



WOMEN EMPOWERMENT THROUGH MGNREGA IN HARYANA

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INTRODUCTION: - Women empowerment is most important factor in MGNREGA. In India, out of total population of 121 crores, 83.3 crores live in rural areas (census of India, 2011). Thus 70% of the India population lives in rural areas. Poverty, low levels of literacy and income, high level of unemployment, poor nutrition, inequality of men and women, gender discrimination is the characterized of rural population. In order to tackle these problems a number of rural development programmes are being implemented. MGNREGA is the flagship program who gave the guarantee for 100 days of the work in a financial year while providing employment, priority shall be given to women in such a way that at least 1/3 of beneficiaries shall be women who have registered and requested for work under the programme. Equal wages shall be paid to both men and women under MGNREGA. By generating employment for women at fair wages in the village MGNREGA can play a most important role in economically empowering women.

In MGNREGA most important features is that its approach towards empowering citizen to play an active role in the implementation of the scheme, through Gram Sabha, social audit and other activities. In India gender is inevitable push factor for growth and development. In India women constitute a major share of chronically poor population. They are facing vulnerabilities of life. Gender discrimination has been seen every sphere of life like there education, employment, control over property and resources, involvement in decision making process in public, political, economic, social and household spheres etc. Government has many programs implemented to uplift the women from poverty and vulnerability of life. MGNREGA is a women friendly program which was enacted in 2005.

Govind kelkar (2011) conducted that the change and continuity in gender relations in India. In July 2008, at all level women's employment as a percentage of total employment in MGNREGA works was 40%. The leading states in women's participation are Tamilnadu with 82%, Kerala 71% and Rajasthan 69%.

In the MGNREGA the household as a nuclear family and may include any person substantially dependent on the head of the family. The continuity of local patriarchal norms comes in their way. The concept of household head is interpreted to women disadvantage and exclusion from seeking work for livelihood.

Dr. Dinesh Das (2012), reported his study to evaluate the MGNREGA impact and women participation under MGNREGA in India .This study based on secondary data. There are various factor's which encourage the women works participation under this scheme include nature of work ,which do not need skilled worker, the limited hours` of work, availability of work locally , reduction of migration of male member, substantial jump in the wage rate etc. Women participation under MGNREGA is measured in person days. At the national level participation of the women has increased significantly from 46.41% in 2010-11to 48.81% in 2011-12 which is



exceeding expectations and the stipulated 33% share. Highest participation is seen in state Kerala (90.26) followed by Pondicherry (80.36), Tamilnadu (76.78), Rajesthan (68.06), in 2010-11. The share of women was less in states like Bihar ,Punjab , West Bengal and most of north- eastern states.

Jyoti Poonia (2012) In a study on MGNREGA impact and women’s participation reported that India’s approach to social protection since independence and places the NREGA with in the broader social protection discourse .It looks at how gender concern have been addressed with in public works and specifically the NAREGA guidelines .The study present some preliminary findings from field wok in Kerala .It suggests that the level of women participation has been strongly influenced on the demand side by Male-female wage differences in the markets and between market wages and minimum wages .On supply side it has been influenced by the commitment of the Kerala state government and efficient management Kudumbashree (The state poverty eradication mission).The net impact has extended beyond the transfer of income in to enhanced saving an upward movement of the female market wages and an increase in men’s contribution to household management challenges remain and these are noted.

Sharma Vishnu Kant, Kumar Ashvine (2013) reported his study ‘women empowerment through Rural Employment in Uttar Pradesh’ MGNREGA aims to strengthen the women employment. The act stipulates that about 1/3 of the stipulated workforce should be women and also that there will be equal wages for men and women. This study is based on secondary data. MGNREGA is being implemented in the all rural districts of the country. MGNREGA has resulted into major financial inclusion where in bank/post office accounts have been opened for the families getting employment. Ministry has advised all the states to ensure payment of wages fully through the accounts. The highest employment status amongst women in terms of person days can be seen in Kerela (92.75%) this is followed by Pandichery (80.36%) Goa (92.75%) Tamilnadu (73.81%) and Rajasthan (69.19%). The lowest employment share of women is represented by Uttar Pradesh with 16.97%. Some states such as Uttar Pradesh (16.97%) followed by Jammu & Kashmir (18.38%), Mizoram (23.31%), Assam (24.87%) and Nagaland (27.13%) have to initiate more efforts to increase the ratio of women employment through MGNREGA. On the other hand Daman and Diu, Dadra Nagar Haveli and Chandigarh have not generated any employment during the financial year 2011-12.

