

ROLE OF MGNREGA IN THE ENHANCEMENT OF WOMEN STATUS IN HIMACHAL PRADESH



Planning Department, H.P.

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Preface

The Ministry of Programme Implementation, Government of India, in its endeavour to ensure improvement in the coverage, quality, timeliness, and credibility of information on key indicators has built partnerships with different State Governments under the aegis of a comprehensively designed Project - Support for Statistical Strengthening. The Department of Economics and Statistics is the nodal department responsible for implementation of this project in Himachal Pradesh. One of the components of the project provided conducting of few studies evaluating performance of some of the flagship schemes being implemented by the Central Government and the State Governments. The Department of Economics and Statistics has collaborated with the Planning Department for evaluating and documenting the role of MGNREGA in the enhancement of women status in Himachal Pradesh. The Planning Department, capitalizing on in-house capacity, has attempted this report using information collected through primary and secondary sources. This document attempts to make an assessment of the impact of MGNREGS in changing the status of women working under MGNREGS. Base-line information on socio-economic indicators of women was collected with which changes in those indicators after women were employed under MGNREGS was compared to analyse the changes. The focused effort was made to ascertain the awareness level of women beneficiaries about registration process under MGNREGS for works and the facilities provided by the Government to women workers. The changes in living standard of these women beneficiaries have also been assessed. It has also been explored as to how MGNREGS employment has helped women in getting better education to their children. Employment of women under MGNREGS has also been assessed in bringing about changes in family structure. It has been found that the women beneficiaries of MGNREGS have now more say not only in family matters but also in community matters and it has increased particularly after getting employment. It has helped them in gaining self-esteem and increased their freedom to decide about expenditure to be incurred out of earned wages. There is confidence among women to impart better and higher/ professional education to their children. A certain shift in the family structure from joint to nuclear families was also observed among the families of MGNREGS women workers. The MGNREGS in Himachal Pradesh has helped in economic and social empowerment of women. The last section of this report makes certain recommendations in increasing effectiveness of MGNREGS in further improving status of women in the State. The help extended by the officers and officials of the Department of Economics and Statistics and Department of Rural Development has been of immense value in finalizing this report. The research team appreciates the support and cooperation of the respondents during collection of information.

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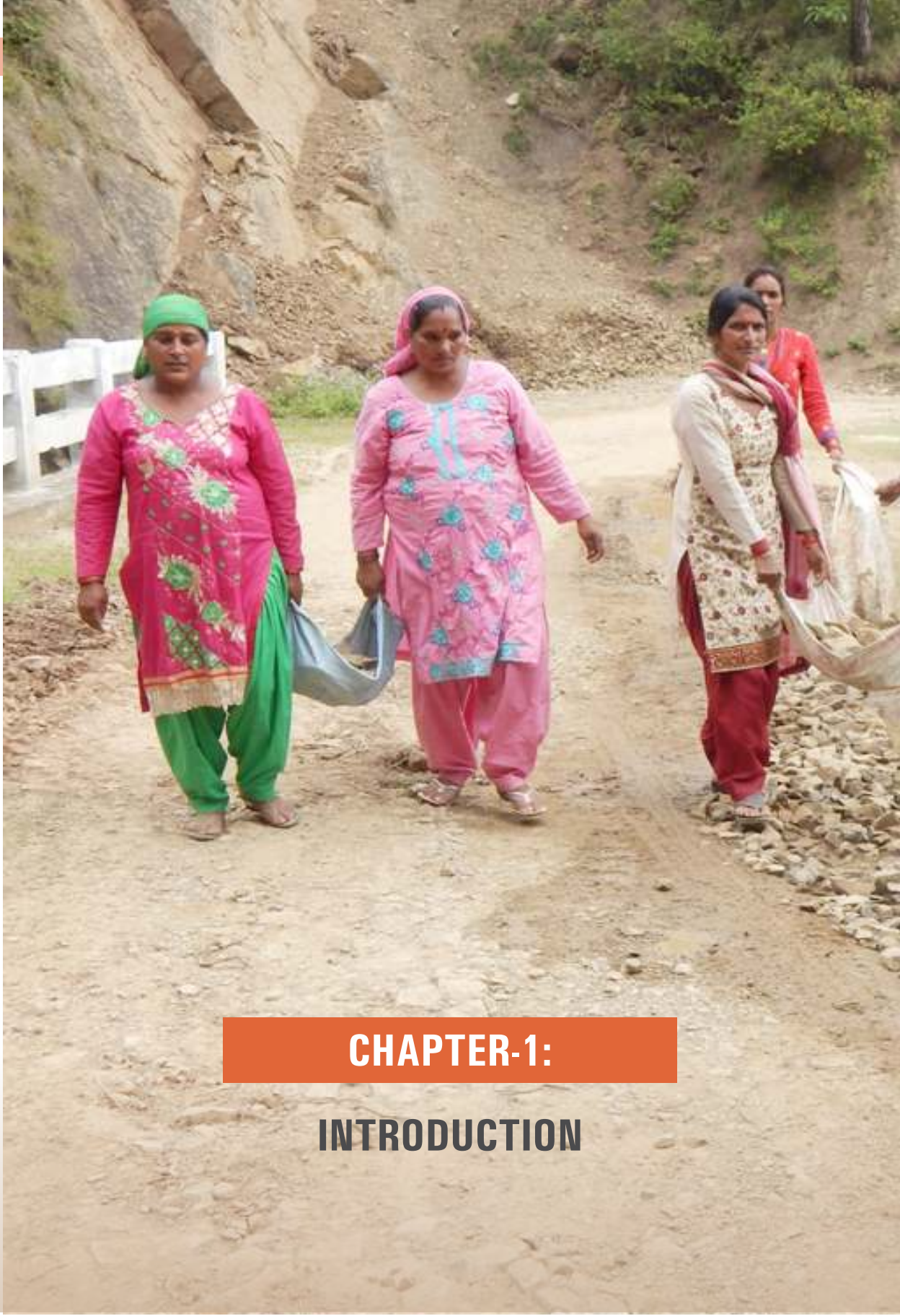
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CHAPTER-1:

INTRODUCTION



CHAPTER-1: INTRODUCTION

It is important to define as to what is 'status' especially, when the present study is an attempt to make an assessment of the changes which MGNREGA has brought in the status of women MGNREGA workers in Himachal Pradesh. "Status is simply defined as a position in a social system, such as 'child' or 'parent'- R. Linton (1936). Status refers to what a person is, whereas the closely linked notion of role refers to the behavior expected of people in a status. Status is also used as a synonym for 'honour' or 'prestige', when social status denotes the relative position of a person on a publicly recognized scale or hierarchy of social worth. It is increasingly associated with lifestyle and distinctive patterns of consumption in recent sociology."¹

- 1.1 There are variations in the status of women across societies and also within a society. The financial needs and commitment of women to development and improvement of society have changed the traditional roles of women. Roles of women undergo changes with changes in their own status. The status is a relative term associated with different people having different scale of prestige. Status has also close association with different patterns of consumption of resources. The lifestyle also varies with scale of status of different people in society. The status and linked roles are a function of equality, education, health, labour, employment, family setup, religion etc. in society. An elevation in women's status is one of the results of women empowerment. Empowering women economically and socially would certainly help in improving socio-economic status of women as it is through empowerment that women would have more freedom and rights to exercise choice over available opportunities.
- 1.2 According to Pillai (1995)², women empowerment is an active, multidimensional process which enables women to realize their full identity and powers in all spheres of life. Power is neither a

¹ The Penguin Dictionary of Sociology (Fourth Edition), pp.345

² Pillai J. K., Women and Empowerment, Gyan Publishing House, New Delhi, pp. 23-24

commodity to be transacted nor can it be given away as alms. Power has to be acquired and once acquired, it needs to be exercised, sustained and preserved. As described by Kabeer (1999)³, in the framework developed by her for empowerment of women, there are two essential elements of women empowerment, viz.; process and agency. A process is defined as the series of events that produce gradual change. The process of women empowerment leads to expansion in their ability to have resources and to make strategic life choices, in which women acquire resources that enable them to develop voice- the capacity to articulate preferences. The agency element of women empowerment describes that women themselves are significant actors in the process of change. Empowerment is the capacity to make decisions to fulfill their own aspirations. The capacity is built through schooling attainment, skill development, self-sufficiency, social resources such as participation in organizations, access to peer networks and access to role models. Empowerment cannot be offered by a third party rather it has to be claimed by those who would get empowered. Women will be empowered when they have full control over their own life. Also, Kabeer (2001)⁴ defined empowerment as the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them. Women empowerment means to let women survive and let them live a life with dignity, humanity, respect, self-esteem and self-reliance. Bayeh, Endalcachew (January 2016)⁵ in his paper 'The Role of Empowering Women and achieving Gender Equality to the Sustainable Development of Ethiopia' defines women empowerment in several ways, including accepting women's viewpoints or making an effort to seek them, raising the status of women through education, awareness, literacy, and training. The

³ Kabeer, N. Resources, agency, achievements. Reflections on the measurement of women's empowerment, *Development and Change*, 30(3), 435-464

⁴ N. Kabeer, "Conflict over Credit: Re-evaluating the Empowerment Potential of Loans to Women in Rural Bangladesh", *World Development*, Vol. 29, No. 1, pp. 63-84, 2001.

