarapur using with the secondary data. It also looks into the organizational arrangements for planning and implementation of the scheme. Various institutional aspects in the form of guidelines, rules and regulations brought out by the government of Kerala have also been examined. The worker’s registration is appreciably good in all the three Gram Panchayats. But there is a big drop in the number of people demanded jobs in 2007-08. It is below one forth in two Panchayats and just above one third in the third panchayat. There is a further drop in the number in the succeeding year. The percentage of man- days generated for SC and ST categories is very low compared to that of the general category. Women of the general category constructed the major beneficiaries of NREGS. However, unskilled wages constituted the major component of expenditure. The number of project is large, most of theme not leading to creation of public durable assets. This is lack of integration with other scheme implemented at local level. The scheme is successful in increasing the level of employment and income of the rural household, thereby enhancing their purchasing power. Working in groups has empowered the women socially. In some cases MGNREGA works and agricultural works were operational shortage³ in

agriculture. They concluded with the recommends a few changes in the existing operational system to make the programme more effective.

Richard Mahapatra (2010) his article “How Women seizes NREGA” mentions the unique features of the public wage programme turned it into a magnet for women. More Women than men work under the national programme that guarantees employment to rural people. In the current fiscal till October, women availed of more than 50 percent of employment created under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). Their participation has been growing since inception of the Act in 2006. This is remarkable given that only 28.7 percent women form a part of the country’s workforce, according to the National sample survey organization data of 2004-05, the latest such data available for the country, women take up this opportunity(MGNREGS) as economic freedom. In Kerala, Tamil Naidu and Rajasthan, history of women mobilization for schemes and campaigns seems to have contributed to their higher participation. In Rajasthan, the campaign to enhanced awareness and increased participation under MGNREGA. The state’s MANREGA worksites have good facilities for childcare and women. In Kerala, management of worksites and other logistics for implementation is placed in the hands of women self- help groups under the poverty eradication mission, Kudumbashree. He also mentioned that it is mandatory to have 50 percent women panchayat representatives who have nodal role to pay in the programme’s implementation, including preparing the village development plan. So in the supervisory roles of panchayat members and the dominant presence of workers converge, it will be a win- win situation for the programme as well as villages.

Naganand goud S.P and H.H Uliveppa (2010) in their article on “Employment Guarantee and Human Rights; some observations” considers that it will not be possible to achieve the full potential of NREGA unless the structure for its implementation is more adequately strengthened. Structure for its implementation is more adequately strengthened. Particularly the women are less participation in some states. The Recent social Audit of NREGA indicates that the programme can have a positive impact on the socio-economic wellbeing of rural labourer and their families. In particular, it holds good prospects of bringing major changes in the lives of women. This is especially true in a state like Tamil Nadu, where women constitute an over whelming proportion (80%) of NREGA workers. The provision of NREGS should review separately for tribal people in general and tribal women

particularly. Nature of work to be taken should be flexibly in essential that we carefully consider the comparative relatives of women and child locally.

Shubhadeep Roy and Baldeo Singh (2010), has conducted a survey on impact of NREGA on empowerment of the beneficiaries in two districts of west Bengal with 200 beneficiaries to assess the impact. Before- after method was used and an empowerment index was developed for the study comparing the components of social participation, level of aspiration, self -confidence, the self -reliance and the self -esteem. After obtaining mean score of the respondents on the components of empowerment index it found that 100 percent respondents were in low empowerment category before MGNREGA and 75 percent were found to be low and 25 percent was under the MGNREGA. The positive impact of the program was observed in the study.

Vanitha S.M and Srikantha Murthy P.S (2011), consider that the MGNREGA Women participants had better control over family expenditure, saving and social participation and social participated more in household management decisions compare to non - participants' women. The reasons the authors cited is, the participation in MGNERGS gave them more confidence as they earned their own livelihood and also opportunity to mingle and work with other people in the society. According to authors MGNERGS has been successful in providing all the components that pave the way for empowering women. The study found that 31.67 percent to only 5 percent in case of MGNREGS is enhancing the empowerment of women.

Prattoy Sarkar, Jagdish Kumar and Supriya (2011), has examined the socio-economic impact of MGNREGA on the rural poor who are mainly comprised of small and marginal farmers and agricultural labourers. The study is based on a random sampling drawn by the probability proportion to size method of performing Gram Panchayats. It has been found that significant changes have taken place in the socio-economic variables like annual per capita income, monthly per capita savings, condition of the dwelling houses, access to healthcare facility and possession of other assets or luxury items for those households which are regularly working in the scheme. According to the value of socio- economic index prepared, it has been found that in the initial year of implementation (2007-08) of MGNREGA in the study area, 43.9 percent beneficiary households were in poor socio-economic conditions which have gradually improved in the succeeding years and decreased

to 32.9 percent in 2008-09 and further to 18.3 percent in 2009-10. Finally they give some suggestions also for incorporating improvements in the MGNREGS based on the constraints reported by the workers associated with the scheme.

Govind Kelkar (2011) shows that challenge is not to reinstitute policy for women's economic security but to redeploy the machinery already in place to be used in a more gender inequalities, in both economic and social cultural spheres. As per the author it informs the design of MGNREGA for women economic empowerment it has articulated the need for women's interest and inclusion of adequate women in management and social audits, creation and maintenance of productive assets. These error of omissions and systematic de-emphasizing of gender equality in MGNREGA policies need to be made visible through district and country level workshops. An integrated approach linking equality based rights to manage productive assets and gender inclusive, participatory rural institution is the need for sustainable development and for addressing risks from MGNREGA fatigue.

Asha Sharma (2012) in his article entitled "Mahatma Gandhi National Rural Employment Guarantee Act: A tool for inclusive growth in rural India" highlights the difference in employment and empowerment of SC/ST groups in the Rajnadgoan , Jhabua, Mayurbhanj and cuddalore it has important effect on the creating community assets and enhancing the capacity. The High poverty rates pose significant obstacles in attaining empowerment of SC/ST women in rural India. By putting cash earning in women's hands, NREGA pushed diversified contribution of the women for making the household incomes as wage earners.

Merin S. Thdathil and Vineeth Mohandas (2012) in their study revealed that the majority of the workers in MGNREGA are women, because women get a wage equivalent to a male worker. Not only that, they consider it as a matter of status to be government worker rather than a mere labourer. So women who were mainly housewives and labourers of higher age group restored to MGNREGA as it involves less toil and provides guaranteed employment. The study found that MGNREGS has contributed substantially towards the economic empowerment of rural women. The scheme has been found effective in rural women. The scheme has been found effective in rural poverty alleviation and women empowerment. It was found that Neighbourhood help groups (NHGS) like Kudumbashree

have played a major role in the success of MGNREGS in the Wayand district. The study has outlined some suggestions also for the implementation of the MGNREGS.

Neha Tiwari and Rajshree Upadhyay (2012) the study find out problems faced by the women beneficiaries under Mahatma Gandhi National Rural Employment Guarantee Act. The Sample is consisted of 100 randomly selected respondents from two panchayat samities. The author has used the personal interview technique for collecting data. Finding of the study shows that family were the major constraints that pulled women out from MGNREGA.

Dinesh Das (2012) says that Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the central Government response to the constitutionally manifested right to work and means to promote livelihood security in India's rural areas. While providing employment, priority shall be given to women in such a way that at least one-third of the beneficiaries shall be women who have registered and requested for work under the scheme. According to this article shows that women employment was not soul objectives of the scheme but with its development goals it comes automatically. There are several factors which encourage the women workers participation under this scheme include nature of the workers participation under this scheme include nature of the work, the hours of work. Equal wages shall be paid to both men and women workers. By generating employment for women is at fair wages in the village. The NREGA can play a substantial role in empowering women and putting the basis for greater independence and self-esteem. Women have benefited both as individual and community. Dinesh das focuses on some shortcomings of the scheme such: Non-availability of child care facilities, Low level of awareness, Illegal presence of contractors, Delay in payment.

Sanjay Kanti Das (2013) The National Rural Employment Guarantee Act 2005 (NREGA) is renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the boldest and most pragmatic approach to the problems of rural poverty and unemployment. The Scheme ensures the economic security of the rural poor by providing guaranteed wage employment. MGNREGA has positive impact on employment pattern of women. Using official data this paper evaluates National Rural Employment Guarantee Scheme (NREGS). Performance across the first two criteria has been disappointing and has deteriorated over time. Percentage of expenditure against total available funds has risen sharply.

Minati Sahoo (2014) attempts to study the impact of MGNREGA on women empowerment through their participation in Odisha. It will highlight some facts about level of participation of women in MGNREGA in Odisha. Further an attempt has been made to have an analysis of impact of such participation on women empowerment in Nelia village of Tangi Choudwar block of Cuttack District in Odisha. It has been found out that the level of participation of women in MGNREGA in Odisha has been between 35-40 percent over a period of five years (2008- 09 to 2012-13). Further it was found out that overall impact of MGNREGA on women's lives has been quite positive in many ways, whether it is enhancing their economic independence and self-confidence.

Jyoti Poonia (2012) The NREGA in its design has attempted some gender sensitivity. While one of the provisions of the act is that one third of those given employment should be women, there is great variation. Finally he concluded that the dominant majority of workers in the informal economy were excluded from social security provision. Anti-Poverty Programmes provided some excluded from social security provisions. Anti- poverty programmes provided some measure of relief and welfare fund covered a few groups of unorganized workers in parts of the country. It has led to many more social protection programmes being started. The author use data from various issues of RBI Annual reports, the paper reviews India's approach to social protection. Since Independence and places the NAREGA within the broader social protection discourse. It looks gender concerns have been addressed within public works, and especially in the NREGA guidelines The evidence suggests that these benefits are due to a strong state apparatus and not to the demand of citizens. Among these, the NREGA stands out for the fact that it is demand driven had greater performance than other schemes, covers the whole country, and has the potential both to provide a minimum income and stimulated local development.

Atieq ui Rehman (2013) in this paper to explore the barriers and challenges to women's participation in MGNREGA in Kashmir. The objectives of this study included first, to understand thoroughly the reasons behind women's level of participation in the scheme in different parts of the state and second to identify ways in which the well-being of women participants could be further enhanced, and the social protection potential of the programme better realized. There is an urgent need to bridge the gender gap in the MGNREGA scheme in the state because no society and civilization can move forward without the participation of its half population as well said by Swami Vivekananda, "There is no chance of the welfare of

the world unless the condition of women is improved". The paper will also explore the complex reasons why women's participation in the scheme varies significantly across and within districts, and suggest improvements that could maximize the import.

Gurukalyana Rout (2013) his paper entitled "Women need more protection through MGNREGA: Role of Gram Sabha" he considers that the most important feature of MGNREGA is its approach towards empowering women citizen to play an active role in the implementation of the scheme, through Gram Sabha, Panchayat Raj Institution and participatory planning. But the MGNREGA can't turn out to be a major instrument for galvanizing Panchayat Raj Institutions of India due to lack of mobilization of disadvantaged group like women, cultural non-parity of wages, non-availability of worksite facility, non-involvement of self- help group and civil society organisation and non- implementation of an indispensable look like right to information Act 2005 which are highlighted in the paper. The paper concludes with some policy suggestions by which women should be kept in front for planning implementing and evaluation of the MGNREGA programme

Spandita Kar (2013) discusses the status of women participation in Odisha in comparison to other states and issues and challenges for women's participation in MGNREGS. According to author the effectiveness of MGNREGA crucially depends on what type of schemes it gives priority to lack of focus of social, gender inequality in creation of productive assets has been a major reason for limited success of wage employment programme. Compared to men, the proportion of unskilled, subsidiary workers among women is much layer under MGNREGA. Given poor health and literacy as well as the predominant responsibility of house work and caring, women responsibility of house work and caring, women have recourse only to work that is available.

Satinder Singh Randhawa (2013), his paper entitled "MGNREGA: A Boon to rural women in Himachal Pradesh," made an attempt to study the role of MGNREGA on the socio-economic conditions of women person days in all the districts of Himachal Pradesh and its comparison at the national level. The primary and secondary data has been taken to draw the conclusion. The author concludes that the overall impact of MGNREGA on the life style of women is quite impressive and positive in many ways and in order to enhance it in future number of working person days for women specially may be increased to 150.

Shihabudheen N (2013), looks into the salient features of Act and efficacy in empowering rural women, with its major problems and prospects by making an empirical in Kerala. There is quite high level of potential for MGNREGA for socio-economic empowerment of women and reasonable level of political empowerment. The Act appears to be quite meaningful and powerful for rural development in general and women empowerment in particular for the entire nation. The problem lies not in the Act but in its defective implementation and lack of proper monitoring is evident from the bad experiences and unhealthy practices, involvement of the middlemen, political and bureaucratic exploitation, misuse of funds, muster roll manipulation, and lack of transparency are to be strictly controlled. The prospects of the MGNREGA for rural development and women empowerment are quite bright provided it is properly executed.

Kreethan Rose Alexon Puthukkeril (2013) His article entitled “Rural Women’s Empowerment through Mahatma Gandhi National Rural Employment Guarantee Scheme: An empirical study” his paper is an empirical study examines the impact of MGNREGA on women empowerment in Chengannur block in Alappuzha district of Kerala. The study looks into mainly four aspects. First it gives a social- economic background of the surveyed labourers. Second, it examines the impact of the scheme on female employability in Chengannur block. Third it looks into how this programme has impacted on economic empowerment of the ordinary women labourers who are a part of this scheme. Fourth, it gives a general ideas about MGNREGA impact on women empowerment. For this 105 women labourers of this programme selected through random sampling are interviewed using a structured questionnaire. His findings is what women empowerment is and how a national programme like MGNREGS has impacted on women empowerment through it was not the original intention of the scheme. This paper looks into how this problem named “Women Empowerment” which is addressed worldwide in the modern era, can be associated with a highly ambitious programme called MGNREGS which is implemented in a large scale throughout the rural India.

Surendra Singh (2013) in his paper “MGNREGA; 100 days employment guarantee in Bundelkhand (M.P)” “They argues that MGNREGA has a flagship programme of UPA government which is given 100 days job assurance in rural areas for unskilled persons, It also creating social inclusion by given 33% jobs assurance for women. It is one of the important opportunities for women. Bundelkhand region of Madhya Pradesh (M.P) has a backward area

and in this area MGNREGA had not provided 100 days job guarantee to all who are willing to do jobs under this scheme. Irregularities also found in implementation of MGNREGA in this area. Like muster roll was not prepared properly and wages inequalities between women and men have been persisting. But another picture flaunts that it provided some amount of jobs for peoples in this areas. Bundelkhand region government data shown that jobs were provided under MGNREGA but social and individual researches could not give after completing of work.

Gowhar Bashir Ahangar (2014) his paper entitled “Women Empowerment through MGNREGA: A case study of block Shahabad of district Anantnag, Jammu and Kashmir” he analyses the women participation on MGNREGA special reference to Shahabad block of Anantnag Districts of Jammu and Kashmir. The author observes that that the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) a scheme of central government is unique in the sense that it provides adequate guarantee for the job. The women are benefited as a worker than as a community. They are found to take this opportunity as freedom from their routine and family activities. Thus empowerment⁵ of women has emerged as an unintended consequence of MGNREGA. According to author SHGS become a part of its successful implementation, which helped to increase the number of workers under this programme. Payment of wages through bank helps the workers to increase their deposits in the bank which helps the bank in financial inclusion process. Equal wages helps to reduce the gender inequality to some extent and payment of unemployment allowances in the event that the local administration fails to provide work is also an attracting features of this programme. The old people, widows are the benefited group of this job. They get more respect from their family and society. The women become an earning member of the family. Any person, who is a NREGP can holder, gets this job as no basic qualification is required for it. The author concludes that the programme benefited all the rural people and women especially. Overall, it brings women empowerment to a greater extent compared to earlier scheme and programmes introduced by the central and state government.

Saharia R.P (2014) in his paper he studied the economic empowerment of women due to MGNREGS from following angles are employment opportunity, women as wage earner, wage parity, controls rights of women in earning from the MGNREGA, financial inclusion and bargaining power. The author concludes that some “Gender- neutral measures” such as increase the participation of women in planning and social audits, worksite facilities,

proper payment of wages, planning of works in phases may encourage women to demand more work under MGNREGS.

Summet Agarwal and Madhuri Devi M. (2015) made an attempt to analyse the status of women empowerment in Chhattisgarh using various indicators such as decision making power, autonomy, freedom of movement, participation, media, education, domestic violence based on data from different sources. The women are relatively disempowered and they enjoy lower. The MGNREGS is adopting inclusive participatory growth and playing a major role bringing the women of the society into the productive zone. The Rural women are prone to domestic violence. It concludes that MGNREGS has led to women empowerment through active participation of women.

Neha Tiwari and Jiju N. Vyas (2016), paper entitled “MGNREG: A step towards improving livelihood security of women in rural areas” The present study was conducted in Faizabad district of Uttar Pradesh. The purpose of the present study was to find out improvement in life of rural women through MGNREGA. The sample of 100 randomly selected are respondents from two Panchayat Samities. A Personal interview technique was used for collecting data. Findings of the study reveal that MGNREGA has improved the life of rural women in terms of their income and employment. MGNREGA also benefitted in creation of community asset like pond and road construction which eventually improved the rural situation.

Basharat Bashir Bhat, Mariyappan P.(2016), their paper entitled “Impact of MGNREGA and women’s participation” they examined the impact of MGNREGA and the participation of female beneficiaries in Wahipara village panchayat of Kupwara Districts. His study is predominantly based on the primary data collected from the selected respondents, knowledge and perception regarding the performance of MGNREGA in Kupwara District. The analysis concludes that MGNREGA is an important programme implemented by the Government of India for the betterment of rural poor people by providing 100 days of wage employment and by creating self-confidence among unskilled workers mainly in females by decreasing the gender discrimination.

Shamin Ahmad, Faizan Khan Sherwani, Mohammed Jamshed (2017), his article entitled “Women Empowerment through MGNREGA: An empirical study of Mewat

(Haryana)” study finds that the emerging issues and challenges in rural India also compel us to adopt a pragmatic support system to empower the women. MGNREGA and its implementation support this agenda through facilitating the essential process of entrepreneurship, capacity building, education, health and hygiene etc. especially by involving the women folk of the rural India. The achievement of inclusive growth and overall development is highly dependent on the gender equality and prosperity of women in the rural society. The paper explains the potential of this program and its role in individual performance. 15 Panchayats of Mewat districts of Haryana have been taken as a sample for the study. The sample has the representation of both male and female categories. The study focuses on the impact of MGNREGA in Mewat region on the women population and their different development indicators. The analysis shows an encouraging result and identifies significant changes in rural women entrepreneurship.

Suman Pamecha, Indu Sharma (2015), finds that MGNREGA is an ambitious scheme providing employment to rural people of India. It also aims at transforming the rural areas by improving the socio- economic conditions of people. Rural economy is the backbone of Indian economic development. Providing employment to rural households will certainly boost the economy. It increases demand for goods and services. In this article an effort is made to analysis the socio-economic impact of MGNREGA scheme. The study revealed that the programme has brought that change in the lives of the beneficiaries. The study also explores about changing expenditure pattern of the beneficiaries of MGNREGA. During the survey he also found short duration and temporary migration among MGNREGA families. The female members of these households preferred local migration only. The MGNREGA can certainly check distress related migration from rural areas.

Shrutika Mukhija and R.K Sant (2017), his article entitled “Women Upliftment: Implementation and performance of MGNREGA” his study found that agriculture wages especially for women have increased significantly. About one third of the employment of all employment is reserved for women in this act. In this paper he discuss all possible components of MGNREGA under all aspects which are affecting it directly or indirectly. There is a significant achievement of MGNREGA under all aspects. About seventy percent expenditure on MGNREGA is on wages where has increased the bargaining power of labour and also increases the employment opportunities and flexible working hours. Apart from implementation of this scheme there are certain socio- economic features which restrict

women- participation in some places. Environment safety and adaptability is a certain issue arises among government. The MGNREGA is focuses on these issues state-wise. The key issue which affects the implementation of MGNREGA is a problem of awareness among the people of rural areas and backward communities about different benefits guidelines of MGNREGA.

Santanu Ghosh (2017), in his article entitled attempts to study the impact of MGNREGA on women empowerment through their participation. Purulia a district of west Bengal known. His study found that overall impact of MGNREGA on women's lives is quite positive in many ways by promoting their economic independence and self- confidence or by helping them to have larger role in choice making in household. An integrated approach connects equality- based rights to manage fruitful assets and gender inclusive is the need of the hour for addressing risks arising from MGNREGA fatigue.

Debi Prasad Biswal (2017), his study find that the patriarchal social order is the reflection of a social division that lacks a space for equal treatment of men and women in terms of providing them opportunities and expecting their performances. The role of an Indian women has been largely approved of a status that is only social in nature and sequences as a daughter, sister, wife, mother etc. Women in India mostly were limited to the social identity having been deprived of economic and political participation and recognition until some progressive efforts taken by the Indian governments. His study measures that increase women's control over household resources and laws that enhance their ability to accumulate assets, especially by strengthening their property rights, are important. His study analysis the empowering changes occurring in the socio- economic and political behaviour of the women after their participation in the scheme under the MGNREGA. His studies prove that, improvement in the status of women changes the social and economic status of the country. He also found that MGNREGA is often the first opportunity that women have had to earn cash income. Nearly 45% of female MGNREGA workers surveyed in 2011/12 said that they were not earning back in 2004/05. Another positive impact that reliance on money lenders had decreased since the implantation of MGNREGA.

Anil Kumar Mishra and Madhulika Singh (2018), article entitled "MGNREGA and Empowerment generation in India" is an attempt to overview the impact of MGNREGA on employment creation in India. Providing livelihood security for rural households is main

objective of MGNREGA program, but it has others effects on rural economy likes the creation and maintenance of rural infrastructure, employment generation. The findings of the study reveals that MGNREGA play a significant role in employment generation in rural India. It not only provides a security of food but also promote rural development. His paper also highlighted the present status of MGNREGA in rural areas of India. His paper is based on descriptive arguments related to MGNREGA activities in rural India.

Asif Ali Naikoo, Shashank Shekhar Thakur, Tariq Ahmad Guroo (2018), article entitled “Women Empowerment and gender equality under MGNREGA a great revolution in rural life.” In his paper he considers that the women empowerment is the most important need of society if the society has to develop in all spheres of life rural women has to lead from the front. MGNREGA provides them power to control, participate, hold account, participate, hold accountable institutions and provide basic assets and capabilities for their Upliftment. The act has a great impact on liberty them security and protected them from exploitation. They can work with their male partners and also they can look after their children’s as well during the work site. This act gave an opportunity to the women to become less dependent on male and get equal wages with respect to the men. A lot of women workers from the rural area started small business by the amount they get from the MGNREGA which brought a great enlightenment in the lives of women. His study was conducted in district Kulgam of Jammu and Kashmir. In this study an attempt was made to study the empowerment of women and gender equality under MGNREGA. The analysis of women employment and gender equalities were carried out a district. To achieve the exact position of women in the study District both primary and secondary data are used. MGNREGA has a great impact on the women empowerment because it is the act which works in rural society and rural women are usually backward and there are not so much resources for them to work except agriculture but MGNREGA provided employment to the women’s of the district and helped them to come out from such problems.