WOMEN PARTICIPATION UNDER MGNREGA IN HARYANA

This situation of women in Haryana has stayed in the most awful condition, where the women of humanity feels the fear of irrational believes, where the light of mental illness enters the choice of ultras to be born or not. The status of women in rural area is low, they remain dependent on their male member for their economic support, MGNREGA is that scheme which has given them a chance to be independent.

Table 1.1. Depicts the number of women household registered, person days generated and amount earned during financial years.

Table 1.1



EMPLOYMENT AND FINANCIAL STATUS OF WOMEN WORKERS UNDER MGNREGA IN HARYANA (Based on FY : 2012-13)

District	No. of women HH registered	Cumulative Person days Generated	Amount Earned during Financial Year (in lakhs)
Mahendergarh	29127 (28.06)	216369	413.26479
Sirsa	91945 (42.85)	683954	1298.92085
Ambala	22290 (33.08)	89441	10.9224
Mewat	34530 (43.87)	242736	433.473733
Bhiwani	56275 (39.44)	375831	3.2528
Faridabad	3185 (38.57)	8962	17.52616
Fatehabad	43919 (43.23)	574616	966.34581
Gurgaon	3196 (38.2)	23866	46.87113
Hissar	81814 (41.71)	1181666	2290.94981
Jhajjar	23111 (38.32)	198668	378.52791
Jind	30830 (39.61)	170355	327.84628
Kaithal	20682 (38.99)	82633	158.85992
Karnal	33124 (44.53)	406549	789.59268
Kurukshetra	26698 (43.03)	166746	326.61219
Palwal	14047 (38.36)	158313	291.59437
Panchkula	4387 (21.74)	34697	66.2874
Panipat	15052 (41.55)	117367	13.04406
Rewari	26610 (42.19)	67544	128.32044
Rohtak	12321 (38.37)	103220	198.81498
Sonapat	25068 (39.68)	59412	113.2962
Yamunagar	24159 (36.68)	157713	300.010301
Total	623831 (39.76)	5120858	9632.75376

Nrega.nic.in * Figures in parentheses represent the percentage

Table 1.1 represent the Employment and Financial status of women workers under MGNREGA in Haryana based on financial year 2012-2013. The Maximum number of women household registered in Karnal is 33124 (44.53%) and minimum number of women household registered in Panchkula is 4387 (21.74%).

Table 1.2 represent the percentage of women household registered during financial year 2012-13.

Table 1.2
Percentage of Women Household Registered
(FY-2012-13)

District	Percentage
Mahendergarh	28.06
Sirsa	42.85
Ambala	33.08
Mewat	43.87
Bhiwani	39.44
Faridabad	38.57



Fatehabad	43.23
Gurgaon	38.20
Hissar	41.71
Jhajjar	38.32
Jind	39.61
Kaithal	38.99
Karnal	44.53
Kurukshetra	43.03
Palwal	38.36
Panchkula	21.74
Panipat	41.55
Rewari	42.19
Rohtak	38.37
Sonipat	39.68
Yamunanagar	36.68