⁵ Endalcachew, Bayeh, Department of Civics and Ethical Studies, College of Social Sciences and Humanities, Ambo University, Ambo, Ethiopia, *Pacific Science Review B: Humanities and Social Sciences* 2(2016)37-42. The role of empowering women and achieving gender equality to the sustainable development of Ethiopia

empowerment is a process which enables one to gain power, authority and influence over others.

- 1.3 In India, Constitution guarantees to all the citizens equal opportunities and equal payment for a work, but the women are a single largest group in Indian society, which is still at a disadvantageous position despite Constitutional provisions. In spite of given provisions in the Constitution, harsh reality of deprivation and degradation is in existence (Dasarathi, 2006)⁶. The old system of considering women as the property of men is still deep rooted in our society. The changes have taken place in a significant way in urban women, but their counterparts living in rural areas are only marginally affected by these changes. Male dominance in the villages even in Panchayat governance, which is now represented by men and women both, is seen evidently. Women have a significant contribution, socially and economically, in protecting and upbringing of their family members more than the men in the times of crisis (Braidotti et al, 1994)⁷. They should be taken as equal in the society and be given the equal share in decision making. Women's equality with men will establish when they have the freedom to choose their course of action independently (Sughosh India Foundation, 2010)⁸. Women, in India, constitute more than 49 per cent of the total population of the country (Census Report, 2011). Thus, they are regarded as the better half of the society. Our society, particularly the rural society, is still male dominated and women are not given equal treatment as partners, both inside and outside the four walls of the house. The rural women are adjudged as the most silent participants of economic development of India. The deprivation of women of poorer segments of society is the result of poverty, illiteracy and ill health. They need employment for coming out of vicious circle of deprived condition, and poverty.⁹

⁶ Dasarathi, B. (2006). Empowerment of Indian women: A challenge of 21st Century. Orissa Review, January, 60-63

⁷ Braidotti., R., Charkiewics, E., Häusler, S. & Wierenga, S. (1994). Women the environment and sustainable development: Towards a theoretical synthesis. Zed Books, London.

⁸ Sughosh India Foundation, 'Sughosh's meaning of empowerment.

⁹ Barman, Bhajan Chandra (2018), Empowerment of Women through MGNREGA in Nadia District of West Bengal, Journal Press, India.

- 1.4 Women empowerment is the situation in which women move from the state of being oppressed to the state in which both the oppressor and the oppressed are equal, socially, politically and economically (Chattopadhyay 2005)¹⁰. The concept of empowerment can be understood better when contextualized to social, educational, economic, political and psychological empowerment of women. The economic empowerment of women refers to the process of according women the power to become “bread winners” to be self- reliant to generate income from projects and fight poverty (Elliot 2008)¹¹.The term empowerment has gained rising popularity since the 1990s, but much earlier studies related to 'women's status' also looked at various aspects of women's empowerment. Although concerted efforts by development agencies and practitioners over the years to reduce gender disparities have borne some results, the discriminations against women are still strong enough to have placed 'Gender Equality' as the fifth goal of the United Nations' Sustainable Development Goals for 2015–2030¹².
- 1.5 In view of these circumstances, Government of India,besides other programmes had initiated a demand driven employment generation scheme known as National Rural Employment Guarantee Act (NREGA) in 2005. This scheme was introduced for the betterment of rural population including women through employment generation. This NREGA was first started in 200 selected districts on 2nd February, 2006 and was expanded to 130 additional districts during 2007-08. The coverage of this Act across the country was started on 1st April, 2008. From October, 2009, the Government of India changed the name of this scheme and renamed as Mahatma Gandhi National Rural Employment Guarantee Act. This Act provides for at least 100 days' guaranteed wage employment in each financial year to every household whose

¹⁰ Chattopadhyay, A. (2005). Women and entrepreneurship. Yojana, a Monthly Journal of Ministry of Information and Broadcasting, 5(1), 123-156.

¹¹ Elliott, C. M. (2008). Global empowerment of women: Responses to globalization and politicized religions. Routledge, New York.