Mohd Ashraf Mir, Suheel Azad, Dr. Vibha doorwar (2018), article entitled “Impact of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on unemployment and village Economy” find the eradicating extreme poverty and Hunger is the first and the primary concern of Millennium Development Goals. The primary consideration to trigger development should be to maximize work opportunities for the unemployed. And under employed. A multifaceted development strategy has been adopted to address the needs

of the poor by ensuring their basic rights and to promote economic growth. He said that NREGA is only the solution to fight unemployment, poverty and enhance livelihood security more effectively with multiplier effect on social capital formation and physical capital. His studies found that 25.15 crores workers under 7.08 crores job cards are registered under the scheme and 2449.25 crores person days have been generated with total expenditure of 425979.42 crores from inception of the scheme (6/2/2006 to 19/11/2017) by providing employment manual workers of rural India. His study finds over all status of employment generation at national level but comparative analysis had been made in respect of district Pelwana block and Shadimarg of Jammu and Kashmir and District Gwalior Block Morar of Madhya Pradesh. His studies find that SC s represent only 16.6 percent of population but comprises 20.21percent of active workers and ST s represent only 8.60 percent of population but comprises 16.35 percent of active workers hence the need is to enhance the guaranteed no. of days under scheme.

RESEARCH GAP

The literature review reflects that though some researchers have done study on MGNREGS but most of them are confined to economic aspect only. The main motive of the program is to empowerment of women. Since, The Women participation is nearly at 33% in the program. A handful of researchers have conducted studies on women employment and participation in the program. But there is hardly any study on empowerment of women through the program. This gender perspective analysis is the need of hour in the society. Hence, this study will focus on empowerment of women through the program in rural areas. The Auriya district is selected for the study. The major occupation of the people of Auriya is agriculture and 75% total labour force is depending on agriculture for its livelihood. In this district 83.02% people lives in rural areas and maximum people are engaged in agricultural works and most people are unemployed. Due to lack of employment opportunities, majority people are migrating to urban areas for employment. Hence, in this district MGNREGA is a life line for the people of the district. Apart from providing employment opportunity, the programme also aims at rejuvenating the rural economy by executing projects that may significantly boost up the natural capital of the villages. Therefore the study focuses on both implementation and the impact of MGNREGS on rural women. Further my study will also analyse the women empowerment through MGNREGA in Auriya district of Uttar Pradesh.

STATEMENT OF THE PROBLEM

The women empowerment is a major issue and employment creations is the major concern of the state. Several poverty alleviation and employment generation programmes are introduced by the state and central government. But the schemes are not effectively and efficiently working to reduce poverty and increase the living standard of the people in rural India especially women population. Hence, 2005 onwards government of India had introduced NREGA a different scheme for the betterment of women empowerment and development of rural population. Under this scheme it has been guaranteed to 100 days work providing every family in a financial year in rural India. The scheme is attractive especially for women because it stipulates that the one third of the total workers should be women. The program has focussed on women participation. Hence, my study aims at analysing the women participation on MGNREGA with reference to Auriya district of Uttar Pradesh. Further the study evaluate the performance of MGNREGA in rural development, employment creation and elimination of poverty in Auriya district of Uttar Pradesh. The study also evaluates the level of satisfaction of women beneficiaries on MGNREGA. The present study has been undertaken with reference to the following objectives.

Objectives of the Study

1. To analyse the performance of MGNREGA in Uttar Pradesh in terms of physical assets, women beneficiaries, employment, unemployment allowance worksite facilities.
2. To study the empowerment of women through MGNREGA programme in Uttar Pradesh in terms of wages, income, employment, consumption expenditure and women participation.

Research Hypothesis

The study may test the following hypothesis:

1. The MGNREGA programme is not adequate to empower the women in the state
2. The performance of MGNREGA is not satisfactory in Uttar Pradesh.

Research Methodology

The present study is based on primary data. The primary data has been collected through detailed interview schedule. This study is confined to Auriya district of Uttar Pradesh. This district has highest rate participation of women workers in the program. The study will analyse the empowerment of women in terms of level of income, employment, wages and participation in decision making. A sample size of 100 women workers of MGNREGA program from Auriya district of Uttar Pradesh has taken. Four villages are selected from one block of the district and 25 sample women workers are selected from each village. The stratified random sampling has been used for sample selection and data collected according to framed objectives. Some basic statistics tools are used through SPSS package for processing the data. Some secondary data and case study reports are also used to support my statements of in the study.

Chapterisation

1. **Introduction:** This chapter includes the problem of the study, back ground of the study, Review of the literature, Significance of the study, objectives of the study, Hypothesis, Methodology and plan of the study.
2. **Theoretical framework of the study:** In this chapter review all growth and developing models with reference to employment, unemployment, poverty, migration and empowerment of women has been done.
3. **Performance of MGNREGA programme in UP:** This chapter explains the performance of MGNREGA and empowerment of women through MGNREGA programme and main findings of the study. It is an analysis of primary survey data on the major economic variables reflecting the empowerment of women through MGNREGA programme.
4. Summary and Conclusion

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Chapter-2

Theoretical Framework of the Study

Introduction

Eighty three crores of people of India live in rural areas as per census of 2011. Nearly seventy percent of population are living in rural areas. The rural populations are characterised by mass poverty, low levels of literacy and income, high level of unemployment, and poor nutrition and health status. In order to tackle these specific problems, a number of rural development programmes and development models and growth theories are formulated and implemented to create job opportunities for improvement of the quality of life of these rural people. Generally, economic development refers to the problems of underdeveloped countries and economic growth to those of developed countries. Schumpeter define the term economic development and economic growth, he relates the distinction between the nature and causes of the two, when he defines development as a discontinuous and spontaneous change in the stationary state which forever alters and displaces the equilibrium state of previously existing and the growth is a gradual and steady change in the long run which comes about by a gradual increase in the rate of savings and population. This view of Schumpeter has been widely accepted and elaborated by the majority of economists. Thus, economic growth is related to a quantitative sustained increase in the country's per-capita output or income accompanied by expansion in its labour force, consumption, capital and volume of trade. On the other hand, economic development is a wider term. The concepts of development are not only quantitative but are qualitative also. In the qualitative aspects, it coincides with the welfare objectives. Thus, it is not enough to see what is produced but also to see how it is produced and distributed; it is related to qualitative change in economic wants, goods, incentives and institutions. It describes the underlying determinants of growth such as technological and structural changes. An economy can grow but it may not develop at expected level because of poverty, unemployment and inequality may continue to prevail due to absence of technological and structural changes. But it is difficult to imagine development without economic growth in the absence of an increase in out-put per capita particularly when population is growing rapidly. Hence in this chapter an attempt is made to

review Economic growth and development theories and models, Development programmes, and Women empowerment models.

A) Economic Growth And Development Models

In the context of the definition of development, it may be useful to refer to the term “sustainable development” which is now in common use. It means that “Meeting the needs of the present generation without comprising the needs of future generations”. In other ways it is a “development meets the needs of the people without comprising the ability of the future generations to meet their own needs”. The ability to meet the needs is largely determined by the accumulation of human capital. Hence what matters is, that the overall productivity of the accumulated capital including its impact on human health and aesthetic pleasure as well as income compensates for any loss from depletion of natural capital. The efforts should be made to preserve natural capital. In uplifting a low level economy to a high-level progressive economy, efforts of various sorts have to be made like; a) Increasing capital formation, b) Improving human capital, c) Raising entrepreneurial ability, d) Enhancing natural resources, e) Upgrading technology, f) Market-orientation of economy, g) Well defined planning, h) Role of the state, i) employment and unemployment, j) Poverty and Women empowerment.

The study of economic development is one of the most exciting and challenging branches of the broader disciplines of economics. So, we can claim that Adam Smith was the first ‘development economist’, with his ‘Wealth of Nations’ published in 1776. The systematic study of the problems and process of economic development has emerged after the five decades. The contributions of various economists provided dramatic confirmation of the status of economic development as a separate field within the Economics. The scope of the Development economic is immense. It has given much importance to the efficient allocation of the existing scarce or idle productive resources and with their sustained growth over time. The development economics also deals with economic, social, political, and institutional mechanisms, both public and private, necessary to bring about rapid and large scale improvements in levels of living for the masses of poverty-stricken, malnourished and illiterate peoples of less developed countries. Thus development economics is concerned with the economic, cultural and political requirements for effecting rapid structural and institutional transformations of entire societies in a manner that will most efficiently bring the

fruits of economic progress to the broadest segments of their populations. It is focusing on the mechanisms that keep families, regions, and entire nations in poverty traps, and on the most effective strategies for breaking out of these traps. As such, a larger government role and a good degree of coordinated economic decision making directed toward transforming the economy are usually viewed as essential components of development economics. Because of the heterogeneity of the developing world and the complexity of the development process, development economics is eclectic attempting to combine relevant concepts and theories from traditional economic analysis along with new models and broader multidisciplinary approaches derive. Today development economics is a field on the crest of a breaking with new theories and new data continuously emerging. But the ultimate challenge remains the same: to help us better or improve the material lives of people. Development is therefore conceived as a multidimensional process involving major changes in social structures, popular attitudes, and national institutions as well as the acceleration of economic growth, reduction of inequality, an environment for education, and the eradication of poverty. Hence there are several theories of the development are reviews here for the understanding.

(I) Adam Smith Theory

Adam Smith believe in the doctrine of ‘natural law’ in economic affairs. He treated every person as the best judge of his self-interest who should be left to pursue it to his own advantage. If every individual was left free, he would seek to maximise his own wealth. Division of labour was the starting point of Smith theory of economic growth. It was the division of labour that resulted in the greatest improvement in the productive power of labour. Division of labour depend on the size of the market. The division of labour increased with the extension of the market. With increase in population and transport facilities, there is a great division of labour and increase in capital. Smith emphasized that capital accumulation might precede the introduction of division of labour. Smith regarded capital accumulation as a necessary condition for economic development. So the problem of economic development was largely the ability of the people to save more and invest more in a country. The rate of investment was determined by the rate of saving and savings were invested in full. According to Smith, investments were made because the capitalists expected to earn profits on them; and the future expectations with regard to profits depended on the present climate for investment as well as actual profits. Regarding the role of interest rate in economic development, Smith wrote that with the increase in prosperity, progress and population, the rate of interest would

fall, as a result, the supply of capital was augmented, the reason being that with the fall in the interest rate the money lenders would lend more to earn more interest for purpose of maintaining their standard of living. The quantity of capital for lending would increase with fall in the rate of interest. Smith believed, the process of growth is cumulative. When there is prosperity as a result of progress in agriculture, manufacturing industries and commerce, it leads to capital accumulation, technical progress, increase in population, expansion of markets and rise in profits continuously-which he calls as progressive state. But this progressive state is not endless. It ultimately leads to a stationary state. In the scarcity of natural resources, employment, wages, competition, profits of businessmen, investment would continue to fall. Thus, the Smith theory of economic development has limited validity for underdeveloped countries.

(II) Marx's Theory of Economic Development

Marx (1867) has interpreted the concept of surplus value. He believed that it is the labour which works upon the raw material to produce goods whose value is more than the value of wages paid to the labour. Capitalist never paid the full value of the labour rather they tried to exploit the labour and keep the surplus value with them. This reduces the labour to palmer and generates conflicts between the capitalist class and labour class. "Marx contributed to the theory of economic development in three respects, namely, in broad respect of providing an economic history, in the narrower respect of specifying the motivating forces of capitalist development, and in the final suggesting an alternative path of planned development." Marx uses theory of surplus value as economic basis of the 'class struggle' under capitalism and it is on the basis of theory of surplus value that he builds the superstructure of his analysis of economic development. Class struggle is simply the outcome of accumulation of surplus value in the hands of a few capitalists. Capitalism, according to Marx, is divided into two great protagonists: the workers who sell their 'labour- power' and the capitalists who own 'the means of production.' Labour power is like any other commodity. The labourer sells his labour for what it is worth in the labour market and its value, like the value of any other commodity, is the amount of labour that it takes to produce labour- power. According to Marx, the value of the commodities necessary for the subsistence of the labour is never equal to the value of the produce of that labour. Labourer works for a ten-hour day, but it takes him six hours labour to produce goods to cover his subsistence, he will be paid wages equal to six hours labour. The different between worth four hours labour in the form of net profits, rent

and interest goes into capitalist's pocket. Marx calls this unpaid work "surplus value". The extra labour that a labourer puts in and for which he receives nothing. Marx calls "surplus labour".

Capital Accumulation- According to Marx surplus labour leads to capital accumulation. The capitalist's main motive is to increase the surplus value which goes to swell his profits. He tries to maximize his profits in three ways; first, by prolonging the working day in order to increase the working hours of surplus labour. If the working hours are extended from ten to twelve, the surplus will automatically increase from four to six. Second, by diminishing the number of hours required to produce the labourer's sustenance. If they reduced six to four, the surplus would again rise from four to six. Third, by "the speeding up of labour" that is increasing the productivity of labour. This requires a technological change that helps in raising the total output and lowering the cost of production. Marx's theory of capitalist development has several limitations; this theory is based on surplus value that is totally unrealistic. Second technological progress helpful in increasing employment. Third cyclical theory is wrong. Fourth Marx could not understand flexibility in capitalism.

(III) Schumpeter's Theory of Development

Schumpeter is considered as one of the most prominent writers in the economic field. He has one who discussed the development as a separate branch from economy. Schumpeter assumes a perfectly competitive economy which is in stationary equilibrium. In such a stationary state there is no profit, no interest rates, no savings, no investments and no involuntary unemployment. This equilibrium is characterized as "circular flow" which continues to repeat itself in the same manner year after year. In the 'circular flow', the same products are produced year after year in the same manner. 'For every supply there is some corresponding demand, and corresponding supply'.

He refused to describe the development as a hierarchy operation with harmony and compliance. He considered it as a non- continual automatic change, and that development occurs via leaps in the prosperous times, followed by severe drops in the stagnation periods. He founded his theory in the economic growth, based on three bases, they are following

i) **The Entrepreneur:** The entrepreneur is considered as the major motive and dynamic factor for the economic growth in Schumpeter's theory. The entrepreneur provides something

new, it may not provide money, but conduct and utilize it instead. The entrepreneur works on adding new methods for merging the elements of production and blending them. For this, the entrepreneur should have the technical awareness and ability to conduct the production process.

ii) The Innovations: The innovations play a significant role in the economic growth in Schumpeter's theory. It should take multiple forms, such as finding out new resources, updating new goods that the consumer does not know, or updating new production methods, etc.

iii) The Investment and Savings: Schumpeter processed the savings and investment differently from the classical. In the classical theories, the decision of investment and savings was made via the capitalist class only, but Schumpeter said that the working class makes savings. Schumpeter divided the investment into two types. The first type: the autonomous investment: it is determined by separate factors from the economic system. It is a kind of investment that is not related to changes in income, profits, or sales. It depends on long-term factors, which is related to the innovations, made by the entrepreneurs. These projects are funded by the banking loans. Consequently, Schumpeter added the significance of the banking system to the development and growth process. The second type: the induced investment: it is a function for the size of the economic activity. It directly depends on the profits, the interest rate, the income, and the sales. The induced investment rises according to the rise in the profits.

Schumpeter was interested in the autonomous investment by considering it as the basic determinant for the economic growth process in the long-term, as it is determined by the innovation and renewal, made by the entrepreneurs and being not tied to the changes in the economic activity. But there are several criticisms of the theory. Economic development is not the result of the cyclical process. The cyclical changes are due to innovations is also not correct. Third is, Schumpeter regards innovations as the main cause of economic development. Fourth is, Schumpeter gives too much importance to bank-credit in his theory. Schumpeter's analysis of the process of transition from capitalism to socialism is not correct.

(IV) Rostow's Model

The most influential and outspoken advocate of the stages-of-growth model was the American economic historian Walt W. Rostow. According to Rostow, the transition from

underdevelopment to development can be described in terms of a series of steps or stages through which all countries must proceed. One of the principal strategies of development is necessary for any take-off was the mobilization of domestic and foreign saving in order to generate sufficient investment to accelerate economic growth.

(V) Kaldor's Growth Model

The Kaldor's model is an attempt to make the saving-income ratio a variable in the growth process. Kaldor emphasised in his model of income distribution the fact that a capitalist economy which is operating at the level of full employment can maintain these only through in favour of the capitalist class. He established a relationship between rate of economic growth and rate of profit or income distribution treating income distribution as dependent variables. It is based on the 'classical saving function' which implies that saving equals the ratio of profits to national income. Kaldor's model of economic growth was considered as a Keynesian version of economic growth as saving adjusted passively to investment. He adopted the Keynesian view that savings depend upon investment meaning that investment was determined independently of the saving propensities on the basis of entrepreneurial investment decisions. This contrasted the pre-Keynesian models that investment was governed by savings. Most important feature of these models was that savings and investment combine to determine, inter alia, the distribution of income. Investment at a particular period was a function partly of the change in output in the previous period and partly of the change in the rate of profit. Given full employment, a rise in investment will raise prices and profit margins and this reduce real consumption, while a fall in investment and thus in total demand, causes a fall in prices and thereby generates a corresponding rise in real consumption. Assuming flexible prices the system is thus stable at full employment. The model operates only if the two saving propensities differ and the marginal propensity to save from the profits exceeds that from wages. He also gave importance to the technological progress as factor of growth which was embodied in capital accumulation. The process of growth was the capacity and readiness of the economy to absorb technological improvements and to invest capital in business ventures. As the share of profits in the national income increased, savings ratio also would rise. There was equilibrium rate of growth when the profit rate is such as to equate savings and investment. In his later work called "Economic Growth

and the Problem of Inflation”, Kaldor emphasized the effects of inflation in real rates of interest as an incentive to larger investment. When prices rose during inflation, real rate of interest tend to fall. This would encourage greater fall of resources into investment. By maintaining prices at a sufficient high level, booms can be perpetuated. A slow and steady rate of inflation acted as the most powerful aid to a steady rate of economic progress.

(VI) Joan Robinson’s Growth Model

New Keynesian spoke about income distribution but not talk about growth. New classical spoke about growth but does not spoke about income distribution. Mrs. Robinson is credited with coming the idea of ‘Golden Age’ and demonstrating how equality between rate of capital accumulation and rate of growth of population is a must for any economy to operate at full employment level period . The ideas were first presented in her book ‘The Accumulation of Capital’ (1956). It was further redefined and elaborated in her book, “Essays in the Theory of economic growth” (1962). The principal elements of Mrs. Robinson model are that It represents the case of Modern capitalist world. Second is, It attempts that economy attains steady state growth or the golden age when rate of capital accumulation is equal to the rate of growth of population. Third is, it attempts to establish a two way relationship between rate of profit and rate of accumulation. Mrs Robinson’s model is based upon the following assumptions: The National output is the combined effort of only two productive factors that is labour and capital. The total income is divided between the two factors. The wage earners spend all their income on consumption while capitalists save and investment their entire profit. The capital and labour are used in fixed proportion. The capitalist economy under consideration is closed one and there is absence of government interventions.

Mrs. Robinson’s also talk about the determinants of economic growth. Robinson claimed that interaction of a number of elements acting on one another and with technical and physical conditions in which they operate determine the level and movement of employment output prices, rate of interest and real income. She mentioned six important determinants that broadly act as independent of one another. a) Technical condition b) investment policy c) Thriftiness policy d) competitive conditions e) The wage bargon f) financial conditions. This model also has the some limitations. Joan Robinson’s model is based on the assumption of

closed economy and this model assumes institutional factors as given. Third this model is based on unrealistic assumption of constant price level. Hence, Robinson's model is only applicable for under-developed countries not for developed countries. So, it is not possible to use the concept of the 'golden age' in solving the problems of underdevelopment, for the unchanging continuity required for the golden age is not present in a developing economy.

(VII) The Theory of Balanced Growth

Rosenstein-Rodan was the first economist who propounded the theory of balanced growth. The doctrine of balanced growth has been advocated by Rosentein –Rodan, Ragnar Nurkse and Arthur Lewis. The Balanced growth requires balance between different consumer goods industries, and between consumer goods and capital goods industries. It also implies balance between industry and agriculture, and between the domestic and export sector. However, balance between social and economic overheads and directly productive investments, between vertical and horizontal external economies. The theory of balanced growth states that there should be simultaneous and harmonious development of different sectors of the economy. For this, balance is required between the demand and supply sides. The supply side lays emphasis on the simultaneous development of all inter-related sectors which help in increasing the supply of goods. It includes the simultaneous and harmonious development of intermediate goods; raw materials, power, agriculture, irrigation, transport, etc, and all industries are producing consumer goods. On the other hand, the demand side relates to the provision for larger employment opportunities and increasing incomes so that the demand for goods and services may rise on the part of the people. The demand side is related to supplementary industries, consumer goods industries, especially agriculture and manufacturing industries. When with the simultaneous setting up of all types of industries, large number of people are employed and they create demand for each other goods. It was complementarities of different industries, which led to the most profitable investment from the standpoint of the society. The planned creation of such a complementary system of industries would reduce the risk of not being able to sell their products and would lead to a large-scale planned industrialisation.

(VIII) Fei- Ranis Model

Fei and Ranis in an article entitled “a theory of economic development” analysed the transition process through which an underdeveloped economy could hope to move from a condition of stagnation to one of self-sustained growth. Their theory was an improvement over Lewis theory of Unlimited Supply of Labour because Lewis failed to present a satisfactory analysis of the growth of agricultural sector. This theory related to underdeveloped labour surplus and resource poor economy in which the vast majority of the population was engaged in agriculture, widespread unemployment and high rates of population growth. The agrarian economy was stagnant and people were engaged in traditional agricultural pursuits. Non-agricultural pursuits existed but they were characterised by a modest use of capital. There was also an active and dynamic industrial sector. The Development consisted of reallocation of surplus agricultural workers, whose contribution to agricultural was zero or negligible to the industrial sector where they become productive at a wage equal to the institutional wage in agriculture. The theory was based on the assumption that there was a dual economy divided into a traditional and stagnant agricultural sector and an active industrial sector, the output of the agricultural sector is a function of land and labour alone, there is no accumulation of capital in agriculture except in the form of land reclamation. So, land is fixed in supply. Given the above assumption Fei and Ranis analysed the development of labour surplus economy in three phases. In the first phase, the disguised unemployed workers were transferred to the industrial sector at the constant institutional wage. In the second phase agricultural workers added to agricultural output but produced less than the institutional wage they could get. Such workers were also shifted to industrial sector. If the migration of the workers to the industrial sector continued, a point was reached eventually when farm workers produced output equal to the institutional wage. In the third phase, which is the end of the take -off beginning of the self-sustained growth when the farm workers produce more than the institutional wage they could get. In this phase the surplus labour would be exhausted and the agricultural sector became commercialized.

The Fei-Ranis mode is an improvement over the Lewis model. The Lewis model ignores the important part of the development that is agricultural sector and concentrates only on the industrial sector. The Fei- Rains model shows both agriculture sectors as well as industrial sectors. The interaction between two sectors initiating and accelerating

development. However, its explanation of the Lewis turning point is more realistic. But the major merit of the theory is that it shows the importance of agricultural products in capital accumulation in underdeveloped countries but the model is not free from criticism which are: First is, supply is not fixe. Second is, institutional wages not constant in the Agricultural sector. Third is a closed model.

(IX) Harrod - Domar Growth Model

The economic mechanism by which more investment leads to more growth can be described in terms of the Harrod- Domar growth model. According to this model, everyone must save a certain proportion of its National income. However, in order to grow, new investments representing net additions to the capital stock are necessary. Both Harrod and Domar are interested in discovering the rate of income growth necessary for a smooth and uninterrupted working of the economy. Harrod and Domar assign a key role to investment in the process of economic growth. But they lay emphasis on the dual character of investment. Firstly, it creates income, and secondly, it augments the productive capacity of the economy by increasing its capital stock. The former may be regarded as the 'demand effect' and the latter the 'supply effect' of investment. Hence so long as net investment is taking place, real income and output will continue to expand. However, for maintaining a full employment equilibrium level of income from year to year, it is necessary that both real income and output should expand at the same rate at which the productive capacity of the capital stock is expanding. Otherwise, any divergence between the two will lead to excess or idle capacity, thus forcing entrepreneurs to curtail their investment expenditures. Ultimately, it will adversely affect the economy by lowering incomes and employment in the subsequent periods and moving the economy off the equilibrium path of steady growth. Thus, if full employment is to be maintained in the long run, net investment should expand continuously.