Source: nrega.nic.in

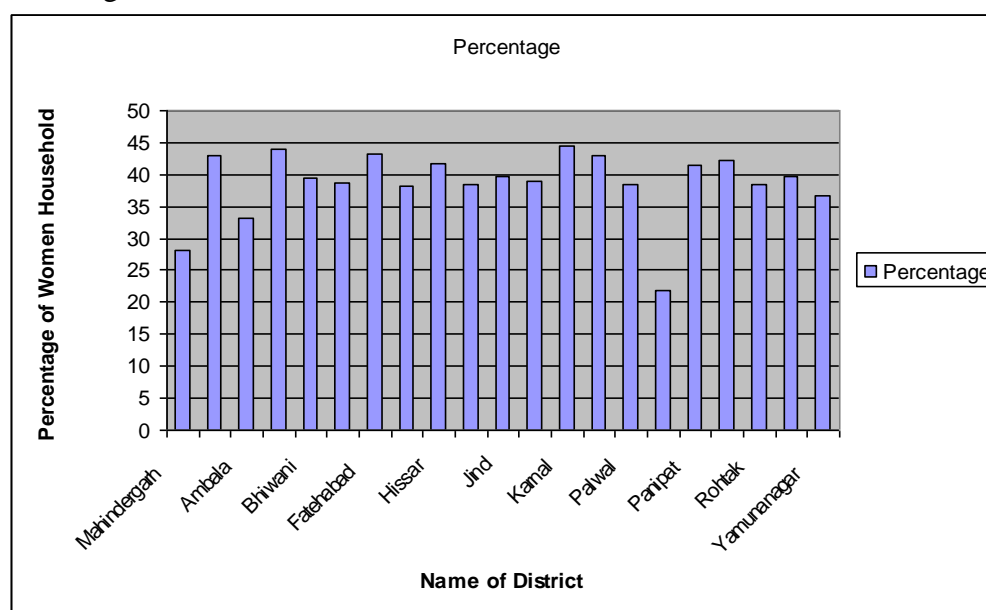


Figure 1.1

Number of Women Household Registration:- While analyzing number of registered women in Haryana, it is clear from Table 3.1 that Karnal (44.53 percent) and Mewat (43.87 percent) got maximum number of registration by women workers and Panchkula (21.74 percent) a well being part of Haryana have minimum registration by women. In Rohak district, 38.37 percent women workers got registered under MGNREGA. It can be said that Mewat being a backward area of Haryana state while Karnal and Rohtak being agriculture area of state are getting satisfactory registration. Figure 3.1 presents percentage of women household registered during FY 2012-13 across the districts of Haryana.

Table 1.3 Represent the cumulative Person Days Generated During Financial Year 2012-13



Table 1.3 Cumulative Person Days Generated During Financial Year 2012-13

District	Cumulative Person Days Generated
Mahendergarh	216369
Sirsa	683954
Ambala	89441
Mewat	242736
Bhiwani	375831
Faridabad	8962
Fatehabad	574616
Gurgaon	23886
Hissar	1181666
Jhajjar	198668
Jind	170355
Kaithal	82633
Karnal	406549
Kurukshetra	166746
Palwal	158313
Panchkula	34697
Panipat	117367
Rewari	67544
Rohtak	103220
Sonipat	59412
Yamunanagar	157713
Total	5120858

Source: nrega.nic.in

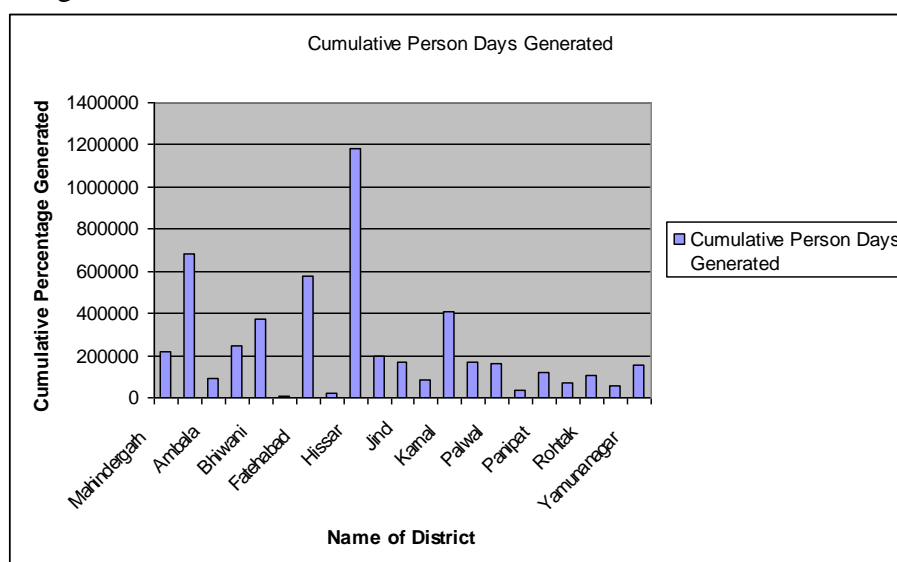


Figure 1.3

Person Days Generated: Hissar has generated maximum number of cumulative person days (1181666), while Faridabad has generated minimum number of person days (8962). Rohtak has



generated 103220 person days, which is not up to the mark as many other districts have performed better if compared with registration of women workers. It proves that just to show on papers, job cards are being prepared but demand for work is not accordingly (Figure 1.2) **Amount Earned by Women Workers:** As Hissar generated maximum number of person days so women of this district earned maximum wages and that was 2290.81 Lakhs. Women of Bhiwani (3,2528 Lakh) earned minimum wages while women beneficiaries of Rohtak district earned wages of 198.81498 lakh and stood at 12th position in state. If the compare among the district of Haryana, then it is very difficult to give rand. In fact, success of this scheme depends on the need of the area. But Hissar is doing well in comparison to other districts.