¹² Vithanagama,Ranmini(2016), Women's Economic Empowerment: A Literature Review International Centre for Ethnic Studies.

adult members volunteer to do unskilled manual work. In this context, adult means a person who is 18 years old or above. The unskilled manual work means any physical work which any adult person is able to do without any special skill¹³. MGNREGA has become an effective tool for inclusive growth in rural India and it has a widespread impact on social protection, livelihood security, women empowerment and democratic governance. The Act also focuses on strengthening the natural resources management through the works that address issues like chronic poverty, drought, deforestation and erosion of soil, and ultimately encourage sustainable development. This scheme was launched to provide social protection, livelihood security and democratic empowerment to the most vulnerable people living in rural India by providing additional employment opportunities. Thus, distinct goals of MGNREGA are protective, preventive and promotive.

- 1.6 In Himachal Pradesh, in the first phase, the National Rural Employment Guarantee Scheme (NREGS) was introduced in Chamba and Sirmour districts on 2nd February, 2006. In second phase, NREGS was started in Kangra and Mandi districts with effect from 1st April, 2007. In third phase, all the remaining 8 districts of the State have been covered under the scheme with effect from 1st April, 2008. A brief description of MGNREGA is as under:-

(1) Salient Feature

The salient feature of the scheme is to enhance livelihood security of the households in rural areas of the State by providing 100 days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. From the Financial Year 2018-19, State Government has increased number of days from 100 to 120 to provide additional wage employment days to needy persons. The additional expenditure on account of additional days' borne by the

¹³ Barman, Bhajan Chandra(2018), Empowerment of Women through MGNREGA in Nadia District of West Bengal, Journal Press, India.

State Government. The Mahatma Gandhi National Rural Employment Guarantee Scheme is open to all rural households in the areas notified by the Government of India.

(2) Eligibility

The Mahatma Gandhi National Rural Employment Guarantee Scheme is open to all rural households in the areas notified by the Government of India. The entitlement of 100 days of guaranteed employment in a financial year is in terms of a household. This entitlement of 100 days per year can be shared within the household. All adult members of the household who register themselves can apply for work. To register, they have to:-

- a) Be local residents “local” implies residing within the Gram Panchayat.
- b) Be willing to do un-skilled manual work.
- c) Apply as a household at the local Gram Panchayat.

(3) Application for Registration and Issuance of Job Cards

The application for registration can be given on plain paper or on the prescribed application format available at Gram Panchayat level or an oral request for registration can be made. The application should contain the names of those adult members of the household who are willing to do un-skilled manual work, and particulars such as age, sex and SC/ST status etc. After verification, all particulars are registered by the concerned Gram Panchayat. Every household is assigned a registration number. Job cards to every registered household are issued by the Gram Panchayat. The job cards are issued within a fortnight of the application for registration. Photographs of adult members who are applicants are attached to the job cards. The cost of job card and photographs is borne as part of the programme funds. The job card is valid for a period of 5 years. The priority is to 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 this Act.

(4) Application for Work and Allocation of Employment

Applications for work can be submitted to the Gram Panchayat as well as to the Programme Officer. Applications should be given in writing and a dated receipt for the application for work must be issued to the applicant. The applications for work must be for at least 14 days of continuous of work. Applicants who are provided work are to be intimated by means of letter sent to them at the address given in the job card and also by a public notice displayed at the offices of the Gram Panchayat. The wage employment to the applicant is to be provided within 15 days of the date of receipt of application. As stated in the Act (Schedule 1), contractors cannot be engaged in any manner in the execution of works.

(5) Permissible Works

I Category-A : PUBLIC WORKS RELATING TO NATURAL RESOURCES MANAGEMENT

- (i) Water conservation and water harvesting structures to augment and improve groundwater like underground dykes, earthen dams, stop dams, check dams with special focus on recharging ground water including drinking water sources.
- (ii) Watershed management works such as contour trenches, terracing, contour bunds, boulder checks, gabion structures and spring shed development resulting in comprehensive treatment of a watershed.
- (iii) Micro and minor irrigation works and creation, renovation and maintenance of irrigation canals and drains.
- (iv) Renovation of traditional water bodies including desilting of irrigation tanks and other water bodies.
- (v) Afforestation, tree plantation and horticulture in common and forest lands, road margins, canal bunds, tank foreshores and coastal belts duly providing right to usufruct to the households.
- (vi) Land development works in common land.