The theory explains the significance of National savings and investment. The main constraint on development according to this theory was the relatively low level of new capital formation in most poor countries. However experiences of several countries over the time indicates the fact that saving and investment are a necessary condition for accelerating rate of economic growth. It is usually found that, the growth process of economy primarily reflects shift of its majority of population from agriculture to industry of rural to urban setting. This process virtually demonstrates change in the value addition of industrial sector and there by

its contribution to National income. If the rise in the income of family, the proportion of their budget spent on food declined. As the main function of the agricultural output would not grow as rapidly as demand for industrial products and services, the share of agriculture in National product would decline. The second reason is that the productivity of the agriculture sector gradually leads to the rise in the demand for the use of machinery and new modes of cultivation, bring change in the industrial sector. Professor R.F Harrod tries to show in his model that equilibrium growth may occur in the economy. Once the steady growth rate is interrupted and the economy falls into disequilibrium, cumulative forces tend to perpetuate this divergence thereby leading to either secular deflation or secular inflation. The Harrod Model is based upon three rates of growth. Firstly, there is the actual growth rate represented by G which is determined by the saving ratio and the capital- output ratio. It shows short- run cyclical variations in the rate of growth. Secondly there is a warranted growth rate which is the full capacity growth rate of income of an economy. Lastly, there is the natural growth rate which is regarded as the 'welfare optimum' by Harrod. It may also be called the potential or the full employment rate of growth.

(X) Keynesian Model

The Keynes growth theory was outlined in his book, "The General Theory of Employment, Interest and Money". This theory finds out the solutions to the problems of economic development. Keynes (1936) tried to find out the effects of change in the level of economic activities (mainly during the depression) on various economic values such as national income, consumption, savings, and investments. He found that during the recession, there was an increase in unemployment and reduction in income. Reduction in income again resulted in a decrease in consumption, savings and investments. He also believed that this becomes a vicious circle and difficult to break. There was no market mechanism which would increase the effective demand to revive the economic activities in such a situation. He provided the solution to the said problem and suggested that the government should intervene by implementing various economic measures (fiscal policy) like increase in government spending, giving tax cuts, reducing interest rates, providing subsidies and so on. These policy measures resulted in an increase in business opportunities, increase in employment, increases in the demand and consumption and so on, which in turn break the circle of recession to restart the economic development. Keynes theory was based on the increase in the aggregate demand and aggregate supply.

(XI) Post- Keynesian Theory

Keynesian theory considers a short period and a specific situation of depression or recession. After Keynesian Theory, the theory was expanded for a long term period and known as Post-Keynesian theory. American economist Evsey Domar (1947) and British economist Roy Harrod (1948) were the founders of the post- Keynesian theory. This theory is also known as “Theory of Harrod & Domar”. According to R G Hawtrey (1919), money and commodity are two tools of economic development. This theory considered an investment expenditure as the basis for economic development. According to this model the interaction of multiplier and accelerator puts the economy on a “Natural Rate of Growth”. This would also maintain full employment. According to this theory, investment on the demand side generates income and on the supply side it creates production capacity. This increases demand and supply of goods along with the savings in the national income and efficiency of investment. Economic growth depends on the growth of investment. There was a linear relationship between the growth of investment and no technical progress is the basic assumption of this theory. The theory suggested that the equilibrium rate of growth in national income equals the ratio of saving to income divided by the ratio of capital to the value of output.

(XII) Gandhian Theory of Economic Development:

M. K. Gandhi’s economic idea did not lead to any theory of economic development, but his economic idea and solutions to the economic problems with respect to India were so simple and clear that it is very difficult for any economist to leave out the same from his study when he talks about the Indian economic development theory. His theory of trusteeship and concept of dignity of labour has their own importance in the field of economics. Trusteeship theory of Gandhi ji suggested that if anyone has accumulated a large amount of money by whatever sources, i.e. inheritance or profit from trade or commerce, the entire accumulated amount does not belong to him and he is only entitled to that part which is required for his honourable living– no better than others living. The balance amount belongs to the nation and must be spent on the welfare of the society at large. Therefore, he was of the view that capitalists are the trustee of the wealth of the nation and have to spend that excess amount for the welfare of the society. He believed that capitalists have their importance in the society and are necessary for the economic development of the nation. Gandhi ji was strongly against the industrialization and large scale production. He believed that

industrialization leads to the exploitation of labour and unemployment in the nation. He wanted an economy where the labour is his own master and free to do whatever he wants to do. India has less capital, but more human capital, India should adopt the production policy which would be labour intensive. Gandhi was in favour of own production (domestic industry) rather than using the imported product and therefore, led the “Swadeshi” movement in India. Gandhi was a socialist person and wanted the economic development in all parts of the country and therefore, his suggestions were mainly towards the development of simple happy life.

(XIII) Mahalanobis Model

Mahalanobis model of growth provides a rationale for the heavy industry biased development strategy. An important point is that Mahalanobis identifies the rate of growth of investment in the economy not with rate of growth of savings as is usually considered by the economists but with rate of growth of output in the capital goods sector within the economy. The growth of capital goods sector in turn depends upon the proportions of total investment allocated to the capital goods sector and output-capital ratio in the capital goods sector. Given the output-capital ratio in capital goods sector (i.e. heavy industries), he proves that if the proportion of total investment allocated to the capital goods is relatively greater, the rate of growth of output of capital goods will be greater and hence, given the Mahalanobis assumption, the future rate of growth of investment in the economy will be greater. Now, the greater the rate of investment, the greater will be the long-term rate of growth. We thus see that with the rate of growth of output of capital goods industries. Mahalanobis shows that the proportion of total investment resources allocated to the capital goods industries for each year is the most important factor determining the long-term rate of growth of national income. The rate of capital formation in an economy depends upon the capacity of the economy to produce capital goods. Thus, given a closed economy, the rate of real capital formation depends not upon the savings of the economy but on the capacity to produce capital goods. This is based on closed economy assumption. If the large investment is not made in the basic heavy industries producing capital goods, the country will forever remain

dependent on foreign countries for the imports of steel and capital goods like machinery for real capital formation. Since it is not possible for India to earn sufficient foreign exchange by increasing exports. The capital goods cannot be imported in sufficient quantities owing to foreign exchange constraint. The result will be that the rate of real capital formation and the rate of economic growth in the country will remain low. Thus, Mahalanobis was of the opinion that without adequate investment in basic heavy industries, it would not be possible to achieve rapid self-reliant economic growth. Therefore according to him, to achieve rapid economic growth and self-reliance, it would be necessary to give the highest priority to basic capital goods industries in the development strategy of a plan.

Employment Generation in Mahalanobis Model:

Prof. Mahalanobis' views on increasing employment opportunities and to achieve a stage of full employment. According to him, productive employment can be increased only by increasing the production of capital goods like steel, electricity, machinery, fertilizers, etc. Whether it is increase in employment in the industrial sector or in the agricultural sector, it cannot be achieved without increasing the output of capital goods. According to Mahalanobis "The only way of eliminating unemployment in India is to build up a sufficiently large stock of capital which will enable all unemployed persons being absorbed into productive capacity. Increasing the rate of investment is, therefore, the only fundamental remedy for unemployment in India." Thus, Prof. Mahalanobis' opinion, is not only to achieve the objective of rapid economic growth but also to achieve the goal of full employment. It is necessary to accord high priority to capital goods industries in the development strategy.

Mahalanobis growth model advocates import-substitution type of industrial development strategy. It is important to note that Mahalanobis assumed though implicitly that export earnings of India cannot be sufficiently increased. If this assumption is not valid, as has been pointed out by several critics, then he could not justifiably identify rate of investment in the economy with the domestic output of capital goods. If exports of a country can be adequately raised, the various capital goods can be imported in exchange for exports. In that case rate of investment or rate of capital accumulation in the economy can be stepped up without giving high priority to the basic heavy industries provided the exports can be adequately increased. Thus the assumption of stagnant exports is crucial in the Mahalanobis

growth model for providing the rationale for a general shift in the investment pattern to the domestic production of capital goods.

Mahalanobis model of heavy industry as a first strategy of development was put into actual practice in India's Five-Year Plans beginning from the Second Plan. India had started its planned development of its economy in 1951 when First Five-Year Plan was started. However, the Five year Plan did not propose any explicit strategy of development, it took over several projects which had been worked out earlier and some of them were already in the process of being carried out. It laid emphasis on stepping up the rate of saving and therefore investment and growth by maintaining the marginal rate of saving at a substantially higher level than the average rate of saving. Although it did not present any explicit formulation of development strategy regarding the pattern of investment its emphasis was on agriculture, irrigation, power and transport aimed at creating the base for more rapid industrialisation of the economy in the future. Second Five Year Plan, based on Mahalanobis growth model, proposed an explicit strategy of development which gave top priority to basic heavy industries. Not only the objectives of rapid rate of economic growth and employment generation but also the aim of self-reliant and self-generating economy were sought to be achieved by "the building up of economic and social overheads, exploration and development of minerals and the promotion of basic industries like steel, machine building, coal and heavy chemicals." Identifying under-development with dependence on agriculture and thinking industrial growth especially the development of heavy industries as the core of development underlined the approach and strategy of the Second Five-Year Plan. Rapid industrialisation and diversification of the economy is thus the core of development. But if industrialisation is to be rapid enough, the country must aim at developing basic industries and industries which make machines to make the machines needed for further development." It is clear that in the Second Plan there was clear shift of priorities from agriculture to industries and within industries to basic heavy industries. The logic of Mahalanobis in emphasizing heavy industries was that the growth of basic heavy industries will enable the economy to accelerate the rate of capital formation and therefore economic growth. In fact, he identified the rate of growth of investment in the economy with the rate of growth of output in the capital goods (sector) industries within the economy.

(XIV) Nehruvian Development Model

Jawaharlal Nehru was the architect of independent India. The intellectual and ideological development of Indian society based on scientific culture was the thrust of Jawaharlal Nehru. He was against superstitious practices and ignorance. He advocated the socialist pattern of Indian society. One of the pre-conditions was the scientific intellectual development of the Indian society. Only development of science and technology could transform Indian economy and society giving no scope for religion in his thinking for the betterment of society and the nation. The Planned economy was the central point of future development. His planning had a prominent human and social face relevant to Indian conditions. He gave due prominence to democratic planning. He was progressive in his approach and there was no scope for dogmatism in his practices. He categorically mentioned that we will proceed further with our past experiences. He was not rigid on the structure of the Five Year Plans showing his willingness to change the Plans as per need and circumstances. In the same manner socialism and cooperatives were very dear to him but he was not dogmatic on maintaining any form or structure. Agricultural development was his primary concern because in his view it was the key to the Indian economy with all social and economic development revolving around it. He introduced land reforms at a fast pace and promoted modern methods of agriculture including extension of agriculture education. The community development programmes and cooperative movement' were planned in the manner that they can become the basis of rural development and social and economic change. The mixed economy was really suited for democratic socialism. In fact there was a need of capitalist development along with social and national concerns. Through the public sector, he envisaged developing heavy and core industries including infrastructure to promote industrial progress in India. In his opinion there was no contradiction between the public sector and the private sector rather they are complimentary to each other. Jawaharlal Nehru particularly after 1938 was in favour of heavy industries. In his opinion without heavy industries the freedom of the nation could not be safeguarded. He was not against cottage industries as he considered them an essential part of our economy and did not see any conflict between cottage industry and heavy industries. He stressed upon planning the development of cottage industries that they should not perish under the influence of heavy.

B) Development Programmes in India

The Development means the holistic development of rural areas to improve the quality of life of rural people. It is a process of sustainable improvement in the quality of life of rural people especially the poor (Ramesh, 2012). In India unemployment is the basic and major economic problem. It is considered to be the greatest obstacle in the way of economic development of our country. Government of India has ever been very serious about this problem. All the five year plans completed so far in the country have concentrated upon this problem. A number of measures have been taken and a number of programmes have been launched with a view to eradicate or at least to minimize the problem of unemployment. In this chapter, we shall discuss some of these programmes, particularly which are in operation now-a days. Thus in India various programmes have been launched during successive Five Years plans to uplift the rural population from the abject poverty and unemployment. The rural developmental programs are intended to reduce the poverty and unemployment, to improve the health and educational status and to full-fill the basic needs such as food, shelter and clothing of the rural population. To improve the conditions of rural people, Government of India launched some schemes through the planning commission of India such as Rastriya Samaj Vikas Yojana (RSVY), Indira Awas Yojana (IAY), Sampoorna Grameen Rozgar Yojana (SGRY), Integrated Tribal Development Project (ITDP), Pradhan Mantri Gram Sadak Yojana (PMGSY), Integrated Child Development Services (ICDS), Development of Women and Children in Rural Areas (DWCRA), etc. All these schemes are aimed to reduce the gap between rural and urban people which would help reduce imbalances and speed up the development process. In the post-Independence period, the Government wanted to uplift the socio-economic condition (SEC) of their people who mainly depended upon forest products and daily labour. Another important component of the governmental perspective was to settle the rural population as agriculture population. So, government realising the need of generating employment opportunities to achieve a satisfactory rate of employment in the country, the government of India launched a number of employment generation programmes. A few of these programmes are following.

1. Nehru Rozgar Yojana (NRY):

The Nehru Rozgar Yojana was launched by the Ministry in October, 1989. It was recast in March, 1990 and accordingly the guidelines were suitably revised. The Yojana consisted of three schemes: (i) The Scheme of Urban Micro Enterprises (SUME) (ii) The Scheme of Urban wage Employment (SUWE), and (iii) The Scheme of Housing and Shelter Up gradation (SHASU). The entire expenditure of the Yojana was shared on a 60:40 basis between the Central Government and the State Governments. With effect from VIII Plan, The Yojana has been wound up and replaced by Swarna Jayanti Shahari Rozgar Yojana in 1.12.97.

2. National Food for Work Programme (NFWP)

National Food for Work Programme was launched on November 14, 2004 in 150 most backward districts of country. The main objectives is to identify the generation of supplementary wage employment. The programme is open to all rural poor who are in the need of wage employment and ready to do the manual unskilled work. It is implemented as a 100 percent centrally sponsored scheme and the food grains are provided to States free of cost. However, the transportation cost, handling charges and taxes on food grains are the responsibility of the States. The collector is the nodal officer at the district level and has the overall responsibility of planning, implementation, coordination, monitoring and supervision.

3. National Rural Employment Programme (NREP).

The National Rural Employment Programme (NREP) was started as a part of the Sixth Plan and was continued under the Seventh Plan. The NREP was meant to help that segment of rural population which largely depends on wage employment and has virtually no source of income during the lean agricultural period. Under the NREP, development projects and target group oriented employment generation projects were to be closely intertwined. The programme was implemented as a centrally-sponsored scheme. But its financial burden was to be shared between the Central government and the State governments on 50:50 basis. Under the scheme, a district level employment plan (disaggregated block-wise) was prepared. On April 1, 1989 it was merged into the Jawahar Rozgar Yojana.

4. Jawahar Rozgar Yojana (JRY).

In February 1989, the government announced a new wage employment scheme, the Jawahar Lal Nehru Rozgar Yojana for intensive employment creation in 120 backward districts. However, later on, it was felt that there was no need to have the separate NREP, RLEGP and the Jawahar Lal Nehru Rozgar Yojana. These wage employment programmes had the same objective and similar thrust. Therefore, these programmes were merged into a single rural employment programme on April 1, 1989 and it was given the name Jawahar Rozgar Yojana (JRY). The JRY was restructured with effect from April 1999 and was renamed as Jawahar Gram Samridhi Yojana (JGSY). In the first ten years, the JRY generated 7,373 million man-days of employment. Thus, in quantitative terms, the performance of the JRY was not distinctly better than that of the NREP and RLEGP. However, in two respects, the JRY was superior to the NREP/ RLEGP regime. First, under the JRY there was a clear change in the priorities in favour of economically productive investments, especially which enhance the productivity of land. Second, the JRY approach involving Panchayats in the planning and implementation of employment schemes was superior to the bureaucratic approach followed under the NREP/ RLEGP.

5. Training of Rural Youth for Self-Employment (TRYSEM)

The training of Rural Youth for Self-Employment was initiated in 1979 with the objective of reducing unemployment problem among the rural youth. It aimed at training about 2 lakh rural youths every year to enable them to become self-employed. Under this scheme, 40 youths were selected from each block and for being eligible for selection, the person should belong to a rural family having an income less than Rs.3, 500 per year. In making selection, members of scheduled castes and scheduled tribes were to be given preference. Under the scheme, a minimum of one third of the rural youths trained were to be women. The TRYSEM was merged into Swarnajayanti Gram Swarozgar Yojana in April 1999.

6. Rural Landless Employment Guarantee Programme (RLEGP).

The Rural Landless Employment Guarantee Programme (RLEGP) was launched on the 15th August, 1983 with the objective of generation gainful employment, creating productive assets in rural areas and improving the overall quality of rural life. The programme was funded by the Central government on 100% basis. Resources were allocated to the States/ Union Territories on the basis of the prescribed criteria giving 50% weightage to the

agricultural labours, marginal farmers and marginal workers and 50% weightage to the incidence of poverty. Wages were to be paid to the workers under the provisions of the 'Minimum Wages Act'. Part of the wages was required to be paid in the form of subsidised food grains. It was also stipulated that the wage component of a project should not be less than 50% of the total expenditure of the project. The programme included the projects of social forestry, Indira Awaas Yojana and Million Wells Scheme. The Government decided to merge NREP and RLEGP. The merger was based on the premise that the objectives and implementation these two programmes are by and large similar.

7. Rural Employment Generation Programme (REGP).

REGP, launched in 1995 with the objective of creating self -employment opportunities in the rural areas and small towns, is being implemented by the Khadi and Village Industries Commission (KVIC). Under REGP, entrepreneurs can establish village industries by availing margin money assistance from the KVIC and bank loans, for project with a maximum cost of Rs.25 lakh. Since the inception of REGP, up to 31 March 2004, 1, 86,252 projects have been financed and 22.75 lakh job opportunities have been created. Scheme for Providing Self-Employment to Educated Unemployed Youth (SEEUY). This scheme was launched with a view to provide self-employment to educated rural youth of the country. Under this scheme, a loan up to Rs. 20,000 is provided to such youth at concessional rate of interest and the bank is responsible for the implementation of programme. Rate of interest is fixed at 10% per annum for backward districts and 12% per annum for other districts. From 1994-95 onwards, present scheme of Self-Employment for Educated Unemployed Youth (SEEUY) has been integrated into Prime Minister's Rozgar Yojana (PMRY).

8. Self-Employment Programme for Urban Poor (SEPUP).

This programme is launched with a view to provide self-employment to the poor youth in urban and semi-urban areas. Under this programme, bank loan is provided to such youth at concessional rate of interest and the bank is responsible for the implementation of the programme.

9. Prime Ministers Rozgar Yojana for Educated Unemployed Youth (PMRY).

PMRY was started in 1993 with the objective of making available self-employment opportunities to the educated unemployed youth by assisting them in setting up any economically viable activity. By the end of 2005-06, about 20 lakh units have been set up under the PMRY, creating 30.4 lakh additional employment opportunities. While the REGP is being implemented in the rural areas and small towns (population up to 20,000) for setting up village industries without any cap on income, educational qualification or age of the beneficiary. PMRY is meant for educated unemployed youth with family income up to Rs. 40,000 per annum, in both urban and rural areas, for engaging in any economically viable activity. From 1994-95 onwards, scheme for self-employment for educated unemployed youth (SEEUY) has been integrated into this scheme.

10. Swarn Jayanti Sahari Rozgar Yojna (SJSRY).

In December 1997, the Urban Self-Employment Programme (USEP) and the Urban Wage Employment Programme (UWEP), which are the two special components of the SJSRY, substituted for various programmes operated earlier for urban poverty alleviation. In SJSRY is funded on the same sharing basis as IAY and SGSY. The number of urban poor assisted for setting up micro group enterprises in 2005-06 was 0.98 lakh against a target of 0.80 lakh, while in 2006-07. Against a target of 1.20 lakh, 0.53 lakh was achieved by December 31, 2006. The number of urban poor imparted skill training year, against a target of 1.50 lakh, 0.72 lakh was achieved by was 43.48 lakh in 2005-06 and 1.78 lakh up to December 31, 2006.

11. Swarn Jayanti Gram Swarozgar Yojna (SJGSY).

SJGSY, a self -employment generation programme, was launched on April 1, 1999 by restructuring the earlier integrated Rural Development Programme (IRDP) and allied programmes. The emphasis of SJGSY is on poverty alleviation, capitalising advantages of group lending and overcoming the problems associated with a multiplicity of programmes. The scheme is implemented on a cost-sharing basis between the Centre and States in the ratio of 75:25 and 90:10 ratio is for north-eastern states. Till December 31, 2009, 36.78 lakh self- help groups (SHGs) are formed and 132.81 lakh Swarozgaris got assisted with a total outlay of Rs.30,896.08 crore.

12. Sampoorna Grameen Rozgar Yojna (SGRY).

SGRY, launched on September 25, 2001 to provide additional wage employment in rural areas, has a cash and food grains component. The cash-component of SGRY is funded on the same sharing basis as IAY and SJGSY, while food-grains are provided free of cost to the States and UTs. In 2005-06, 82.18 crore person days of employment were generated with the Centre releasing Rs.5497.43 crore as cash component and about 37.30 lakh tonnes of food grains to the States/UTs. Besides, under the special component of SGRY, with the state/UTs meeting the cash components, the Centre released 15.64 lakh tonnes of food grains to the 11 calamity affected States. In 2006-07 up to October 31, 2006, the number of person – days of employment generated under SGRY was 18.41 crore while the Centre's contributions in terms of cash and food grains component up to December 31, 2006 were Rs.2,762 crore and 16.67 laks tonnes, respectively. Under the special component, about 4.44 lakh tonnes of food grains have been released to calamity – hit States in current year up to December 2006.

13. Integrated Rural Development Programme (IRDP).

The Integrated Rural Development Programme (IRDP) launched in 1978-79 and extended all over the country in 1980-81 was essentially conceived as an antipoverty programme under the Sixth Five Year Plan. It, however, through a programme of asset endowment also meant to provide self-employment in a variety of activities like sericulture, animal husbandry and land-based activities in the primary sector; weaving, handcrafts, etc., in the secondary sector; and service and business activities in the tertiary sector. Under the Plan, the IRDP aimed at covering 15 million families in all the blocks of the country.

14. National Rural Employment Guarantee Scheme (NREGS).

All the above programmes could not achieve its objectives at expected level. Hence the state has come up into new idea of employment guarantee for rural youths with name NREGS with form of legitimacy. With the NREGA Act being passed in September, 2005 the NREGS was implemented since February 2, 2006 in 200 identified districts of the country with an objective of providing 100 days of guaranteed unskilled wage employment to each rural household opting for it. The ongoing programmes of SGRY and National Food for Work Programme (NFWP) have been subsumed under NREGS in the districts. NREGS was extended to 300 districts in 2007-08. The coverage extended to all rural districts of the country in 2008-09. As against the budgeted outlay of Rs.39,100 crore for the year 2009-10,

an sum of Rs.24,758.50 crore has been released to the States/UTs till September 2009. During the year 2009, nearly 4.34 crore households have been provided employment under the scheme. Out of the 182.88 crore person days created under the scheme during this period 29 per cent and 22 per cent of SC and ST population respectively and 50 per cent in favour of women. The NREGS, a demand-driven scheme, has its focus on works relating to water conservation, drought proofing (including afforestation and plantation), land development, flood control and rural connectivity in terms of all – weather roads etc.