Women Empowerment: - Women Empowerment refers to empowering women to change lower relations between women and men in their favour. Women in developing countries in particular are observed to be lagging behind the men in the different spheres of life such as, labour and employment, health and nutrition, education and skills, asset ownership political and social participation etc. with the result that power of decision making in the multiple spheres of life more with men than with women, on the economic front women own no/low assets as compared to men. This restricts their access to credit, to technology to markets and to upward mobility. Women also have lower status in the field of labour and employment, as compared to men, reflected in their low participation, poor occupational diversification, low employment status, low wages etc.

In India inequality and vulnerability of women in all fields of life, they need to be empowered in all way of life. In every developing country social and economic development of women is very important. Women should realize that they have constitutional right to quality health care, economic and social security and access to education. In our India people are more comfortable to accept leading role of women in our society because our increasing depending on seroice sector has created many opportunities especially for women where they can excel their skills with maintaining balance in their life.

In India women participation in MGNREGA is increased day by day. It means that women are coming out of their homes not only to search for job but also to visit banks and panchayat offices. In many work sites, women have control right to theirs wages in bank deposits. A 2008 MGNREGA survey showed that 79% of women employees in MGNREGA works collect their own wages and 68% keep their own wages (FRONTLINE, 2009;13)

A major aim of these policy efforts has been to mobilize women's work participation in MGNREGA programmes. There is evidence of a general neglect with regard to bringing about a change in their gendered position. The provision of facilities such as safe drinking water, child care, shade for period of rest, and first aid are reported to be largely absent from MGNREGA worksites. A social audit exercise of Anantpur district in Andhra Pradesh with 60% men and 40% women in MGNREGA worksites, noted : "Drinking water supply has been given to women but in most places they have not been paid No flexible time, wages go inside the family, no crèche anywhere in Anandpur district or in Andhra Pradesh. Earlier shade was provided but that is no longer there only water is provided in most places." (Center for Environment Concerns www.solutionexchange-un.net.in , "WADA NA TODO ABHIYAN", 2007)



This is a significant measure in view of the women's work. In addition to huge amount of time in home maintenance and caring women spend up to 20-25% of their productive time in the labour market on collection of basic goods for the livelihood security of the household such as fuel wood, water, vegetables, fruits etc. as well as acquiring fodder for cattle (Hirway, 2008;12)

The complaint of women is that the design, structure and materials used decide who is seen valuable as a worker. Women loose their self-image and have to beg for work and take what is paid because we do not value their work and measure it but also prefer models in our structure that was preferred by contractors as profit was their only motive. So unless all these are equally challenged we will be touching only the surface of gender issues facing MGNREGA (www.solutionexchange-un-net.in) dated 17.05.2015

In India the majority of approximately 260.3 million people living below the poverty line are women (social watch India Report 2005). In India women workers are concentrated in agriculture. There agricultural women workers are connected with the land and they are effected by fluctuation in agricultural output. As home-based women workers are dependent on local and domestic markets. Their lower mobility into new areas is dependent on several factors, including household and care responsibilities traditional social norms and a lack of information and skills.

In Haryana after MGNREGA quality of life of the women's are very good. MGNREGA providing employment to the women's and give the payment equal to men. Now women's are not depend only own husband. They go to work and increase own payment by MGNREGA works and other works. They spend their income nutrition food, education of children and health etc. The participation of the women in the workforce has suppressed the statutory minimum requirement of 33% and through this, it was protected the women justice and right.

OBSTACLES TO WOMEN WORKERS IN MGNREGA:-

MGNREGA benefits have not came easily their leisure time has misplaced with working hours for women and not only this have they to bear with physical and emotional strains. Some of the obstacles in the way of MGNREGA workers.

- **Nature of work:-** In many research study while identifying the step of projects at Block level. Very little was considered as regards suitability of women. In other words, hardly any project was selected in terms of providing direct benefit to women. Most of the project selected being related to rural connectivity related to rural connectivity and renovation of local water bodies involving earth work requiring application of physical force, male workers were preferred to women workers.
- **Poor worksite facilities:-** The MGNREGA guidelines provide certain positive action to encourage women participation in the program like facilities for crèche, drinking water, shade and first aid are required to be provided at every worksite. But these facilities are not available on the every worksite.
- **Period of work:-** In many research study it found that the women workers don't any support from their husbands and most of the domestic work like cooking and care related work, they used to do after return from work. This means, their working hours has been extended due to MGNREGA.