II Category-B : INDIVIDUAL ASSETS FOR VULNERABLE SECTION

- (i) Improving productivity of land of households specified in paragraph 5 through land development and by providing suitable infrastructure for irrigation including dug wells, farm ponds and other water harvesting structures.
- (ii) Improving livelihoods through horticulture, sericulture, plantation and farm forestry.
- (iii) Development of fallow or waste lands of households defined in paragraph 5 to bring it under cultivation.
- (iv) Unskilled wage component in construction of house sanctioned under the Indira Awaas Yojana or such other State or Central Government Scheme.
- (v) Creating infrastructure for promotion of livestock such as poultry shelter, goat shelter, piggery shelter, cattle shelter and fodder troughs for cattle and
- (vi) Creating infrastructure for promotion of fisheries such as, fish drying yards, storage facilities and promotion of fisheries in seasonal in water bodies on public land.

III Category-C : COMMON INFRASTRUCTURE FOR NRLM COMPLIANT SELF HELP GROUPS

- (i) Works for promoting agricultural productivity by creating durable infrastructure required for bio-fertilizers and post-harvest facilities including pucca storage facilities for agriculture produce and
- (ii) Common work sheds for livelihood activities of self-help groups.

IV Category-D RURAL INFRASTRUCTURE

- (i) Rural sanitation related works, such as individual household's latrines, schools toilets units, Anganwadi toilets either independently or in convergence with schemes of other Government Departments to achieve open defecation free status and solid and liquid waste

management as per prescribed norms.

- (ii) Providing all weather rural connectivity to unconnected villages and to connect identified rural production centres to the existing pucca road network and construction of pucca internal roads or streets including side drains and culverts with a village.
- (iii) Construction of play fields.
- (iv) Works for improving disaster preparedness or restoration of roads or restoration of other essential public infrastructure including flood control and protection works, providing drainage in water logged areas, deepening and repairing of flood channels, chau renovation, construction of storm water drains for coastal protection.
- (v) Construction of buildings for Gram Panchayats, women shelf help groups federations, cyclone shelters, Anganwadi centres, village haats and crematoria at the village or block level.
- (vi) Construction of Food Grain Storage Structures for implementing the provisions of the national Food Security Act 2013 (20 of 2013).
- (vii) Production of building material required for construction works under the Act as a part of the estimate of such construction works.
- (viii) Maintenance of rural public assets created under the Act and
- (ix) Any other work which may be notified by the Central Government in consultation with the State Government in this regard. The order of priority of works shall be determined by each Gram Panchayat in the meetings of the Gram Sabha keeping in view the potential of the local area, its needs and local resources. Works which are non-tangible, not measurable, repetitive such as removing grass, pebbles, agriculture operations, shall not be taken up.

V Category:INDIVIDUAL ASSETS

Works creating individual assets shall be prioritized on land or homestead owned by households belonging to the:

- (a) Scheduled Castes
- (b) Scheduled Tribes
- (c) Nomadic Tribes
- (d) De-notified Tribes
- (e) Other families below the poverty line.
- (f) Women headed households
- (g) Physically handicapped headed households
- (h) Beneficiaries of land reforms
- (i) The beneficiaries under the Indira Awaas Yojana
- (j) Beneficiaries under the Scheduled Tribes and other traditional Forest Dweller (Recognition of Forest Rights) Act 2006 (2 of 2007) and, after exhausting the eligible beneficiaries under the above categories on lands of the small or marginal farmers as defined in the Agriculture Debt Waiver and Debt Relief Scheme, 2008 subject to the condition that such households shall have a job card with at least one member willing to work on the project undertaken on their land or homestead

(6) Payment of Wages

1. Every person working under the scheme is entitled to wages at the minimum wage fixed by the Central/ State Government.
2. Equal wages are to be paid to both men and women workers.
3. Workers are entitled to being paid on weekly basis and in any case within a fortnight of the date on which work was done {MGNREGA Section -3(3)}
4. The wages to the MGNREGA worker are being paid

on the basis of the work done by them based on schedule of rates.