C) Women Empowerment

This program has gave 50 percent weightage to women empowerment by providing employment and making them part in the decision making in the schemes. The Women Empowerment refers to the creation of an environment for women where they can make decisions of own for their personal benefits as well as for the society. The Women play a very crucial role in the development of society as well as development of economy. The Woman is the lead planner of the family, a trainer; supplier of labour power and playing focal role in the development of agriculture, industry, service sector, socio-culture. They creates a civilized society. The Women contribute directly or indirectly for economic development. In a society, women are the weakest links, so that they may be strengthened for strengthening the society as a whole and that is possible only by empowering them. *Nehru said, "Women should be uplifted for the up-liftment of the nation. If a women is uplifted, society and nation will be uplifted."* Women empowerment is critical to the process of development of the community. Empowerment of women is essential to harness the women labour in the mainstream of economic development. *Swami Vivekanand said that "There is no chance for the welfare of the world unless the conditions of the women are improved"*. It is not possible for a bird to fly on one wing (Yojana, Aug. 2015). Women have to play an important role in the building up the economy. Women from almost one half of the world's population constituting the visible majority of the poor. Women either solely or largely support an increasing number of families. Women experience poverty more than man. When money is given to men, it may not benefit the family but when women manage money, it is found to be better utilized. Projects aiming to improve the living conditions of the poor cannot, therefore be effective unless women participate in their formulation and implementation as contributors as well as beneficiaries. "Increasing women's capabilities and empowering them is the surest way to contribute to economic growth and overall development." Women empowerment has

received attention of the government right from the beginning of Indian planning. Bringing women into the mainstream of development has thus been major concern of the government since independence. In order to empower and bring them into the mainstream, an enabling environment with requisite policies and programmes, institutional mechanisms at various levels and adequate financial resources has all along been tried to be created.

Though the nature has given the power of reproduction especially to the women, the socio-economic status of women is so poor and the incidence of poverty is more on woman only. Women constitute half the human resources and thus the economic wealth of the country and if about half the nation's human resource is neglected, the overall progress of the country would obviously be hampered. Recognizing the need for involving women in various development activities, the Government of India has initiated several affirmative measures by way of programmes and schemes to bring them into the mainstream of development. These affirmative actions have brought about perceptible changes in the socio-economic conditions of women. The literacy rate of females, which was 8.86 percent in 1951 rose to 54.16 percent in 2001 and 65 percent in 2018. Women's work participation rate, which was 19.7 percent in 1981, rose to 25.7 percent in 2001 and 27 percent in 2018. The data base also brings out the areas where the progress has been slow if not retrograde. Nearly 50 percent of women get married before they attain 18 years of age, and 57.9 percent are pregnant women and 56.2 percent are married women suffer from anaemia. Maternal Mortality Rate (MMR) is quite high, 130 maternal deaths per 100,000 live births in 2018. Empowering women is the only solution for all questions. Her potential hidden power is to be utilized for which, her status in the society must be improved and economically and socially she should be strengthened. Woman is educated and empowered, her potential power can be utilized for the economic development. Mahatma Gandhi says, "You educate a man, you educate an individual. You educate a woman, you educate an entire family".

Main Features of Women Empowerment: Women empowerment process has certain features like 1. Women empowerment is giving power to women; it is making women better off. 2. Women empowerment enables a greater degree of self-confidence and sense of independence among women. 3. Women empowerment is a process of acquiring power for women in order to understand her rights and to perform her responsibilities towards oneself and others in a most effective way. 4. Women empowerment gives the capacity or power to resist discrimination imposed by the male dominated society. 5. Women empowerment

enables women to organize themselves to increase their self-reliance. 6. Women empowerment provides greater economy to women. 7. Women empowerment means women's control over material assets, intellectual resources and ideology. 8. Women empowerment challenges traditional power equations and relations. 9. Women empowerment abolishes all gender based discrimination in all institutions and structure of society. 10. Women empowerment means participation of women in policy and decision making process at domestic and public levels. 11. Women empowerment means exposing the oppressive power of existing gender and social relations. 12. Empowerment of women makes them more powerful to face the challenges of life, to overcome the disabilities, handicaps and inequalities. 13. Empowerment of women enables women to realize their full identity and power in all spheres of life. 14. Empowerment also means equal status to women. 15. Empowerment also means providing greater access to knowledge and resources, greater autonomy in decision making, greater ability to plan their lives and freedom from the shackles imposed on them by custom belief and practice. 16. Women empowerment occurs within sociological, psychological, political, cultural, familiar and economic spheres and various levels such as individual, group and community. 17. Empowerment of women is an on -going dynamic process which enhances women's abilities to change the structures and ideologies that keep them subordinate. 18. Women empowerment is a process of creating awareness and capacity building.

Hence, Empowering of women pre- supposes a drastic, dynamic and democratic change in the perception of and expectation from women in our society. There is a need of social, political, economically and cultural empowerment of women simultaneously to remove this cruel cycle in which Indian women have been entrapped very badly. The actual truth is dreadful conditions and exploitation of women specially women from deprived section of the society and those belonging to rural areas. To help women to attain economic independence is the first priority for such a change. When a women to attains economic independence she naturally becomes the mistress of her own body and author of her own decisions. To achieve this, there is a need for Women Empowerment.

The empowerment is an aid to help women to achieve equality with men or, at least, to reduce gender gap considerably. Without empowerment certain social roles cannot be performed. Women play a distinct role in the economic development. She is the chief architect of family, the first teacher; supplier of labour power and by playing main role in the

development of agriculture, industry, service sector, socio-culture etc. creates a civilized society. In the visible and invisible form women contribute for economic development. The nature has given the biological power of reproduction especially to the women. She can create social, cultural and economic wonders. Even then the socio-economic status of women is so poor. Often the women are victimized in the cases like rape, dowry harassments, sexual harassments, kidnapping, female infanticides and sex selective abortions, domestic violence, trafficking, etc. The verdicts of many of such cases go against women because of the non - availability of witness, discontinuation of suits, difficulty of proving the incidents etc. Hence she should be strengthened and her status should be improved; she should be physically, mentally, economically, socially, politically and culturally strengthened so that the country can make use of hidden potential power for the economic development. Therefore empower the women. “You can tell the condition of a country by looking at the status of its women” said Jawaharlal Nehru. Empowerment of women has become the solution to many societal problems, said Rameshwari Pandya (2008).

Empowerment of women is recognized globally as a key element to achieve progress in all area. The charter of United Nations signed in 1943 is the first international agreement that proclaimed gender equality as a fundamental right. Ever since there had been many convections, programmes and goals to help women conferring on them human rights which are universal, indivisible, interdependent and interrelated. In order to promote development of women and to protect their rights, the General Assembly of U.N. adopted, Conventions on the elimination of discrimination against women on 18th December 1979 which came into force on 3rd September 1981. The conventions also took notice of particular problems faced by rural women and their significant role in survival of their families. So all states to the convention agreed to take appropriate measures to enable rural women to participate and benefit from rural development. In spite of many conventions and time bound measurable goals, world statistics speak of deplorable state of women that is a cause of concern. The census of 2018 demonstrates that the present sex proportion of India, 943 females per 1000 males is still far from satisfactory. Women’s contribution in the state assemblies and Parliament was just 8 to 10% respectively. Today, women are missing the chances in different fields of employment and are segregated on account of they are women. The incidence of rape and cruel attacks is alarming. Empowerment is the helping tool for women to attain equality with men and to reduce gender bias noticeably. Women play an important

role in the development of different sectors and contribute for economic improvement in the visible and invisible form. In term of every indices of development and socio-economic, women have faced worse than men, in all regions and in all strata of the population.

Hence the need and importance of women empowerment can be looked up on in the following direction, (a) as women constitute 70 percent of the world's poor population or almost 900 million of the 1.3 billion people who live in absolute poverty. Two-thirds of the world's illiterate population of 876 million people are women. They produce 50 percent of the food worldwide but receive only 10 percent of the incomes. (b) Earnings: Women's average earnings are consistently lower than those of men but in the unorganized sector, which account for 94 percent of economically active women, earning are even lower. (c) Health: In terms of food intake, women suffer greater deprivation intra familiarly (women eat last as part of the culture of self-effacement and services to other and if there is insufficient food the men and children get fed first and the women do without). A very systematic sex bias is also reflected in higher nutritional or caloric deficiency among girls via-via boys. (d) Education: nearly 960 million illiterate persons in the world, 640 million or 2/3rd are women. In 2001, the literacy rate of women has increased to 54.16 and 65.4% in 2018 still it is lower than male literacy rate. School enrolment figures for girls have been - and continue to be lower than for boys at all stages and ages, and the drop- out rates also higher for girls at every stages from primary to high school. (e) Politics: Political space has always been monopolized by men. Representation of women among member of parliaments and state legislations has never exceeded 7 percent and has remained around 5 percent over the years despite the increasing visibility of women. Women's representation at the higher rungs of the decision-making position has also been consistently low. (f) Socio-cultural Factor: The cultural construct of son preference adds to the psychological diffidence of the female child, dowry deaths, violence against women has its roots in the subordination of women at the social level and their vulnerability has not decreased but increased in developing economics as a consequence of social disruptions backlash and a general degeneration values etc.

Hence Women and children represent more than two third of the country's population, and therefore, their concerns are placed high on the priority list of the country's development agenda. After Independence the government of India was mainly adopted the welfare oriented approach as far as women's issues were concerned. In Five Year Plan, there was shift in the approach from 'welfare' to 'development'. The new approach integrated

welfare with development services. The government formulates policies and programmes and enacts and amends legislation related to women empowerment. These programmes are in the areas of training and capacity building, employment and income generation, welfare and support services, awareness generation and gender sensitisation.

Policies and Programmes for Women Empowerment

In the process of poverty eradication and reducing gender discrimination, the governments have been implementing various schemes and programmes providing ways and means towards women development and empowerment. SHGs movement among such programmes has been proved successful in fulfilling its objectives. However, it is felt that the other schemes and programmes do have their prominent part in the process of women development and empowerment and which are being successfully implemented. In this regard the schemes and programmes intended for women development are briefed here under.

a) Swa-Shakti programme: The project jointly founded by World Bank and the Government of India was launched in October, 1999. The objective of the program was to bring out socio-economic development and empowerment of women through promotion of women SHGs, micro credit and income generating activities. The project was conceived as a Pilot Project implemented in 335 blocks of 57 districts in 9 states. The project established 17,647 SHGs covering about 2, 44,000 women. This was a Centrally Sponsored Project.

b) Swayamsiddha programme: It is a flagship programme of the Ministry of Women and Child Development (WCD), Government of India. It is an integrated women empowerment programme (IWEP) initiated in 2001 by merging Mahila Samridhi Yojana and recasting Indira Mahila Yojana (IMY was the first Self Help Group based women's empowerment programme of Ministry of WCD launched in 1995-96) and including other sectoral programmes meant for women empowerment. This was an integrated scheme for women empowerment through formation of Self Help Groups (SHGs) launched in February, 2001.

The long term objective of the programme was holistic empowerment of women through a sustained process of mobilization and convergence of all the ongoing sectoral programmes by improving access of women to micro-credit, economic resources, etc. This is a Centrally Sponsored Scheme. The Scheme had been able to provide a forum for women

empowerment, collective reflection and united action. The scheme was culminated in March, 2007. The programme was implemented in 650 blocks of the country and 67971 women SHGs have been formed benefiting 9, 89,485 beneficiaries. The scheme came to an end in March 2007. It is proposed to take up Swayamsidha with a wider scope during the XI Plan. The schemes of Swayamsidha and Swashakti would be merged and implemented as Swayamsidha, Phase-II in the XI Plan. The lessons learnt in Swayamsiddha and Swa-Shakti would be incorporated in the universalized Swayamsiddha giving an integrated set of training inputs relating to social and economic empowerment, including skill development and training in traditional and non-traditional sectors. The estimated requirement during the XI Plan period for both phase II of Swayamsidha as well as the IFAD Project is Rs. 3000 crores.

c) Swawlamban Programme: Economic Programme was launched in 1982-83 with assistance from the Norwegian Agency for Development Corporation (NORAD). NORAD assistance was availed till 1996 – 97 after which the programme is being run with Government of India funds. The objective of the programme is to provide training and skills to women to facilitate them to obtain employment or self- employment on sustained basis. The target groups under the scheme are the poor and needy women, women from weaker sections of the society such as Scheduled Castes and Scheduled Tribes etc. In order to ensure more effective implementation and for better monitoring/evaluation of the scheme, it has been transferred to the State governments from 1st April 2006 with the approval of Planning Commission.

2. Supports to Training and Employment Programme (STEP)

This programme seeks to provide skills and new knowledge to poor women in the traditional sectors. Under this project, women beneficiaries are organized into viable and cohesive groups or cooperatives. A comprehensive package of services such as health care, elementary education, crèche facility, market linkages, etc. is provided besides access to credit. Skill development is provided in ten traditional skills amongst women. This is a Central Scheme launched in 1987. The Ministry is at present getting the programme evaluated. Based on the results of the evaluation, the scheme is proposed to be revamped. Further, the possibilities of providing training and skills to women both in traditional and non-traditional sectors and integrating with Rashtriya Mahila Kosh for credit linkages are

being considered. A sum of Rs. 240 crores is proposed for the scheme in the XI Plan. Support Services for Needy Women

a) Hostel for Working Women: The Scheme of Hostel for Working Women envisages provision of safe and affordable hostel accommodation to working, single working woman, women working at places away from their home-town and for women being trained for employment. The scheme has been revised with following salient features: First is financial assistance for construction of hostel building to be given only on public land. Second is financial assistance available for rent of the hostels runs in rented premises also. Third is, Provision for maintenance grant of hostel building (maximum 5.00 lakh) and one-time non-recurring grant for furnishings Rs. 7500/- per beneficiary.

b) Crèches: The Ministry runs a scheme of crèches that caters to the children of poor working women or ailing mothers. This provides a great help to women who are working as their children are being provided a safe environment when they are at work. The scheme is being covered in the Report of the Working Group on Child Development of this Ministry.

3. Relief, Protection and Rehabilitation to Women in Difficult Circumstances

a) Swadhar scheme: This scheme was launched in 2001-2002 for providing relief and rehabilitation to women in difficult circumstances. The main objectives of the scheme are as follows: First objective is to provide primary need of shelter, food, clothing and care to the marginalized women/girls living in difficult circumstances who are without any social and economic support. Second objective is to provide emotional support and counselling to women. Third objective is to rehabilitate destitute women socially and economically through education, awareness, skill up-gradation and personality development. Fourth objectives is to arrange for specific clinical, legal and other support for women/girls in need of those interventions by linking and networking with other organizations in both Government and non-Government sectors on case to case basis. Beneficiaries covered under the scheme are widows deserted by their families, women prisoners released from jail, women survivors of nature disaster, trafficked women, women victims of terrorist/extremist violence, mentally challenged etc.

b) Compensation to Rape Victims: The honourable Supreme Court in Delhi Domestic Working Women's Forum vs. Union of India and others writ petition (CRL) No. 362/93 had directed the National Commission for Women to evolve a 'scheme so as to wipe out the tears of unfortunate victims of rape'. Accordingly NCW has drafted a scheme titled "Relief to and Rehabilitation of Rape Victims". It is proposed to initiate the scheme in the XI Plan. The budgetary requirement for the scheme in the XI Plan is estimated as Rs. 250 crores.

c) Rajiv Gandhi Scheme for Empowerment of Adolescent Girls-Sabla: Rajiv Gandhi Scheme for Empowerment of adolescent Girls- Sabla, is a centrally sponsored program of government of India initiated 1 April 2011 under ministry of women and child development. It is a comprehensive scheme for the holistic development of adolescent girls (AGs) of 11-18 years called Sabla was introduced in 2010. This program is being implemented in 205 selected districts across the country. The target group would be subdivided into 11- 15 and 15-18 years.

The objectives of the program are: Enable the adolescent girls for self-development and empowerment, Improve their nutrition and health status, Promote awareness about health, hygiene, nutrition, adolescent reproductive and sexual health (ARSH) and family and child care, Upgrade home-based skills, life skills and integrate with the National Skill Development Program (NSDP) for vocational skills, Mainstream out of school adolescent girls into formal/non formal education, Provide information/guidance about existing public services such as PHC, CHC, Post Office, Bank, Police Station, etc. Rajiv Gandhi Scheme for Empowerment of adolescent Scheme has replaced the Nutrition Programme for Adolescent Girls (NPAG) and Kishore Shakti Yojana (KSY).

d) Pradhan Mantri Matru Vandana Yojana (PMMVY): The scheme was launched in 2010 as Indira Gandhi Matritva Sahyog Yojana (IGMSY). It was renamed as Matritva Sahyog Yojana in 2014 and again as Pradhan Mantri Matru Vandana Yojana (PMMVY) in 2017. It is a maternity benefit program run by the government of India. It was introduced in 2016 and is implemented by the Ministry of women and Child Development. It is a conditional cash transfer scheme for pregnant and lactating women. It provides a partial wage compensation to women for wage-loss during childbirth and childcare and to provide conditions for safe delivery and good nutrition and feeding practices. In 2013, the scheme was brought under the National Food Security Act 2013, to implement the provision of cash

maternity benefit of ₹6,000 (US\$83) stated in the Act. Presently, the scheme is implemented on a pilot basis in 53 selected districts and proposals are under consideration to scale it up to 200 additional 'high burden districts' in 2015-16. Previously the pregnant women were given 6000 but in PMMVY they receive 5000 in three instalments. The scheme, rechristened Maternity benefits programme is set to cover the entire nation. Prime Minister Narendra Modi in his 2017 New Year's speech, announced that the scheme will be scaled up to cover 650 districts of the country. The announcement assumes significance as India accounts for 17% of all maternal deaths in the world. The country's maternal mortality rate is pegged at 130 per 100,000 live births, whereas infant mortality is estimated at 43 per 1,000 live births. Among the primary causes of high maternal and infant mortality are poor nutrition and inadequate medical care during pregnancy and childbirth. Objectives of this schemes are; Promoting appropriate practice, care and institutional service utilization during pregnancy, delivery and lactation, Encouraging the women to follow (optimal) nutrition and feeding practices, including early and Exclusive breastfeeding for the first six months; and Providing cash incentives for improved health and nutrition to pregnant and lactating mothers. Eligibility conditions are, all pregnant women of 19 years of age and above were eligible for conditional cash transfer benefits of 4,000 (US\$56) to paid in three instalments . After the implementation of National Food Security Act the amount has been revised to 6,000 (US\$83) to be paid in two instalments of 3,000 (US\$42) each.

4. National Mission for Empowerment of Women (NMEW): The Ministry launched the National Mission for Empowerment of Women (NMEW) in March, 2010 for coordinated assessment of current Government interventions and aligning future programmes so as to translate the National Policy on Empowerment of Women (NPEW) prescriptions into reality. The Mission was operationalized during 2011-12, with setting up of a National Resource Centre for Women (NRCW) within the Ministry. The Institutional mechanism under the Mission was operationalized with the setting up of the National Unit headed by the Additional Secretary and Mission Director. The State level institution consists of the State Mission Authority (SMA) and State Resource Centre for Women (SRCW), which works in co-ordination with NMEW. As on date, 21 States have set up SRCWs.

5. Women Empowerment and Livelihood Programme

a) Priyadarshini Scheme: Priyadarshini scheme was started in 1989. Launched by the Bank of India, this scheme provides loans to women entrepreneurs without any collateral, provided the loans and help the women entrepreneurs to grow more independent and successful. This programme was launched in 13 blocks spread over 5 districts in Uttar Pradesh and 2 districts in Bihar. The Programme aims at holistic empowerment (economic and social) of vulnerable groups of women and adolescent girls in the project area through formation of women's Self Help Groups (SHGs) and promotion of improved livelihood opportunities. Over 1, 00,000 households are to be covered under the project and 7,200 SHGs will be formed during the project period ending 2016-17. National Bank for Agriculture and Rural Development (NABARD) is the lead programme agency for the implementation through engagement of Resource NGOs and Field NGOs (FNGOs).

b) Pradhan Mantri Ujjawala Yojana: This scheme was launched by the Ministry on 4 December, 2007 and is being implemented mainly through NGOs. Pradhan Mantri Ujjawala Yojana is the scheme of the Ministry of Petroleum & Natural Gas for providing LPG connections to women from Below Poverty Line (BPL) households. The Scheme has five components—Prevention, Rescue, Rehabilitation, Re-Integration and Repatriation of trafficked victims for commercial sexual exploitation. Some of the activities under the Scheme are: first is, Formation of community vigilance groups, adolescents groups, awareness creation and preparation of IEC material, holding workshops, etc. Second is, Safe withdrawal of victims from the place of exploitation. Third is, Rehabilitation of victims by providing them safe shelter, basic amenities, medical care, legal aid, vocational training and income generation activities. Fourth is, Re-integration of victims into society. Fifth is, to provide support to cross-border victims for their safe repatriation to their country of origin. Providing LPG connections to BPL households will ensure universal coverage of cooking gas in the country. This measure will empower women and protect their health. It will reduce drudgery and the time spent on cooking. It will also provide employment for rural youth in the supply chain of cooking gas. Under the scheme, 5 crores LPG connections are to be provided to BPL households. The scheme provides a financial support of Rs 1600 for each LPG connection to the BPL households. The identification of eligible BPL families will be made in consultation with the state Governments and the union Territories. The selection of beneficiaries would be from the BPL families only, preference would be given to SC/ST and weaker sections of society. Providing the new connections to BPL households, priority would be given to the states which have lower LPG coverage as on 1st January, 2016. Release of LPG connection under this scheme shall be in the name of the women belonging to the BPL family.

Now, poor families who could not get a connection subject to fulfilling the eligibility norms and furnishing required documents.

6. Recognition of women

Stree Shakti puraskar scheme: Stree Shakti Puraskar, the predecessor of the Nari Shakti Puraskar, was instituted in the year 1991. It carried a cash prize of ₹100,000 and a citation. The Stree Shakti Puraskar was given in the same six categories as the Nari Shakti Award. Indian women have taken on different roles and excelled in many fields. In most cases, success has been achieved, to recognize such success stories publicly so that these women become role models for the further generations of Indian women, the Government of India has instituted six national awards titled 'Stree Shakti Puraskar'. Five of these awards given in the names of Jhansi Ki Rani Lakshmi Bai, Kannagi, Rani Gaidnliu Zeliang, Devi Ahilya Bai, and Mata Jija Bai were instituted in 1999. Another sub- category of Stree Shakti Award, which is named after Rani Rudramma Devi, has been added from the year 2007.

Hence, the state has launched several programmes to reduce the women poverty and vulnerability of women. One such women friendly programme is Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) which was enacted in 2005. Various programmes of the Ministry of Rural Development are formulated. These programmes have special components for women. Major schemes, having women's component, implemented by the Ministry include the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Swarnjayanti Gram Swarozgar Yojana (SGSY) now restructured as National Rural Livelihood Mission (Aajeevika) and the Indira Awaas Yojana (IAY). The implementation of these programmes is monitored specifically with reference to coverage of women. These comprise the National Rural Employment Programme, Rural Landless Employment Guarantee Programme, Jawahar Rojgar Yojana (JRY) 1989-1990; Employment Assurance Scheme (EAS) 1993-99. Jawahar Gram Samridhi Yojana (JGSY) 1999-2002; Sampoorna Grameen Rojgar Yojana (SGRY) 2001; National Food for Work Programme (NFFWP) 2004. Among these programmes, the SGRY and NFFWP have been merged with NREGA in 2005. The MGNREGA program was introduced after nearly 56 years of experience of employment programmes including both Centrally Sponsored Schemes and those launched by State Governments. The Act was implemented in 130 districts and added in 2007–08. With its spread over 625 districts across the country, the flagship program of the UPA Government has the potential to increase the purchasing power of rural poor, reduce

distress migration and to create useful assets in rural India. Also, it can foster social and gender equality as 23 per cent workers under the scheme are Scheduled Castes, 17 per cent Scheduled Tribes and 50 per cent women. In 2010–11, 41 million households were employed on NREGA worksites. The Act was passed with an aim of enhancing the purchasing power of the rural people of below the poverty line.