- **Delay in Payments:-** Delayed payment also come in the way of participation of poor women. Delays in wage payment make it difficult especially for single women, who cannot afford to wait as they are only corners in the family. When they do not get wages in time, they are bound to return to previous, less preferred job. Delay in wages is due to the reason as the money is released only after submission of the completion report of every project by area engineer which is a relatively long process.
- **Single accounts for men and women:-** Another constraint is the introduction of wage payment through banks. When a single account is opened per job card the account is generally opened in the name of a male member of the family. This means to withdraw their wages. This decreases the participation of women in this programme.
- **Low level of Awareness:-**The awareness of MGNREGA and workers entitlements is very low. In many villages there has a deliberate attempt not to disseminate complete information regarding the MGNREGA. Most people are not even aware of the fact that they should apply for work and also of getting unemployment allowance in case of not getting work.
- **Not getting unemployment allowance:-**Beneficiaries are neither getting 100 days of work nor unemployment allowance for that. It therefore loses its main attraction point.
- **Non – availability of child care facilities:-**One of the major shortcomings of the act is non availability of crèche facilities at the work site even through the act includes this provision. Different studies show that women remained worried about their children while they are working at MGNREGA worksite even some women do not accept the job facilities of MGNREGA because of non – availability of power child care facilities.
- **Illegal Presence of Contractors:-**The continued illegal presence of contractors is a significant negative factor affecting the availability of work and its benefit for women.

SUGGESTIONS FOR MGNREGA WOMEN WORKERS:-

To increase participation rate of women workers in MGNREGA, some major suggestion given below:-

- **Strengthening active citizenship:-**Women participation in Gram Sabha's is likely to be increased as they become more aware of their citizenship rights and duties. Investing in informed groups is one way of doing this policy has prioritized investment in training of elected leaders, which needs to continue, but democratic process require active citizenship by all and this act needs to find a place in resource allocations too.
- **Systems of wage payment:-**Women are employed as unskilled labour on MGNREGA worksites. Over a longer period, enhancement of skills and productivity will be one way of increasing earning, to over come the difficulties faced by the women in drawing cash from bank, provision can be made to provide door step delivery of the wages.
- **Complementing the MGNREGA for different needs of women:-**To programme design is perceived to be inclusive, as it's open to all irrespective of age or any other consideration. As a social protection system, MGNREGA reaches out to the able bodies; to reach but to meet the need of women who are at different stages in their lifecycle, a cash transfer or other kind of intervention may be better and more efficient.



- **Improving quality of childcare:** The programme design includes a recommendation that mobile crèches need to be available at workplaces from a policy stand point, the issue of quality needs to be brought to the fore front and not treated as something to be addressed at a later stage after issues of access or infrastructure have been dealt with.
- **Improving the worksites facilities:-** It is not sufficient to put some special facilities such as drinking water, shade for children, periods for rest and a first aid box care etc in papers but implementation and maintenance must be done properly.
- **Involvement of NGOS:-**Involvement of NGOS in MGNREGA has been very low. This feature requires to be strengthened to make the rights – based. MGNREGA more successful and meaningful.
- **Joint bank accounts:-**There should be joint bank accounts so women easily can withdraw money according to their need.
- **Information of the work:-**It may be stressed here that effective information flows and dissemination about the various angles of this provisions of the scheme and also about the roles. The ministry has also give the suggestion for the women worker of MGNREGA. To identify widowed women, deserted women and destitute women who quality as a household under the Act, to ensure that they are provided 100 days of work. To ensure that pregnant women and lactating mothers (at least up to 8 months before delivery and 10 months after delivery) are given works which require less effort and are close to their houses.

Conclusion:-

Women empowerment is the most important role play in every rural country; MGNREGA signals a possible reshaping of priorities in India through a democrat determination to provide real livelihood opportunities for the rural poor. The MGNREGA is a wage employment program providing minimum wage employment to casual unskilled labour, women disabled especially during those days in which they are jobless or free from agriculture work. The highest percentage of women household registered in MGNREGA in Karnal District (44.53%) and lowest percentage of women household registered in MGNREGA in Panchkula District (21.74%). Hissar has generated maximum number of cumulative person days is (1181666). While Faridabad has generated minimum number of person days (8962). In Hissar generated maximum number person days so women of this district earned maximum wages (2290.81) & women of Bhiwani earned minimum wages (32528) lacs. MGNREGA has emerged as a very powerful tool for women empowerment. MGNREGA has positive impact on employment pattern of women, women have benefited both as individual and community. Women are benefited individually because they are able to earn independently, spend some money for own needs, contribute in family expenditure and improve the living standards of the family. Other hovels women benefited community can be understood by increased presence in the gram sabha, increasing number of women in speaking out in the meeting, increasing capacity of interaction act. The valuable gains poor implementation.

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