MGNREGS plays a significant role to meet the practical as well as strategic needs of women's participation. It became a beacon of light in the empowerment of the rural women and contributed substantially for the increased living and economic conditions by creating equal wages to male and female workers. Active participation of any community in the development process is recognized as a tool for its empowerment. In Indian social set up, the participation of women in the development process has to be ensured through tangible measures taken at various levels for their overall development. The government has to make adequate provisions in its policies and programmes, through which it is to be ensured that the women of the country are not only empowered but also become active participants in the development process in the country. The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, guarantees 100 days of employment in a financial year to any rural household whose adult members are willing to do unskilled manual work. The Act has come into force with effect from February, 2006 in 200 districts initially and later on, it was extended to all the rural districts of India from the financial year 2008-09.

Empowerment of women is also a most important part of the MGNREGA. Women Empowerment is a process aimed at changing the nature and direction of systematic forces, which marginalize women and other disadvantaged sections. The gender is being an inevitable push factor for growth and development of India. A large segment of women suffers deprivation and discriminatory attitudes. It is necessary to mobilize the vast women power, if the country has to progress in all sphere of development. In spite of the draw backs in the implementation of the legislation, significant benefits have already started accruing to women through better access to local employment, at minimum wages, with relatively decent and safe work conditions. One such women friendly programme is Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) which was enacted in 2005. MGNREGS plays a significant role to meet the practical as well as strategic needs of women's participation. It has become a beacon of light in the empowerment of the women and substantially played major role in increasing living and economic conditions of male and

female workers. Hence, the study analyse the women participation rate in the programme and benefits of the programmes. This study will also highlight the performance of the programme in the state of U.P.

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Chapter- 3

Performance of MGNREGA Programme in Uttar Pradesh

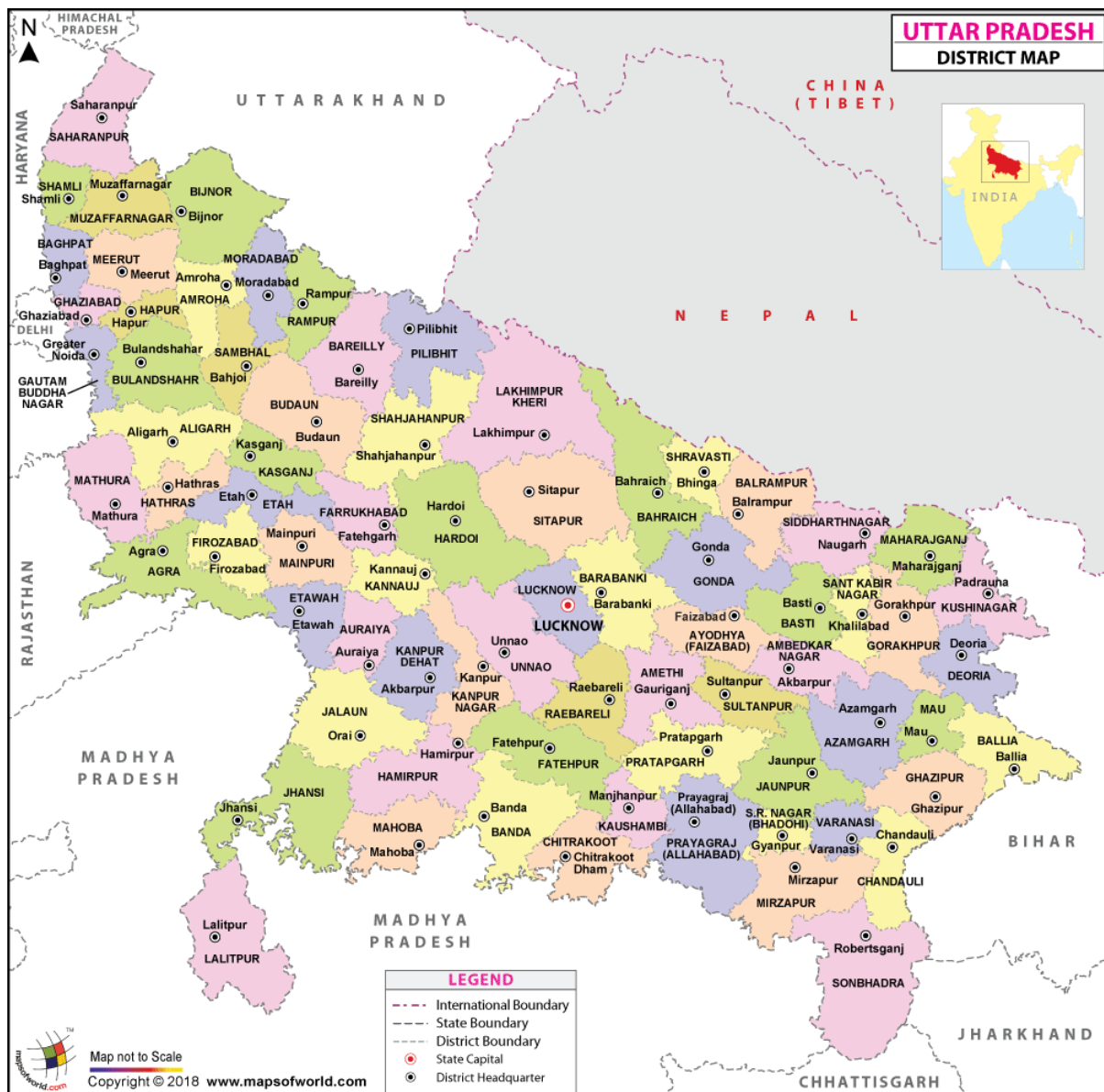
This chapter is depending on primary data and analysis. The study was taken up with a broad objective of studying the performance of MGNREGA in Auriya district of Uttar Pradesh in terms of physical assets, employment, unemployment allowances and worksite facilities. The study mainly focussed on highlighting the empowerment of women through MGNREGA programme in Uttar Pradesh in terms of wages, income, employment, and consumption expenditure and women participations in decision making of local bodies. Several government reports shows that the scheme has been more effective in creating jobs and providing employment with regular wages to BPL rural families to support their household. In the same lines the study is conducted in the district. The four villages of Auriya district in Uttar Pradesh, namely Buradana, Bhiyapur, Niyamatpur, Sugandha ka purwa are selected for my field survey to study the performance and empowerment of women. The Survey was conducted on the basis of kinds of works done, time period of work per day, payment of wages, worksite facilities for the workers, physical assets creation, and unemployment allowances. Since the study is more of a quantitative kind. The sample of 100 female workers from the villages is selected. The data were collected by the means of a well-planned and tested research schedule on the following areas of Buradana, Bhiyapur, Niyamatpur, Sugandha ka purwa to study the performance and empowerment of women through MGNREGA programme in Auriya district.

The sample size is consisting of two Panchayats of Auriya district. A sample size of 100 women workers of MGNREGA programme in Auriya district of Uttar Pradesh is taken from four villages from two Panchayats of the district. The sample of 25 women workers are taken from each villages. Data for the study were collected through interviews which is one of the most important sources of the study. The schedules for the interview are considered of closed-ended and multiple-choice questions. The interviews were conducted for focused key persons and structured survey. Structured interviews were based on study objectives for a stratified random sampling from two Panchayats selected from the one block of the district of Auriya in Uttar Pradesh.

The Panchayats were selected based on people's perception, social audit reports and focus on MGNREGA implementation, number of projects implemented. The Success areas had more MGNREGA projects implemented, whereas the non-successful Panchayats had less projects implemented in their area through MGNREGA. The interview schedule has derived opinions from direct observations. This technique is useful for providing additional information about the beneficiary and the scheme being under MGNREGA jobs through panchayat.

Profile of Uttar Pradesh

Uttar Pradesh is a state in northern India. With roughly 200 million inhabitants, it is the most population state in India as well as the most populous country subdivision in the world. It was created on 1 April 1937 as the United Provinces of Agra and Oudh during British rule, and was renamed Uttar Pradesh in 1950. The state is divided into 18 divisions and 75 districts with the capital being Lucknow. The state is bordered by Rajasthan to the west, Haryana, Himachal Pradesh and Delhi to the northwest, Uttarakhand and Nepal to the north, Bihar to the east, Madhya Pradesh to the south, and touches the states of Jharkhand and Chhattisgarh to the southeast. It covers 243,290 square kilometres (93,933 sq mi), equal to 7.34% of the total area of India, and is the fourth-largest Indian state by area. Agriculture and service industries are the largest parts of the state's economy. The service sector comprises travel and tourism, hotel industry, real estate, insurance and financial consultancies. The economy of Uttar Pradesh is the third-largest state economy in India with 15.42 lakh crores (US\$220 billion) in gross domestic product and a per capita GDP of 61,000 (US\$880). Uttar Pradesh ranks twenty eighth among Indian states in human development index. The following picture will give broad understanding of the geographical profile of the UP.



Uttar Pradesh, with a total area of 243,290 square kilometres is India’s fourth-largest state in terms of land area and is roughly of same size as United Kingdom. It is situated on the northern spout of India and shares an international boundary with Nepal. The first in the eastern tract is consisting of 14 districts which are subject to periodical floods and droughts and have been classified as scarcity areas. These districts have the highest density of population which gives the lowest per capita land. The other two regions, the central and the western are comparatively better with a well-developed irrigation system. They suffer from waterlogging and large-scale user tracts. In addition, the area is fairly arid. The state has more than 32 large and small rivers; of them, the Ganges,

Yamuna, Saraswati, Sarayu, Betwa, and Ghaghara are larger and of religious importance in Hinduism.

Profile of Auriya District

Auriya district is one of the districts of Uttar Pradesh state of India, and Auriya town is the district headquarters. It lies on the south-western portion of Uttar Pradesh and also forms a part of the Kanpur Division. On 17 September 1997 two tehsils named Auriya and Bidhuna were separated from district Etawah to form the new district named as Auriya. It is situated on National Highway 19(Mughal Road) and 64 km in the east of district headquarters of Etawah and 105 km in west of Kanpur. The district of Auriya lies in the south-western portion of Uttar Pradesh 26.4667°N 79.5167°E and also forms a part of the Kanpur Division. It borders the districts of Kannauj on the north, Etawah on the west, Ramabai Nagar district on the east, and Jalaun to the south. It has an average elevation of 133 metres (436 feet).

The Auriya District covers an area of 2,054 km², of which more than one-third is designated rural area. The main rivers which flow through the district are Yamuna and Senger. The total length of the Yamuna in the district is about 112 km. Auriya lies entirely in the Indo-Gangetic Plain but its physical features vary considerably and are determined by the rivers which cross it. Auriya district is one of the backward districts in industrial sector declared by the government of Uttar Pradesh state. Only the two town areas of Dibiyapur and Auriya, are equipped with main industries. Some Small Scale Industries are established in Auriya.

The Rice-mills and Dal-mills are working well in Dibiyapur and Auriya. Other than these mills some steel furniture and cement products and small scale industries are working in Auriya district located at different places. The raw material for these small scale industries is imported mainly from Agra and Kanpur. Mainly, the rice, pulses and desi ghee are transported at large scale to the other districts and states. In the Auriya city, the wooden furniture work on large scale and due to its cost and quality factor, the furniture has made a good place in the market of nearby districts.

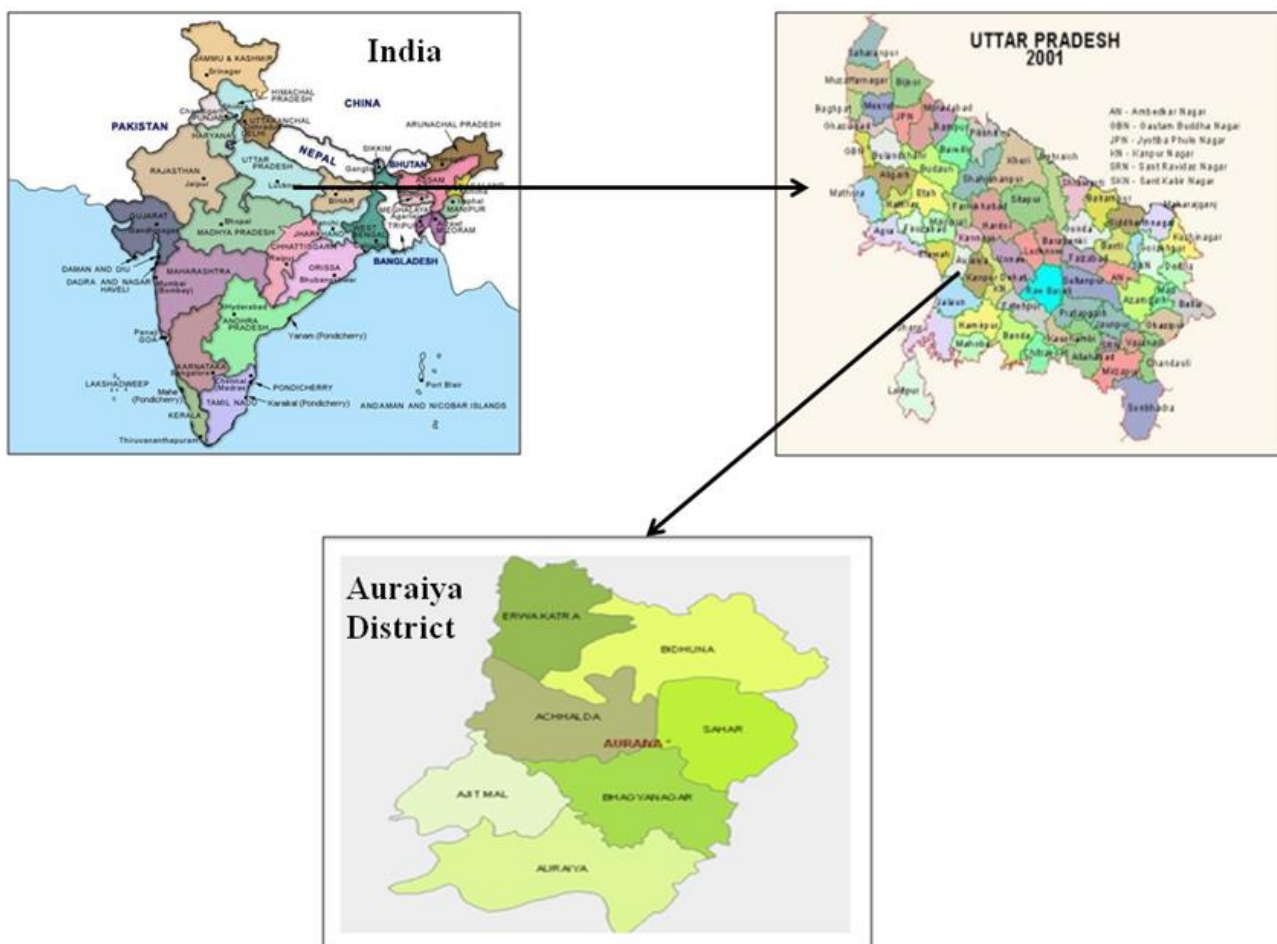
Dibiyapur is a notable industrial town of this district which has installations of India's leading Public Sector Enterprises viz. 663 MW Combined cycle power plant of NTPC, Petrochemical plant and Gas compressor station of GAIL. The Uttar Pradesh petrochemical

industries (UPPC) of Gas Authority of India Limited are located at Pata, District Auriya, and U.P. It was set up in accordance with GAIL's mission to maximise the value addition from each fraction of Natural gas.

The Main transport facility of Auriya district is Rail and Road. First is Railway services- District has 8 Railway Stations/Halt. The district is well served by its "A" graded Phaphund (Dibiyapur) railway station. The Length of Railway Line in the district is 33 km. and it comes under North Central Railway zone. Second service is Road services- Towns and villages are well equipped with a web of roads as it is the major way of transportation in the region. National Highway 19 (Mughal Road) passes from the southern part of the district. District's headquarters Auriya is at 64 km distance from Etawah and 105 km from Kanpur. Auriya Bus Station is situated on National Highway 19. Uttar Pradesh State Road Transport Corporation operates buses to all cities in Uttar Pradesh. Regular buses ply from Auriya to Kannauj, Kanpur, Agra, Allahabad and Faizabad.

According to the 2011 census Auriya district has a population of 1,372,287, roughly equal to the nation of Swaziland or the US state of Hawaii. This gives it a ranking of 357th in India (out of a total of 640). The district has a population density of 681 inhabitants per square kilometre. Its population growth rate over the decade 2001-2011 was 16.3%. Auriya has a sex ratio of 864 females for every 1000 males.

For my study area I have selected four villages from one block that is Bhagyanagar and two gram panchayat namely Burahadana and Niyamatpur bihari. From each gram panchayat I have selected two villages. From Burahadana gram panchayat two villages are selected namely, Bhiyapur and Burahadana and from Niyamatpur bihari two villages are selected namely, niyamatpur and sugandha ka purwa.



Analysis of Primary data

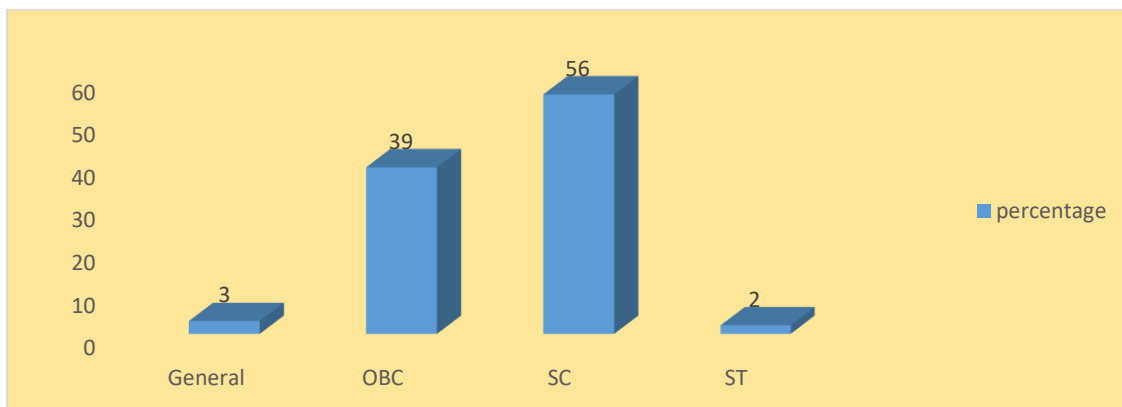
The analysis of primary data on different economic and social variables of the program and the empowerment of women workers of the program is with support of few case studies and field observations. This chapter is classified in to two ways. The first part explains the profile of the study area and the performance of the program in the district. The second part will focus on the empowerment of the women workers of the program. The performance of the program is explained in terms of assets created under the scheme of the status of the assets. The empowerment of women workers is explained in terms of socio economic conditions of

the women workers. My sample size is 100 of women workers of the program. I have selected four villages from one block of the Auriya district. From each village I have selected 25 samples of women workers like 25 samples from buradana, 25 samples from bhiyapur, 25 samples from Niyamatpur and 25 samples from Sugandha Ka Purwa.

Table 3.1 Social Category of the respondents

Caste	Workers	Percentage
General	3	3.00
OBC	39	39.00
SC	56	56.00
ST	2	2.00
Total	100	100

Graph 3.1 Social Category of the respondents



This table and graph explains the caste of the female workers. Out of 100 samples workers the highest number of workers belong to SC category. They are at 56 percent. This table explains data associated with the allocation of selected sample households by social category as it constitutes 56 percent of women workers. OBC category of sample workers covers 39 percent and only 3 percent lowest workers are found under the general category and only 2 percent workers belongs to ST category. Female workers from ST category are the lowest because ST population is low among the four villages of surveyed area.

Table 3.2 Educational Status of female workers

Education	Workers	Percentage
Primary	10	10.00
secondary	10	10.00
Higher secondary	13	13.00
Intermediate	3	3.00
uneducated	64	64.00
Total	100	100.00

This table analyses data for education status of selected female workers. Education status is divided into five categories, which make possible to classify population with the respective category. In this survey, educational qualification was based on self-reported. About 64 percent of the sample population continues to have no education, and this proportion is much higher. Table shows that only 3 percent of population had received education up to intermediate.

Table 3.3 Caste wise Educational Status of the female workers

Caste	Primary	Secondary	Higher secondary	Intermediate	Uneducated	Total
General	1	0	0	0	2	3
OBC	2	3	8	1	25	39
SC	7	7	4	2	36	56
ST	0	0	1	0	1	2
Total	10	10	13	3	64	100

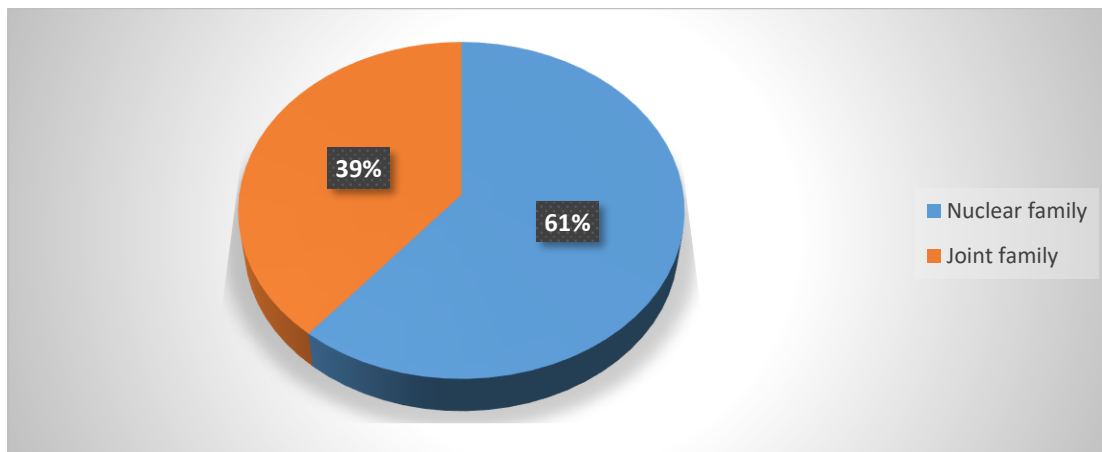
The above table explains caste wise educational qualification of the female workers. Here it is clear that the majority of the female workers belongs to SC category at 56 percent, out of which 25 percent of workers are uneducated, and only 2 percent workers are intermediate. ST category workers are at the lowest status because in my sample only 2 percent workers

belong to ST category and only 1 percent workers are educated up to higher secondary and 1 percent of workers are uneducated. It means that majority of the workers are uneducated in the villages and participating in the programs.

Table 3.4 Type of the family of the women workers

Nature of the family	Workers	Percentage
Nuclear family	61	61.00
Joint family	39	39.00
Total	100	100.00

Graph 3.4 Type of family of the women workers

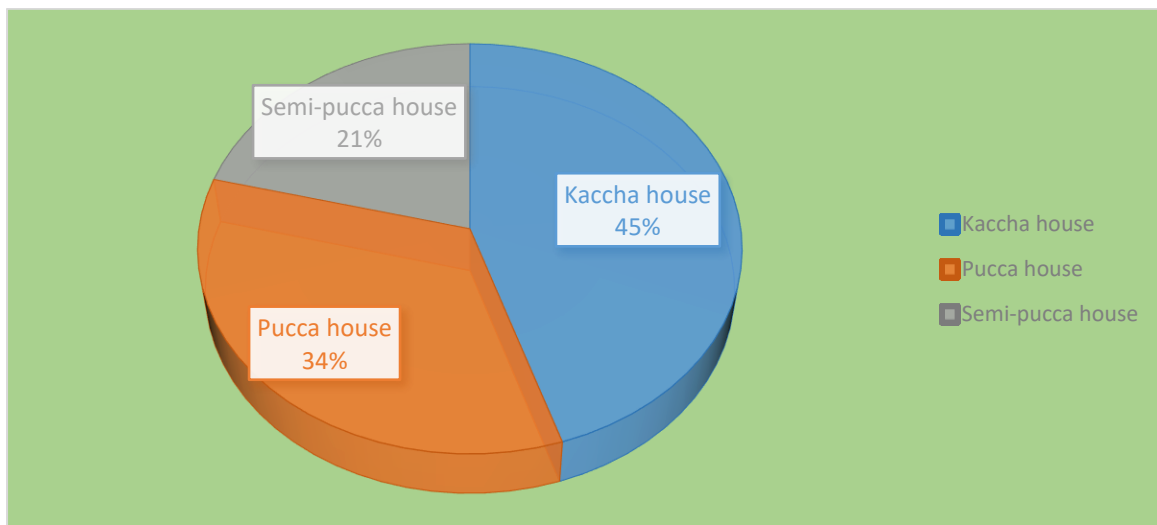


This table shows that the nature of the family of the respondents. In my 100 sample size of the households majority of the female workers are in Nuclear family i.e. 61 percent and only 39 percent of female workers are in Joint family.

Table 3.5 Type of house of the women workers

Types of housing	workers	Percentage
Kaccha house	45	45.00
Pucca house	34	34.00
Semi-pucca house	21	21.00
Total	100	100.00

Graph 3.5 Type of house of the women workers

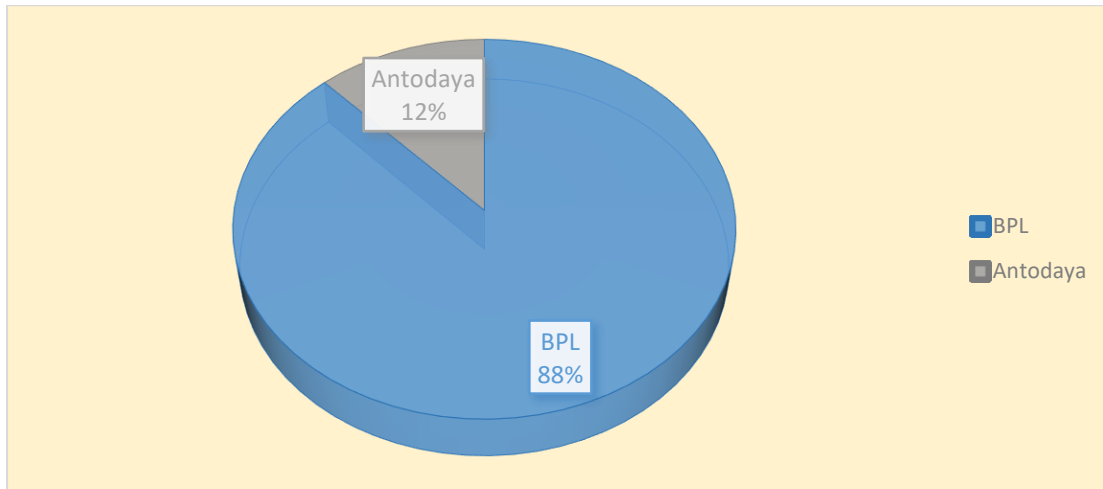


The type of the house is the symbol of socio economic status in the rural villages. The above table explains the type of housing of the women workers in the village. Housing is a basic physical need to sustain life and shows the standard of living too. In the study area, there are only three types of houses such as Kachha, pucca, semi-pucca house. Houses are made with mud, thatch and other low-quality materials are called Kaccha houses. The semi pucca houses are made with partly low-quality and partly high quality materials, and the pucca houses are made with high quality materials throughout, including the floor, roof, and exterior walls,(IIPS, 2007, p.37). it is clear in this table the nearly 45 percent of women workers are living in kaccha house while 34 percent households live in pucca houses and only 21 percent households live in semi-pucca houses. Housing characteristics of the caste reveals that majority of general caste households live in pucca house. Only one –third OBC and SC households live in pucca house and the rest in semi-pucca or kaccha houses. The majority workers are living in kaccha houses in rural village.

Table 3.6. Percentage of BPL card holders

Card	Women workers	Percentage
BPL	88	88.00
Antyodaya	12	12.00
Total	100	100.00

Graph 3.6 Percentage of BPL card holders

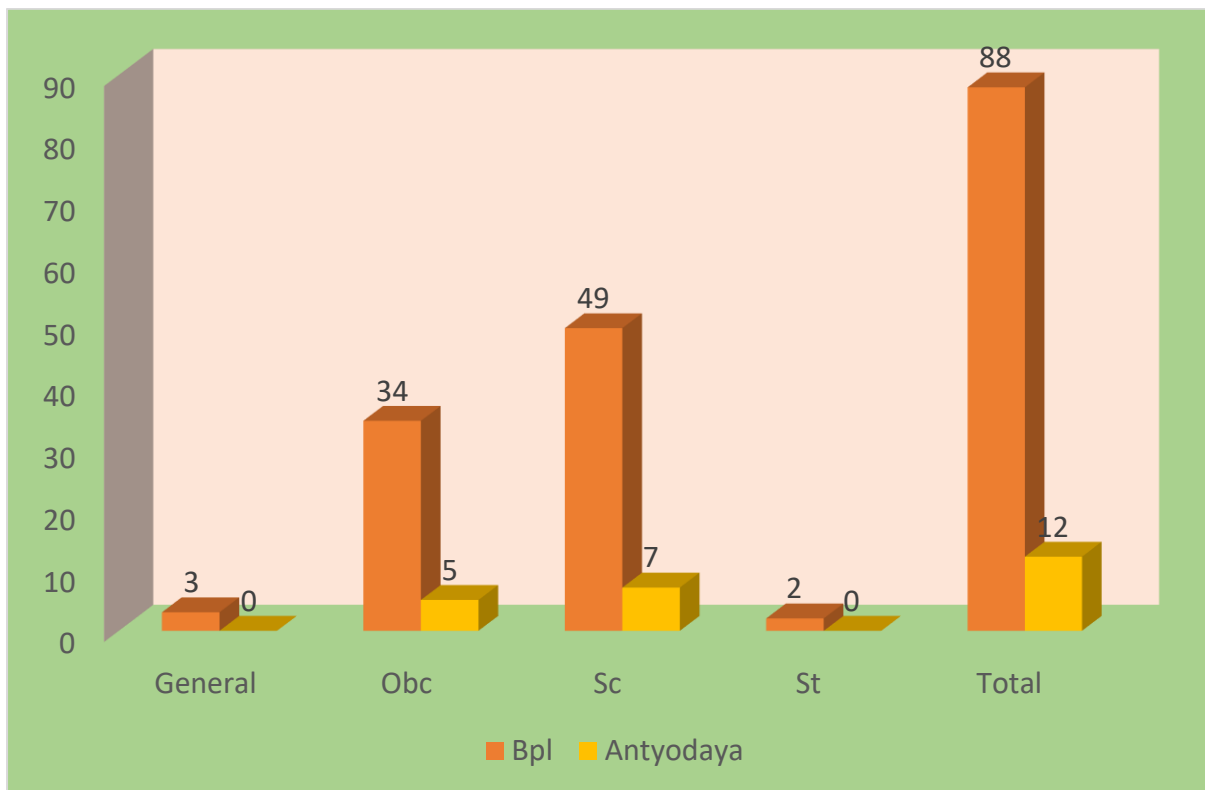


This table explains about details of the BPL card holders of women workers. This is the sign of the poverty. Nearly 88 percent of women workers are having BPL cards in the villages and only 12 percent of workers are having Antyodaya cards. It means that out of my sample 88 percent of women workers are living below poverty line in the area.

Table 3.7 Caste wise BPL card holders

Caste	BPL Cards	Antyodaya Cards	Total
General	3	0	3
OBC	34	5	39
SC	49	7	56
ST	2	0	2
Total	88	12	100

Graph 3.7 Caste wise BPL card holders



This table analyses distributions of households among different category by economic status such as Antyodaya and BPL. It is clear from the table that majority of workers found from BPL category of households at 88 percentage and there is only 12 percent workers are under MGNREGA representing Antyodaya category. Thus, it is clear from the data that workers under MGNREGA are mostly from poor background comprising in the BPL category. The Majority of SC women workers are in the castigatory BPL in the district.

Table 3.8 Percentage of women workers accessing toilet facilities

Access of Toilet	Women workers	Percentage
Access	49	49.00
In access	51	51.00
Total	100	100.00

After implementation of Swacch Bharat in all the rural areas, accessibility of toilet facilities for women is very relevance. The fact is that nearly 51 percent of population are not having access of toilet facilities in the villages and only 49 percent of population has access of toilet

facilities in the villages. It seems that the Swacch Bharat program is to be implemented extensively in the village particularly in location of poor people.

Table 3.9 Caste wise access of toilet facilities

Caste	Access	No Access	Total
General	3	0	3
OBC	19	20	39
SC	25	31	56
ST	2	0	2
Total	49	51	100

This table explains that the caste wise access of toilet facilities. Majority people belonging to SC category of workers are not having the facility whereas 25 percent says that they have toilet facilities in the villages and 31 percent says that they don't have toilet facilities and second highest population of OBC category nearly 19 percent workers have toilet facility and 20 percent don't have toilet facility. While least number of populations belongs to ST category that is 2 percent have toilet facilities.

Table 3.10 Source of Drinking water of women workers

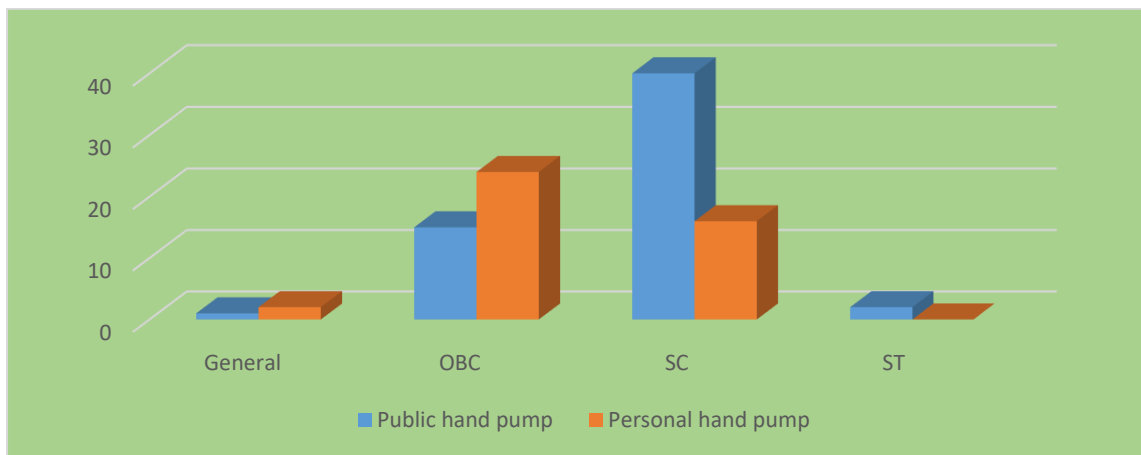
Source	workers	Percentage
Public hand pump	58	58.00
Personal hand pump	42	42.00
Total	100	100.00

This table shows that the source of water facilities in the villages. The study of the drinking water facility requires analysis of access to different sources of water. Accessibility can be looked into two ways, via public hand pump and personal hand pump. The majority of the sample households depend on public hand pump that is 58 percent of people. Personal hand pump is the next most important sources of drinking water in the villages and nearly 42 percent of households depend on personal hand pump in the villages.

Table3. 11. Caste wise source of drinking water

Caste	Public hand pump	Personal hand pump	Total
General	1	2	3
OBC	15	24	39
SC	40	16	56
ST	2	0	2
Total	58	42	100

Graph 3.11 Caste wise source of drinking water

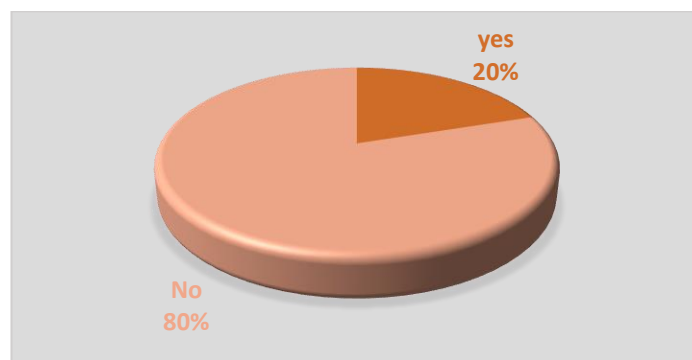


This figure shows that caste wise sources of drinking water facility. This table clearly shows that highest number of women workers belongs to SC category at 40 percent of female workers have public hand pump and 16 percent have personal hand pump. Lowest number of female workers is belongs to ST workers, where 2 percent have public hand pump. Nearly 24 workers are having personal hand pump for drinking water in the villages. The electricity connection in the villages for the rural households is important. Nearly 92 percent of women workers have electricity connection and only 8 percent does not have electricity connection in the villages. But the supply of the power is the most concern in the villages.

Table 3.12 Accessibility of Television

Television	workers	Percentage
yes	20	20.00
No	80	80.00
Total	100	100.00

Graph 3.12 Accessibility of television



The television is the social economic status in the villages now days. This table shows that the majority of the women workers do not have television in their houses in the villages. Only 20 percent of women have the facility of television. It is clear that the village people still are backward in the era of digital India. The state has to think about these people while forming policies of digital India.

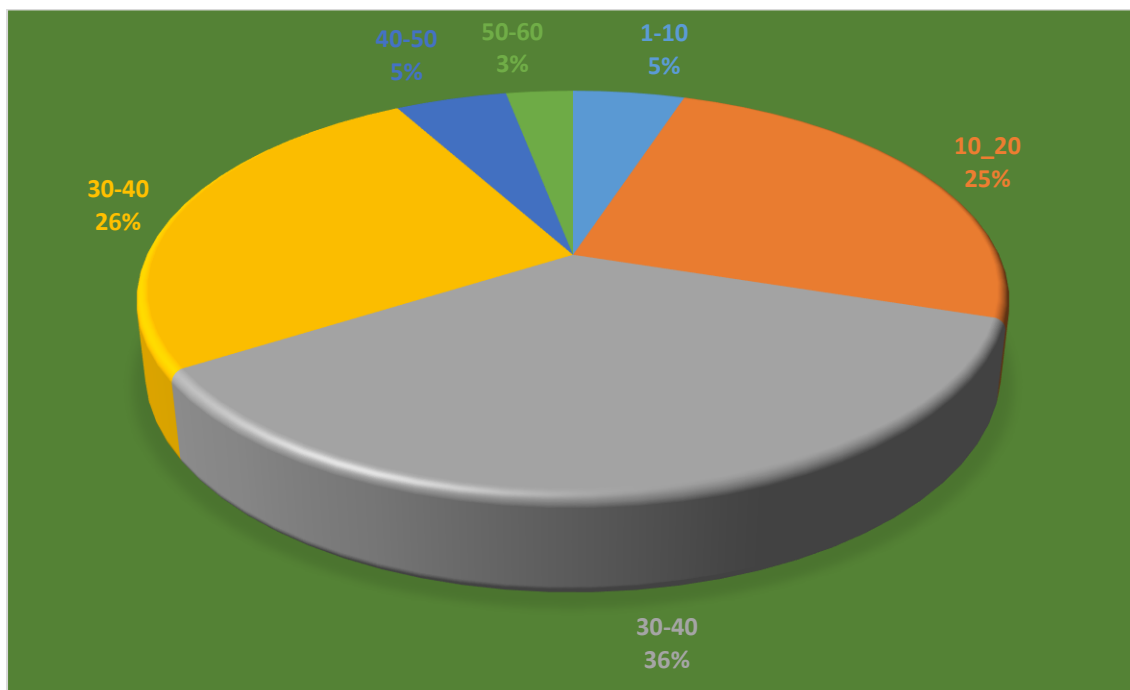
Employment

MGNREGA programme is providing employment for the rural people. In sample of 100 women workers are getting employment in the villages. However the issue is the quantity of employment for the people. It is supposed to provide 100 days employment to women workers. The success of the program is depending on achievement of the targets.

Table 3.13 Number of working days under MGNREGA

Working days	Women workers	Percentage
1-10	5	5.00
10-20	25	25.00
20-30	36	36.00
30-40	26	26.00
40-50	5	5.00
50-60	3	3.00
Total	100	100.000

Graph 3.13 Number of working days under MGNREGA



This table explains the number of working days under MGNREGA. It has mandatory of providing 100 days employment to the rural poor women workers. But data explains that the programme has never provided the 100 days employment for the people in the village. It is clear from the above table that Employment under MGNREGA only 5 percent of female workers are working only less than 10 days. Employment under MGNREGA only 25 percent of female workers are working less than 20 days. Figure shows that only 36 percent of female workers are working less than 30 days of work under the program. Only 26 percent of female workers are working less than 40 days of work under the program. Only 5 percent of female workers are getting employment for 50 days. There is only 3 percent of female labour working only 60 days in year in the village. It is very clear that the program is not fulfilling its target of providing 100 days of employment to the people in the villages.

Table 3.14 Annual income of the women workers from MGNREGA

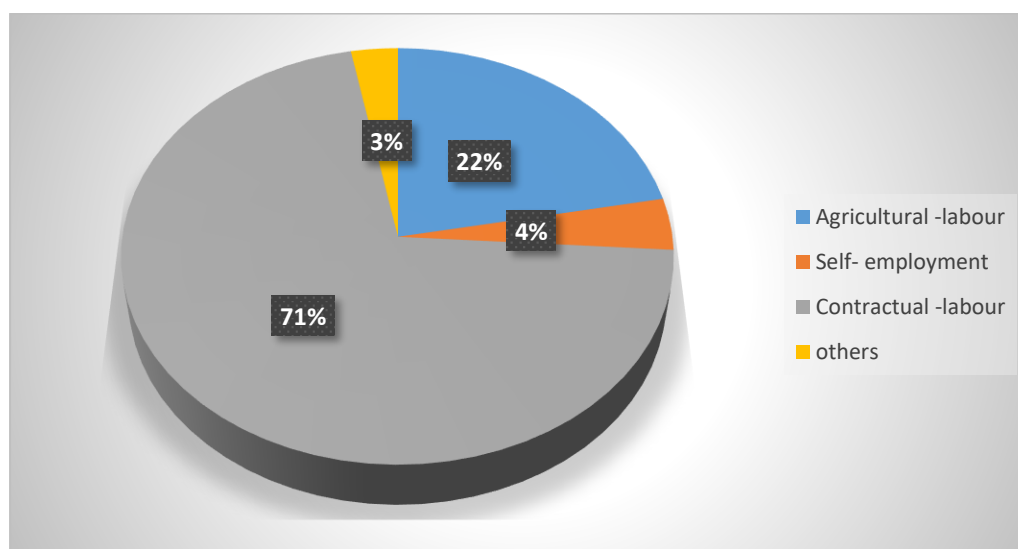
Income	Workers	Percentage
0-2000	05	5
2000-4000	25	25
4000-6000	40	40
6000-8000	26	26
8000-10000	04	4
Total	100	100.00

This table explains the range of the income of the women workers from MGNREGA. Majority of the women at 40 percent are getting income less than Rs 6000 per annum in the village. This is the highest income of the women workers in the villages. Only 4 women workers are getting income up to Rs 10000 per annum. As per the act of the program every worker is supposed to get nearly Rs 17500 per annum. Due to non-available of 100 days' work for the women worker, they are not getting the income in the villages. Further it is observed that workers should get Job card within 15 days of the application. But in reality it is hardly happening in the villages. Majority of respondents nearly 69 percent proved it. They get employment hardly within 15 days of the application. Moreover they are not sure of method of selection for the jobs. They were selected based on the application or otherwise by the panchayat. When they submitted an application for job to the Panchayats, it was noticed in most cases that there was no dated receipt issued by the panchayat for the application made by them.

Table. 3.15 Other type of Employment opportunities for women workers

Employment Opportunities	workers	Percentage
Agricultural -labour	22	22.00
Self- employment	4	4.00
Contractual -labour	71	71.00
others	3	3.00
Total	100	100.00

Graph 3.15 Other type of Employment opportunities for women workers



This table explains that employment sources in the selected villages. Majority of the respondents that is 71 percent employed in Contractual labours and only 3 percent respondents depends on others sources of employment.

Table 3.16 Gender wise family members of respondents

Gender	workers	Percent
Female	199	45.77
Male	238	54.23
Total	437	100.00

This table explains that the total number of household member is 437 of selected samples as per gender. It is found that a number of male workers are more as compared to the female workers in the villages. Male workers cover 54.23 percent of selected samples of household and female worker participants under MGNREGA consists only 45.77 percent of total workers. Data clearly indicates that the higher proportion of male workers over female in MGNREGA scheme is working in the villages.

Table 3.17 Educational level of household members of women

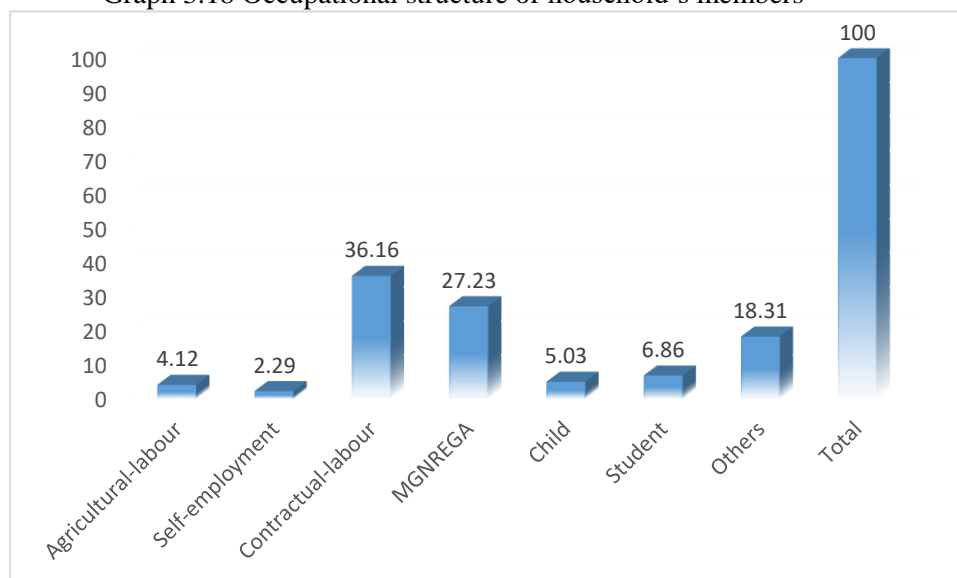
Education	workers	Percent
Primary	78	17.85
Secondary	46	10.53
Higher secondary	20	4.58
High school	30	6.86
intermediate	9	2.06
Illiterate	226	51.72
Child up to 5 years	38	6.41
Total	437	100.00

This table analyses data for education status of selected sample households. Education status is divided seven categories, which make possible to classify population with the respective category. Data revealed that highest percentage of households found under illiterate as it consists of 51.72 percent of total selected samples. Primary educational level is around 17.85 percent of total households. The lowest percent of households found under the intermediate as it consists only 2.06 percent of total households. The inference is drawn from the above data is that households under MGNREGA scheme are not having good educational qualification level as most of the households found only in primary group as compared to other educational segments. The majority members are uneducated in the villages

Table 3.18 Occupational structure of households' members

Occupations	workers	Percent
Agricultural-labour	18	4.12
Self-employment	10	2.29
Contractual-labour	158	36.16
MGNREGA	119	27.23
Child	22	5.03
Student	30	6.86
Others	80	18.31
Total	437	100.00

Graph 3.18 Occupational structure of household's members



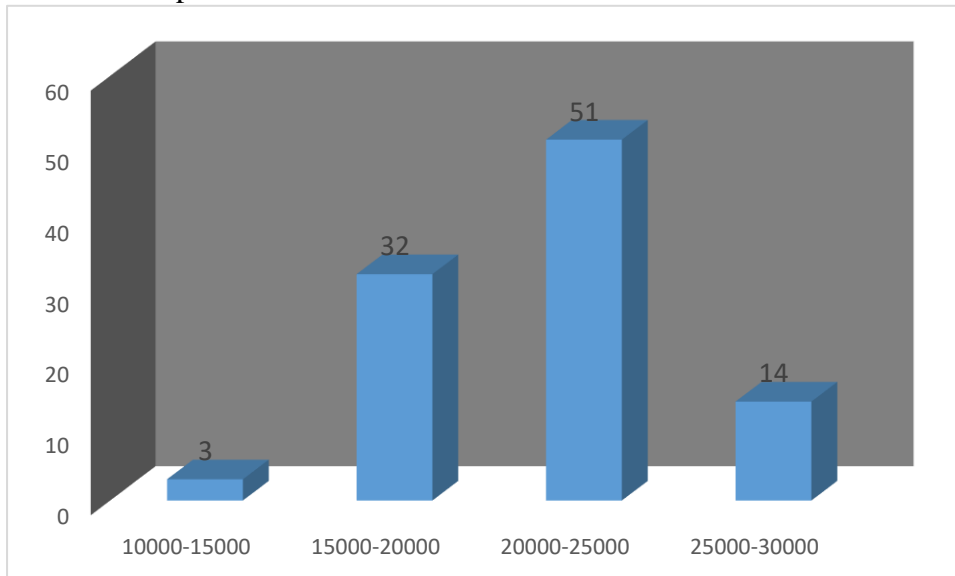
This table explains the occupation structure of the households of the sample in the villages. The occupational structure of the household is a very important indicator of economic position. Among 100 households surveyed in the present study there are 437 members present in the household. The contribution of occupation among these members has been mentioned in the table. In order to understand occupational structure among households, occupational structure classified in seven groups. Highest percentage of members are found in the contractual labour group as it consists of 36.16 percent of total household members and the lowest number of members are engaged in self-employment it consist of only 2.29 percent. Thus it reveals that the majority of workers are contractual labour. However, nearly 27 percent people are depending on the program for the jobs in the villages. This is the second highest number of the sample households.

Income profile: The income is collected from the women workers. The income is from all sources of women workers.

Table 3.19 Total annual income of the women workers

Annual income	Women workers	Percent
10000-15000	3	3.00
15000-20000	32	32.00
20000-25000	51	51.00
25000-30000	14	14.00
Total	100	100.00

Graph 3.19 Total annual income of the women workers



This table shows the yearly total annual income of the female workers of selected samples of households in different range of income. They are participating in different works such as agricultural labour, contractual labour, self-employment and dairy works. These all are the sources of Income for the women workers along with the program. It reveals that maximum number of households have been observed in the income range of Rs 20000 to 25000. Around 51 percent of households come under this category of annual income that is majority of households have been captured by this category of income while least number of households that is only 3 percent have been coming under the income category of 10000 to 15000of annual income. It means that all women workers are earning less than 25 thousands per annum from different works. They are all living in miserable conditions in the villages. The state needs to focus on creation of more employment opportunities in the villages. Further the selected samples of women workers are not getting any unemployment allowances from the program, if the program fails to provide employment to the applied people within 15 days. It means that there are leakages in the program. It needs to plug the leakages of the program.

Table 3.20 Wage rate per day for female workers in the study area

Village	Wage rates	Workers	Percent
Buradana	170	25	25
Bhiyapur	175	25	25
Niyamatpur	175	25	25
Suganha ka purwa	182	25	25
	Total	100	100

This table shows the wage differential for female workers in different villages. The Wage rate is same for male and female workers in the villages. But the wage rates are different among all the four villages. I have selected four villages. Buradana has wage rate of Rs. 170, Bhiyapur village has wage rate of Rs 175, Niyamatpur village has wage rate of 175 and Suganha ka purwa village has the wage rate of Rs 182. It means that the program is not following uniform wage rate in all villages. The payment to women workers is not on time. Nearly 70 percent of workers responded that the payment is not on time from the program. Only 30 percent of women workers are getting on time payment. But the system of payment is to be streamlined in the villages.

Table 3.21 Method of wage payment

Method of payment	Workers	Percentage
Cash	32	32.00
Bank account transfer	68	68.00
Total	100	100.00

The above table explains the method of payment of wages in 5the villages. There are only two methods of wage payment like cash and bank account transfer. The majority of 68 percent of female workers are getting wages through bank account transfer. Only 32 percent of female workers are getting wages in the forms of cash.

Table 3.22 Grievances of payment of wages

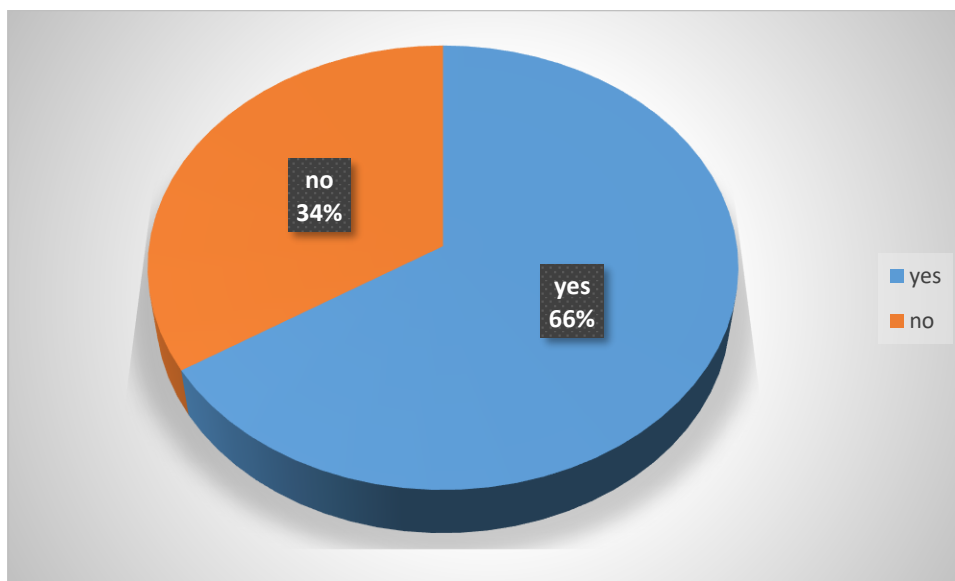
Grivences on payment	Workers	Percent
Complaints	66	66.00
No compliants	34	34.00
Total	100	100.00

This table illustrates the grievances about the payment of wages. The complaints regarding the payment of wages are very high. Majority of the respondents of 66 percent says that they have complaints regarding the payment because they are not receiving the payment on time and only 34 percent of the respondents says that they don't have any complaints because they are receiving the payment at time. Further the women workers have complaints regarding the delay in payment of wages. Nearly 66 percent women workers have complained on delay in payment.

Table 3.23 Delay in wage payment

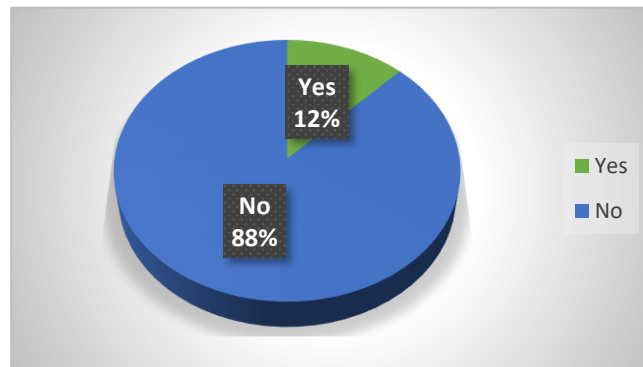
Payment	workers	Percentage
Delay	66	66.00
No delay	34	34.00
Total	100	100.00

Graph 3.23 Delay in Wage payment



It has been found that there is a delay in payment of wage in the village. Nearly 66 percent workers have the complaints on this issue. The women workers are not paid wage on time. They will get the payment after six months of the work. Sometimes the delay will go up to one year also. This is the major issue in the villages.

Graph-3.24 Percentage of people received wages as per the Agreement

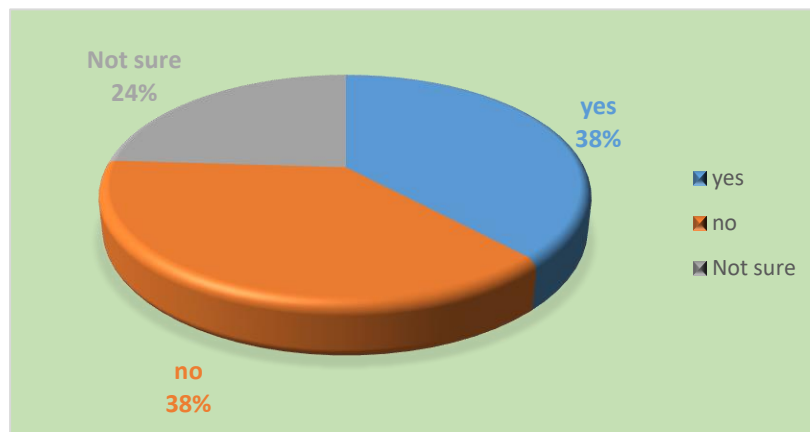


But the wages are being paid as per signed agreement. It is clear in the below graph. Only 12 percent women have expressed that the wage payment is not as per agreement.

Table 3.25 Facing problems of accessing of bank account

Problems related to bank account	Women workers	Percentage
Problem	38	38.00
No Problem	38	38.00
Not sure	24	24.00
Total	100	100.00

Graph 3.25 Facing problems of accessing of bank account



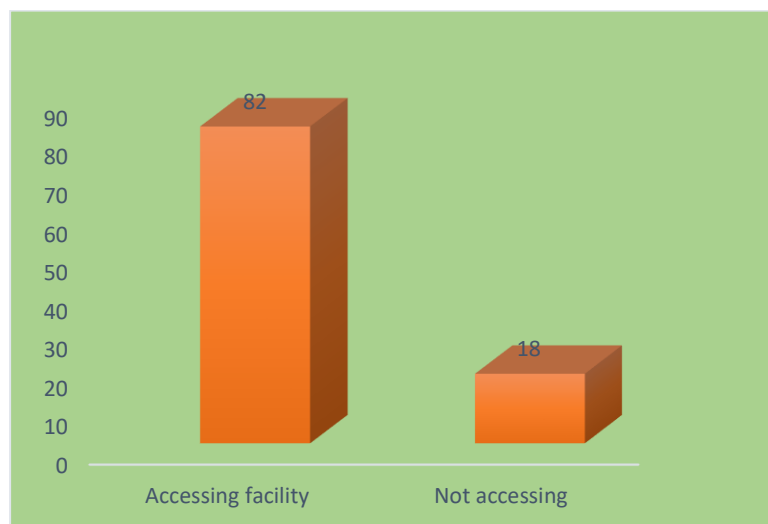
It is clear in the data that most of the women workers are uneducated. They are not aware of banking transactions. They are facing the problems in accessing the bank account. There is a possibility of cheating in the bank transfers of the wage payments. There is need to educate the women on banking.

Worksite Facilities: As per the act of the program, basic facilities are made available on the work site. Particularly women workers are supposed to get more such facilities in the villages. As per my survey the following facilities are made available to the women workers. It shows that under the provision of MGNREGA, there must be adequate facilities for the workers in the worksite. These facilities include drinking water facility. 100 percent of rural households are receiving and utilizing water facility under MGNREGA scheme in the work site.

Table 3.26 Facility of Shade for resting time at work place

Resting time facilities	workers	Percentage
Accessing facility	82	82.00
Not accessing	18	18.00
Total	100	100.00

Graph 3.26 Facility of shade for resting time at work place

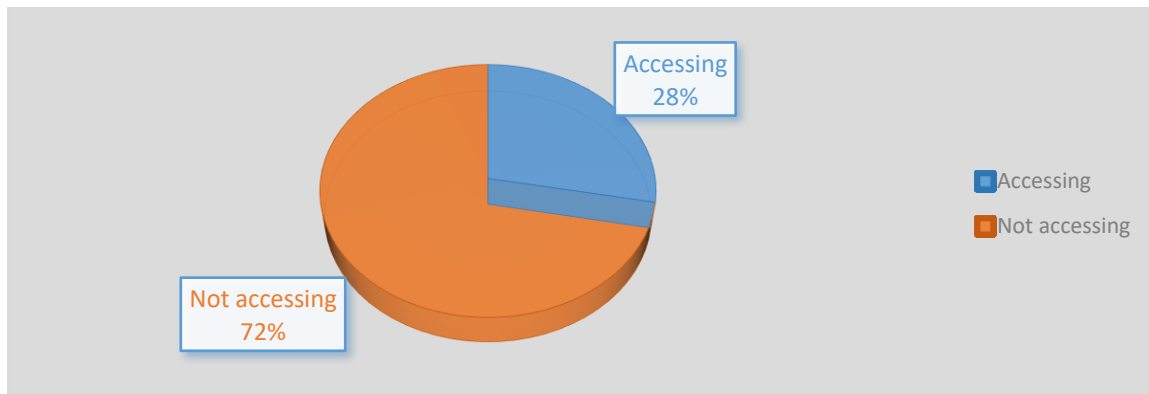


This table shows about shade facility to take rest in resting time on work site. Nearly 82 percent of respondents are receiving resting time facilities on the work site and only 18 percent of respondent are not receiving and utilizing the resting time facilities. It means that majority people are happy with facilities in the villages. The women workers are not getting crèches facility on the work site in the villages as per the norms of the program. The women workers are desperately requiring this facility on the work site.

Table 3.27 First aid medical facilities at work site

Medicine facilities	workers	Percentage
Accessing	28	28.00
Not accessing	72	72.00
Total	100	100.00

Graph 3.27 First aid medical facilities at worksite



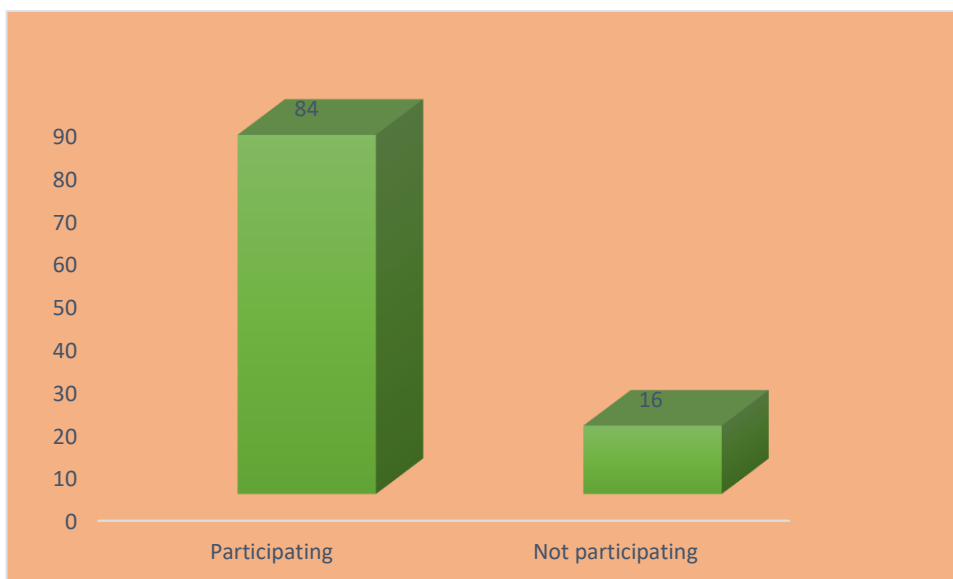
This table explains about the first aid medical facilities availability on the work site. As per the provision of MGNREGA scheme, first aid medical facility must be available to the women workers. But nearly 72 percent of the respondents are not receiving and utilizing the facility of medicines on the work site and only 28 percent of the respondents are receiving and utilizing the medicine facilities on the work site.

Women empowerment: The Empowerment of women is explained in terms of work participation, participation in the local body decision making, and participation in main direct participation in local body elections of the villages, consumption level and saving rate of the women and education level of women in the villages.

Table 3.28 Percentage of Female worker participation under scheme

Female labour force participation rate	Workers	Percentage
Participating	84	84.00
Not participating	16	16.00
Total	100	100.00

Graph 3.28 Percentage of Female work participation under scheme

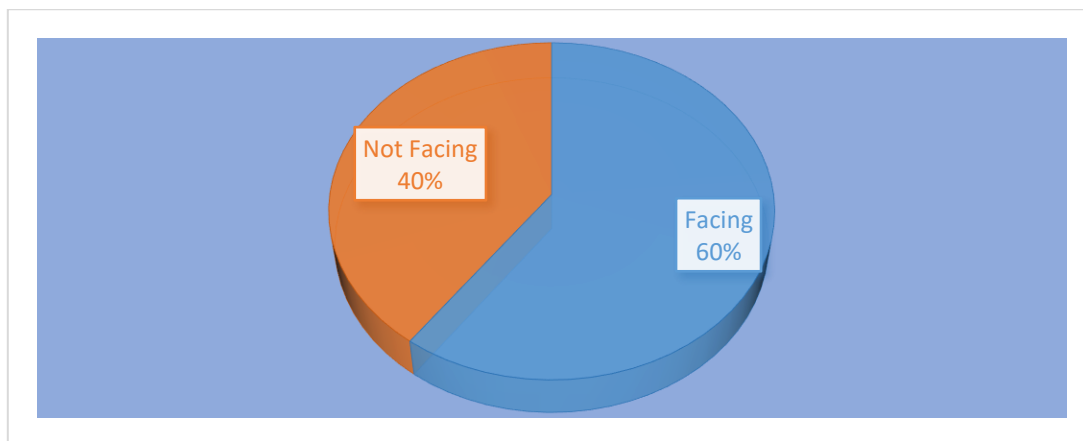


This table shows the female labour participation in the local governance. Majority of people nearly 84 percent of women workers says that female labour force participation rate is increasing and 16 percent people says that there is no female labour force participation. It is clear that women are still backward in the village. They are not getting space to get the empowerment in the society.

Table 3.29 Discrimination in allotment of works in the study area

Discrimination	workers	Percentage
Facing	60	9.00
Not Facing	40	91.00
Total	100	100.00

Graph 3.29 Discrimination in allotment of works in the study area

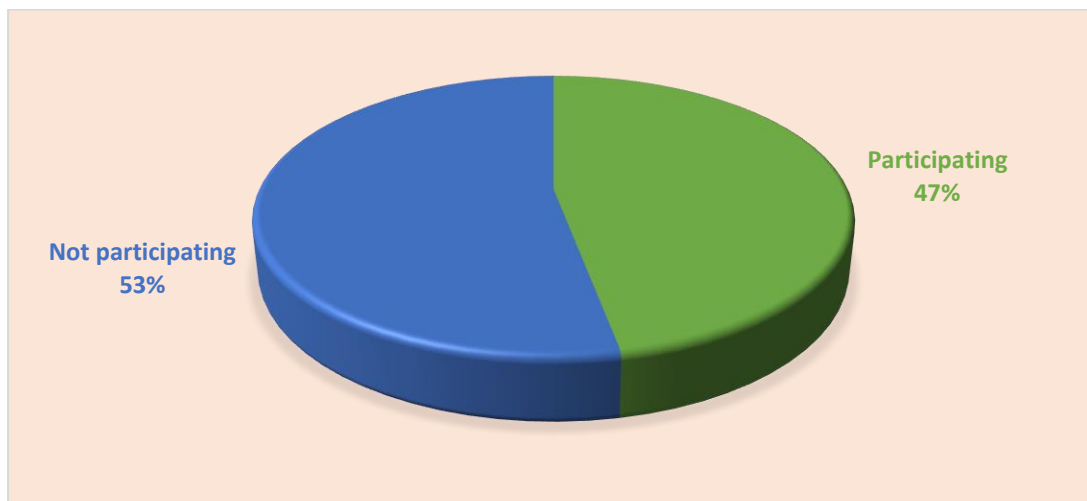


This table shows the discrimination in allotment of works under the scheme. Nearly 40 percent of female workers said that there is no discrimination in allotment of employment under MGNREGA. But nearly 60 percent of female workers said that there is discrimination in allotment of employment under MGNREGA. They are not aware of the method of allocation of works for the applicants. The payment of wage is not on same time. The wage differentials are existing in the villages. Nepotism on social relations are very prevailing in the allocation of the works under the scheme.

Table 3.30 Women participating in decision making of local bodies

Local bodies	Workers	Percentage
Participating	47	47.00
Not participating	53	53.00
Total	100	100.00

Graph 3.30 Participating in decision making in local bodies

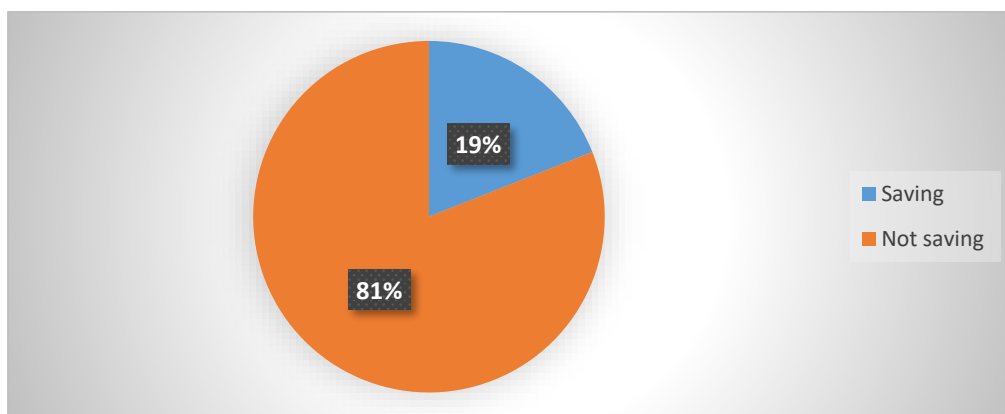


This table shows that the 53 percent of female workers says that they are not participating in decision making in any local bodies and only 47 percent of female workers says that they have participated in decision making in any local bodies. So, this table clearly shows that there is positive relationship between MGNREGA and female labour force participation rate because due to MGNREGA scheme mostly female workers are getting employment and they are independent. So, they can take their own decision making in any local bodies.

Table 3.31 Savings rate of working women under MGNREGA

Savings	workers	Percentage
Saving	19	19.00
Not saving	81	81.00
Total	100	100.00

Graph 3.31 Saving rate of working women under MGNREGA

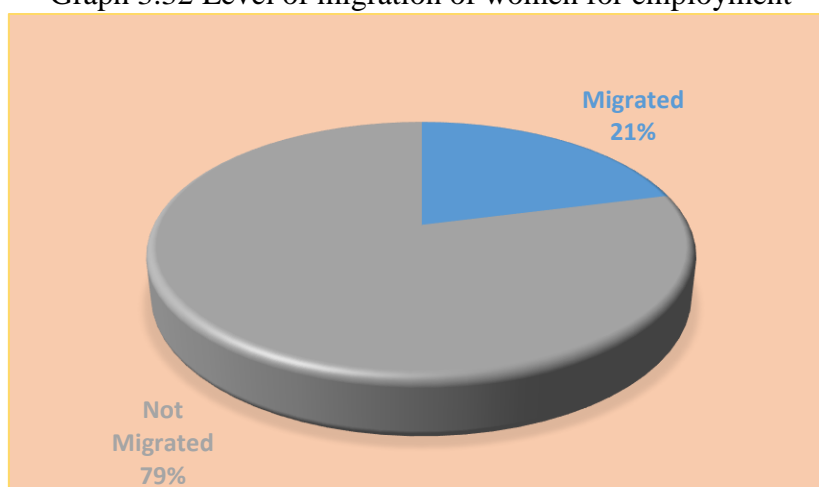


This table shows the saving pattern of the selected households. There are nearly 81 percent of selected samples of female workers are not saving their income. The income is very meager for their subsistence in the village. Only 19 percent of female workers save their regular income in the villages.

Table 3.32 The level of migration of women for employment

Migration	workers	Percent
Migrated	21	21.00
Not Migrated	79	79.00
Total	100	100.00

Graph 3.32 Level of migration of women for employment



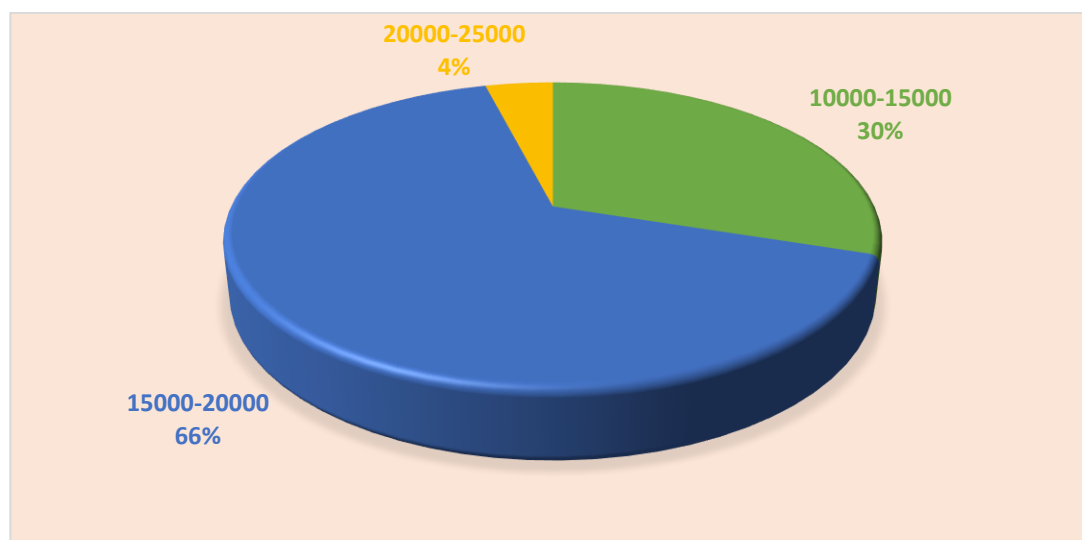
This table shows the migration rate among the selected sample household. Nearly 79 percent of female workers are not migrated for the employment. Only 21 percent female workers are migrated from one place to another place for works. In the study area the migration is not major issue in the villages. The assets created by the program are being maintained by the gram panchayat in the villages.

Consumption pattern: Consumption expenditure is collected from the households and estimated the average consumption expenditure of female workers on four main basic items like Food, health, cloth and mobile recharges. This is one the major macroeconomic variable indicating the standard of living of the women workers in the villages. The primary data on annual consumption is collected from the women workers directly. The data is analysed in the following table and graphs.

Table 3.33 Average Consumption Expenditure of the female workers

Consumption	workers	Percentage
10000-15000	30	30.00
15000-20000	66	66.00
20000-25000	04	4.00
Total	100	100.00

Graph 3.33 Average consumption expenditure of the female workers



This table explains the annual consumption of the female workers of selected samples of households in different range of consumption. It reveals that maximum number of households have been observed in the consumption range of Rs 15000 to 20000. Nearly 66 households come under this category of consumption that is majority of households have been captured by this category of consumption. It means that the majority of women workers are spending on consumption less than Rs 20000 per Annam in the villages. While least number of households only 4 percent of women workers have been coming under the consumption category of 20000 to 25000 of annually expenditure. It is clear that only 4 percent of women workers are spending Rs less than 25000 per annum in the villages. The report of expert group to review the methodology for measurement of poverty chaired by Dr. C. Rangrajan, identifies family below poverty line based on monthly consumption expenditure of Rs. 4860 in rural areas. As per this committee method of estimation of poverty the annual consumption expenditure must be Rs 58320. As per these criteria, all households are under poverty line. It is however, clear that all samples of households are below poverty line. Thus almost all participants or beneficiaries of the present scheme in the selected villages of Auriya district are living in poverty and with miserable situations of life in the villages. The state has to take special programs for women workers of the villages in the state.

Table 3.34 Average consumption expenditure on food

Food	workers	Percentage
5000-10000	82	82.00
10000-20000	18	18.00
Total	100	100.00

This table explains the consumption pattern of the households on food. Majority of people nearly 82 percent of women workers are spending their expenditure on food is less than Rs 10000 and only 18 percent of women are spending less than Rs 20000. It means that all the women workers are spending their income on food only.

Table 3.35 Average consumption expenditure on cloths

Clothing	workers	Percentage
Nil	57	57.00
100-500	31	31.00
500-1000	12	12.00
Total	100	100.00

The above table explains the expenditure of women workers on necessary goods. Nearly 57 percent of women workers are not all spending on cloths during the year. Only 31 percent of women workers are spending less than Rs 500 on cloths annually. Only 12 percent of women workers are spending less than Rs 1000 per annum on cloths. They are not able meet the basic necessary things in the village with their income.

Table 3.36 Average consumption expenditure on health

Expenditure	workers	Percentage
Nil	51	51.00
100-500	6	6.00
500-1000	18	18.00
1000-1500	3	3.00
1500-2000	13	13.00
2000- 2500	0	0.00
2500-3000	7	7.00
3000-5000	1	1.00
5000-7000	1	1.00
Total	100	100.00

Here it is very clear that women workers are neglecting their health in villages. Nearly 51 percent of women workers are not spending on health. Only 18 percent of women workers are spending less than Rs 1000 per annum on their health. The state has to improve the rural health facilities in the villages.

Table 3.37 Average Consumption Expenditure on mobile recharge

Expenditure	Workers	Percentage
Nil	33	33.00
100-300	20	20.00
300-600	45	45.00
600-900	2	2.00
Total	100	100.00

It is clear in this table that the mobile become a necessary product in the rural villages. Nearly 45 percent of women workers are spending the major share of their income on mobile charging. They are spending Rs 600 on mobile charges. This is the result of communication revolution in India. The rural women are more interested on using communication. The

expenditure pattern of the rural women has been changing. The other basic necessary goods are neglected in the villages. It may be due to demonstration effect also in the villages.

Table 3.38 Performance of Assets created under scheme

Type of Assets	Quantity/numbers	Status of the assets		
		Performing	Under-Performing	None-Performing
Pond	8	4 (50%)	2 (25%)	2 (25%)
Well	12	00	00	12 (100%)
Roads	16	12 (75%)	4 (25 %)	00
Cattle shelter	8	2 (25%)	2 (25%)	4 (50%)
Fish tank	4	00	00	4 (100%)
Canals	12	6 (50%)	3 (25%)	3 (25%)
Community halls	4	4 (100%)	0	0

This table explains about the performance of assets created under MGREGA scheme in the sample region of Auriya district. The main assets are such as pond, well, roads, cattle shelter, Fish tank, Canals and community halls. There are total number of ponds 8 created under the scheme, only 4 ponds are performing and functioning well in the village and other 4 ponds are non-performing in the villages. It the success rate of performance is only at 50 percent in the district. In case of wells, the total 12 wells are created under the scheme and all wells are none performing in the villages. Total number of roads is 16 created and 12 roads are performing and only 4 roads are underperforming in the villages. Nearly 8 Cattle shelters are also created, only 2 cattle shelter are performing, 2 cattle shelters are underperforming and other 2 cattle shelter are none performing in the villages. Total number of fish tank is 4 create under scheme and all fish tanks are non- performing in the villages. The scheme has creates the asset of 12 canals in the villages and only 6 canals are working well and 3 canals are under performing and 3 canal are under non-performing stage in the villages. The 4 community halls are created under the scheme in the villages and all community halls are performing well in the villages. Here the main issue is the maintenance of the assets in the villages. Most of the assets are in the stage of non- performing in the villages due to lack care and maintenance in the villages. The responsibility of the maintenance may be given to

panchayats or village community head and make the person responsible for the assets of the scheme in the village.

Conclusion

It analyses the socio-economic characteristics of MGNREGA household of female workers and the impact of the scheme on the changes in standard of living of the women workers in the villages. The study findings highlight the performance of the program and impact on empowerment of women workers. It has been seen that the majority workers covered by the scheme are scheduled caste female workers. Most of them are working in different occupations like contractual labourer along with program. The program has no impact on women workers in the villages. The majority of the women workers are not even getting works under the scheme and wage payment in time. The scheme is following differential wage rate in different villages. The change in income is not significant. The Minimum 100 days of employment are not provided by MGNREGA. The most of the worksite facilities as per the provision of MGNREGA are not available in the villages except shades for resting time. For about half of the worksite facilities are not available such as crèches facilities and medicine facilities. The performance of the program is negligible in the villages of the study. The women workers are not participating in the local bodies of the villages. The consumption pattern of women workers is not changed. But the women are showing more interest on using mobiles in the villages. As per the expert committee of poverty estimation, my all respondents are living below poverty line. Majority women are having BPL cards. The MGNREGA has no impact on the empowerment of the women in the villages. The performance of the program is very pathetic in the villages. The assets are created under the program. Majority of the assets are in the stage of non-performing.

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Chapter-4

Summary and Conclusion

This study is organised in to four chapters. The First chapter is about the identification of the research problem, review of the literature, the relevance of the study, objectives, hypotheses and research methodology of the study. Women population is mostly equal to male population and their contribution is also impressed. The women participation in job market is very low. Women continue to face many barriers to enter labour market and to access decent work and face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination and balancing the competing burdens of work and family responsibilities. In addition, women are heavily represented in the informal economy where their exposure to risk of exploitation is usually greatest and they have the least formal protection. Women has inequality in all spheres of our society. So they should be supported and encouraged to be empowered in all domains of life. Their active participation is important for the establishment of the orderly society as they constitute half of the population. By empowering the women we mean the improvement in totality of all human capabilities like their role the process of decision making in economic, social and religious spheres. Since Independence, various employment generation and poverty alleviation programmes were introduced by the Government of India with the consent of Union territories and state governments to decrease the unemployment crisis and to increase the standard of living particularly in the rural areas. But these programmes had not worked effectively and did not yield any desired results to increase the standard of rural living particularly of women inhabitants.

The Government has initiated Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) enacted in 25th August 2005 but it was fully implemented in 2nd February 2006 in all the rural districts of the country. It is the largest poverty alleviation programme initiated to empower the rural women workers. The main objective of MGNREGA is to provide wage employment and to protect rural households from poverty and hunger. The programme also aims at generating productive assets, preventing the environment, empowering women, mitigating rural-urban migration and fostering social equity. MGNREGA is, therefore, not just an employment scheme it is a tool of economic and social change in rural areas. MGNREGA is demand driven. This programme is focusing on

empowerment of women in villages. Some researchers have done studies on MGNREGS. Most of them are confined to economic aspect of the program only. Some of the major studies like Sanjay Kanti das, Sharma, Nair, Mahapatra, Vanitha, Govind, Das, Sahoo, Jyoti, Smita and Ghosh have made good analysis on the program performance and women empowerment. All have accepted that the program has impact on rural villages in providing employment opportunities. This gender perspective of the program is the need of current economy.

Several poverty alleviation and employment generation programmes are introduced. But the programs are not effectively and efficiently to reduce poverty and increase the living standard of the people. Hence, 2005 onwards government of India had introduced NREGA a different scheme for the betterment of women empowerment and development of rural population. Under this scheme it has been guaranteed to 100 days work providing every family in a financial year in rural India. The scheme is attractive especially for women. The present study has been undertaken with reference to the following objectives. To analyse the performance of MGNREGA in Uttar Pradesh in terms of physical assets, women beneficiaries, employment, unemployment allowance worksite facilities and To study the empowerment of women through MGNREGA programme in Uttar Pradesh in terms of wages, income, employment, consumption expenditure and women participation.

The Auriya district is selected for the study. Majority of the women are participating in the program in the district. Majority labour force is depending on agriculture for its livelihood. Due to lack of employment opportunities, majority people are migrating to urban areas for employment. MGNREGA is a life line for the people of the district. Apart from providing employment opportunity, the program also aims at rejuvenating the rural economy by executing projects that may significantly boost up the natural capital of the villages. Further on the basis of review of literature and research gap, the objectives and hypothesis of the research methodology part has been designed and on the basis of research objective the plan of the study has also been scheduled for accomplishing the study.

The second chapter deals with the theoretical framework which gives us the theoretical understanding of development model, employment programmes, policies and programmes for women empowerment and its impact on employment of both developing and developing countries of the world forwarded by many economist it reviews all developing models with

reference to employment, unemployment, poverty, migration and empowerment of women. The study of economic development is one of the most exciting and challenging branches of the broader disciplines of economics. The contributions of various economists provided dramatic confirmation of the status of economic development as a separate field within the Economics. The scope of the Development economic is immense. It has given much importance to the efficient allocation of the existing scarce or idle productive resources and with their sustained growth over time. The development economics also deals with economic, social, political, and institutional mechanisms, both public and private, necessary to bring about rapid and large scale improvements in levels of living for the masses of poverty-stricken, malnourished and illiterate peoples of less developed countries. Thus development economics is concerned with the economic, cultural and political requirements for effecting rapid structural and institutional transformations of entire societies in a manner that will most efficiently bring the fruits of economic progress to the broadest segments of their populations.

The unemployment is considered as the greatest obstacle in the way of economic development of our country. Government of India has ever been very serious about this problem. A number of measures have been taken and a number of programmes have been launched with a view to eradicate or at least to minimize the problem of unemployment. In this chapter, we discussed some of these programmes. Thus various programmes have been launched during successive Five Years plans to uplift the rural population from the abject poverty and unemployment. The rural developmental programs are intend to reduce the poverty and unemployment, to improve the health and education and to full-fill the basic needs such as food, shelter and clothing of the rural population. Government of India launched some schemes through the planning commission of India such as Rastriya Samaj Vikas Yojna, Indira Awas Yojana, Sampoorna Grameen Rozgar Yojna, Integrated Tribal Development Project, Pradhan Mantri Gram Sadak Yojna, Integrated Child Development Services, Development of Women and Children in Rural Areas. A few of these employment generation programmes are following: Nehru Rozgar Yojna, National Food for work programme, National rural employment programme, Jawahar Rozgar Yojna, Training of rural youth for self-employment, Rural landless employment guarantee programme, Rural employment generation programme, Self-employment programme for Urban poor, Prime ministers Rozgar Yojna for educated unemploymed youth, Swarn jayanti sahari rozgar yojna, Sampoorna Grameen rozgar yojna, Integrated rural development programme, National rural

employment guarantee scheme. This programme has been given 50 percent weightage for women empowerment by providing employment and making them part in the decision making in the schemes. These programs have the mixed results. Some programs are converted, restructured and renamed. Some programs are closed. At present MGNREG is the main program.

Third chapter explains the performance of MGNREGA in U. P and empowerment of women through MGNREGA programme. This chapter analysis the primary survey data on the major economic variables reflecting the empowerment of women through MGNREGA programme. The study findings highlight the performance of the program and impact on empowerment of women workers. It has been seen that the majority workers covered by the scheme are scheduled caste female workers. MGNREGA program is providing employment for the rural people. The program is providing employment for women. However the issue is the quantity of employment for the people. It is supposed to provide 100 days employment to women workers. The success of the program is depending on achievement of the target. The wage rates are different in four villages. It means that the program is not following uniform wage rate in all villages. The change in income is not significant. Minimum 100 days of employment are not provided by MGNREGA.

Empowerment of women is explained in terms of work participation, participation in the local body decision making, and participation in main direct participation in local bodies, consumption level and saving rate of the women and education level of women in the villages. As per the act of the program, basic facilities are made available on the work site. Particularly women workers are supposed to get more such facilities in the villages. As per my survey the following facilities are made available to the women workers such as drinking water facility, Facility of Shade for resting time at work place, First aid medical facilities and crèches facilities. It reveals that most of the facilities as per the provision of MGNREGA are not available in the villages except drinking water facilities. For about half of the worksite facilities are not available such as crèche's facilities and medicine facilities.

The performance of assets created under MGNREGA scheme in the sample region of Auriya district. The main assets are such as pond, well, roads, cattle shelter, Fish tank, Canals and community halls. The main issue is the maintenance of the assets in the villages. Most of the assets are in the stage of none performing in the villages due to lack care and maintenance

in the villages. The responsibility of the maintenance may be given to panchayats or village community head and make the person responsible for the assets of the scheme in the village.

The performance of MGNREGA in Uttar Pradesh has been examined by surveying 100 women workers in Auriya district. The findings reveals that majority of the workers are uneducated. The majority of general caste households live in pucca house. Only one –third OBC and SC households live in pucca house and the rest in semi-pucca or kaccha houses. The majority workers are living in kaccha houses in rural village. Nearly 88 percent of women workers are having BPL cards in the villages and only 12 percent of workers are having Antodaya cards. It means that out of my sample 88 percent of women workers are living below poverty line in the area. Workers under MGNREGA are mostly from poor background comprising in the BPL category.

The majority of the sample households depend on public hand pump for drinking water. Only 42 percent household depends on personal hand pumps in the villages. Nearly 92 percent of women workers have electricity connection and only 8 percent does not have electricity connection in the villages. But the supply of the power is the most concern in the villages. The television is the social economic status in the villages now days. Only 20 percent of women have the facility of television. It is clear that the village people still are backward in the era of digital India. The state has to think about these people while forming policies of digital India.

The Majority of SC women workers are in the category of BPL in the district. Nearly 51 percent of population are not having access of toilet facilities in the villages and only 49 percent of population has access of toilet facilities in the villages. It seems that the swacch bharat program is to be implemented extensively in the village particularly in location of poor people. Only 5 percent of female workers are working only less than 10 days. There is only 3 percent of female labour working maximum 60 days in a year in the village. It is very clear that the program is not fulfilling its target of providing 100 days of employment to the people in the villages. Only 4 percent women workers are getting income up to Rs 10000 per annum. As per the act of the program every worker is supposed to get nearly Rs. 17500 per annum. Due to non-available of 100 days' work for the women worker, they are not getting the income in the villages.

Further it is observed that workers should get Job card within 15 days of the application. But in reality it is hardly happening in the villages. Majority of respondents nearly 69 percent proved it. They are not sure of method of selection for the jobs. When they submitted an application for job to the Panchayats, it was noticed in most cases that there was no dated receipt issued by the panchayat for the application made by them. Annual income of the female workers of selected samples of households is in different range of income. They are participating in different works such as agricultural labour, contractual labour, self-employment and dairy works. These all are the sources of Income for the women workers along with the program. Data shows that maximum number of households have been observed in the income range of Rs 20000 to 25000. Around 51 percent of households come under this category of annual income. The majority of all women workers are earning less than 25 thousands per annum from different works. They are all living in miserable conditions in the villages. The state needs to focus on creation of more employment opportunities in the villages. Further the selected samples of women workers are not getting any unemployment allowances from the program, if the program fails to provide employment to the applied people within 15 days. It means that there are leakages in the program. It needs to plug the leakages of the program.

There are only two methods of wage payment like cash and bank account transfer. The majority of 68 percent of female workers are getting wages through bank account transfer. Only 32 percent of female workers are getting wages in the forms of cash. Most of the women workers are uneducated. They are not aware of banking transactions. They are facing the problems in accessing the bank account. There is a possibility of cheating in the bank transfers of the wage payments. There is need to educate the women on banking. Majority of people nearly 84 percent of women workers says that female labour force participation rate is increasing and 16 percent people says there is no female labour force participation. It is clear that women are still backward in the village. They are not getting space to get the empowerment in the society. Nearly 40 percent of female workers said that there is no discrimination in allotment of employment under MGNREGA. But nearly 60 percent of female workers said that there is discrimination in allotment of employment under MGNREGA.

Women workers are not aware of the method of allocation of works for the applicants. The payment of wage is not on same time. The wage differentials are existing in the villages.

Nepotism on social relations are very prevailing in the allocation of the works under the scheme. 53 percent of female workers says that they are not participating in decision making in any local bodies and only 47 percent of female workers says that they have participated in decision making in any local bodies. So, there is positive relationship between MGNREGA and female labour force participation rate because due to MGNREGA scheme mostly female workers are getting employment and they are independent. So, they can take their own decision making in any local bodies.

Nearly 79 percent of female workers are not migrated for the employment. Only 21 percent female workers are migrated from one place to another place for works. In the study area the migration is not a major issue in the villages due to availability of works under the program.

The maximum number of households have been observed in the consumption range of Rs 15000 to 20000. Nearly 66 households come under this category of consumption. The majority of households have been captured by this category of consumption. It means that the majority of women workers are spending on consumption less than Rs 20000 per annum in the villages. While least number of households only 4 percent of women workers have been coming under the consumption category of 20000 to 25000 of annually expenditure. It is clear that only 4 percent of women workers are spending Rs less than 25000 per annum in the villages. As per the expert committee method of estimation of poverty the annual consumption expenditure must be Rs 58320. As per these criteria, all households are under poverty line. Thus almost all participants or beneficiaries of the scheme in the selected villages of Auriya district are living in poverty and with miserable situations of life in the villages. The state has to take special programs for women workers of the villages in the state. 82 percent of women workers are spending their expenditure on food is less than Rs 10000 and only 18 percent of women are spending less than Rs 20000. It means that all the women workers are spending their income on food only. Women workers are neglecting their health in villages. Nearly 51 percent of women workers are not spending on health. Only 18 percent of women workers are spending less than Rs 1000 per annum on their health. The state has to improve the rural health facilities in the villages.

The consumption pattern of women workers is not changed. But the women are showing more interest on using mobiles in the villages. Mobile become a necessary product in the rural villages. Nearly 45 percent of women workers are spending the major share of

their income on mobile charging. They are spending Rs 600 on mobile charges. This is the result of communication revolution in India. The rural women are more interested on using communication. The other basic necessary goods are neglected in the villages. It may be due to demonstration effect also in the villages. The program has no impact on women workers in the villages. The majority of the women workers are not even getting works under the scheme and wage payment in time. Hence, The MGNREGA has no impact on the empowerment of the women in the villages of the study. It clear that the major findings of the study proves that two hypothesis are correct. The objectives are fulfilled with the results of the study. This program is enough to bring changes in the lives of the rural women. The performance of the program is not satisfactory in the villages. These results are confined to my study only. But I cannot generalise my results. My results are also matching with few earlier studies also.

Recommendations

Based on my study results I would like to recommend to policy makers and government servants and civil societies. The implementing agencies must allocate adequate financial provisions for health and education in program for the women in the village. There is a need to educate the women on banking transactions. The resources flow for MGNREGA scheme must be improved. MGNREGA programme is providing employment for the rural people. The number of working days should also increase through better implementation of the programme especially in Auriya district. The implementing agencies must ensure that sufficient employment is generated in the villages for women workers.

There must be adequate basic facilities for the women workers in the worksite such as crèche's facilities and first aid medical facilities at the worksite. System of wage payment is through bank account in villages. The women workers are not educated and not aware of banking transactions in the villages. A door delivery system may be developed. Women are employed as unskilled labour on MGNREGA worksites. The skill development is to be initiated in the villages for women. Discrimination in allotment works may be reduced. 100 day's employment should provide to the women workers in the village. The wage payment must be timely. To overcome the difficulties of women in drawing cash from bank, provision may be made to provide the wages directly at their home. The leakages of the program may be minimized. The responsibility of the maintenance of the assets may be given to penchants and make them accountability.