(7) Payment of Unemployment Allowance

- (i) If an applicant for employment under the scheme is not provided such employment within 15 days of receipt of his application seeking employment or from the date on which the employment has been sought in the case of advance application, whichever is later, she/ he shall be entitled to a daily unemployment allowance which will be one fourth of the wage rate for the first thirty days during the financial year and one half of the wage rate for the remaining period of the financial year.
- (ii) The payment of unemployment allowance is the liability of the State Government.
- (iii) The liability of the State Government to pay unemployment allowance to a household during any financial year will cease as soon as:-
 - (a) The applicant is directed by the Gram Panchayat or the Programme Officer to report for work ; or
 - (b) The period for which employment is sought comes to an end and no member of the household of the applicant had turned up for employment ; or
 - (c) The adult members of the household of the applicant have received in total at least 100 days of work within the financial year ; or
 - (d) The household of the applicant has earned as much from the wages and unemployment allowance taken together which is equal to the wages for 100 days of work during the financial year.

(8) Facilities at Work Site

- (a) The facilities of safe drinking water, shade for children and place of rest, first –aid-box-with adequate

material for emergency treating for minor injuries and other health hazards connected with the works being performed shall be provided at the work site.

- (b) In case the number of children below the age of six years accompanying the women working at any sites is five or more, one such woman may be deputed to look after such children. The women deputed to look after such children shall be paid the normal wages.

(9) Wage Material Ratio

The ratio of wage costs to material costs should be not less than the minimum norm of 60:40 stipulated in the Act. This ratio should be applied preferably at the Gram Panchayat, Block and District levels. The wages of skilled and semi-skilled labourers should be included in the material costs.

(10) Funding Pattern

The following costs are borne by the Government of India:-

- (a) The entire cost of wages for unskilled manual workers.
- (b) 75 percent of the cost of material and wages for skilled and semi-skilled workers.
- (c) Administrative expenses.

The following costs are borne by the State Government:-

- (a) 25 percent of the cost of material and wages for skilled and semi-skilled workers.
- (b) Un-employment allowance.
- (c) Administrative expenses of State Employment Guarantee Council
- (d) The Government of Himachal Pradesh also bears the expenditure on account of the wages for 20 days of employment in addition to 100 days of assured employment as provided in the Act.

(11) Demand Driven Programme

This is a demand driven employment programme in rural areas. The allocation of funds depends upon the demand for employment.

(12) Great Scope for Convergence

As the ratio of wage costs to material costs is of 60:40, so there is scope for convergence with other programmes to meet the material cost.

An aerial photograph of a river winding through a landscape. The river is dark and flows from the upper left towards the lower right. The banks are lined with dense green trees and shrubs. A sandy, light-colored bank is visible along the upper right side of the river. The overall scene is a natural, outdoor environment.

CHAPTER-2:

LITERATURE REVIEW

CHAPTER-2: LITERATURE REVIEW

An attempt has been made to review the literature relating to the problem in hand and to find out research gap. Accordingly, a research design is formulated. The literature relating to women empowerment and status with special reference to MGNREGA has been reviewed before taking in hand the present study, the details of which can be seen in the paras to follow.

Kar (2013)¹ says MGNREGA 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 rural women and contributed substantially in improving living and economic conditions by providing equal wages to male and female workers. The role of MGNREGA in women's participation can be examined through three dimensions, which impact women's empowerment, viz; (i) effects on income consumption (rise in income of women workers increases ability to choose consumption basket); (ii) intra-household effects (allowing women to access paid work, thus widening the scope of their decision-making roles at home); and (iii) community effects (after MGNREGA's introduction, women's participation in local governance processes has increased).

Keerthi and Kamala's (2016)² review of MGNREGA's impacts reveals that women have benefitted tangibly and intangibly, by getting broader choices and capabilities, and investments on children's education, increasing their bargaining power and self-confidence. That women benefit from higher wages is a much welcome development, however, women's economic and social empowerment relates to the extent to which they can access their earnings independently.

Holmes, Sadana and Rath(2011)³ find that when women do not have access to payments in their own or joint bank accounts, the programme has limited or no impact on household relationships.

¹ Kar, S.2013. "Empowerment of women through MGNREGS: Issues and Challenges", in Odisha Review, Feb./Mar. pp. 76–80

² Keerthi, K.; Kamala, S. 2016. "Socio economic empowerment of women under MGNREGA: A review", in Paripex Indian Journal of Research, 5(10) pp. 281–283

³ Holmes, R.; Jones, N. 2011 and Sadana, N.; Rath, S. 2011. Public works programmes in developing countries: Reducing gendered disparities in economic opportunities? Paper prepared for the International Conference on Social Cohesion and Development, 20–21 Jan., Paris (London, Overseas Development Institute) and An opportunity for change? Gender analysis of the Mahatma Gandhi National Rural Employment Guarantee Act. Project Briefing Paper No. 53 (London, Overseas Development Institute)

Ashok Pankaj and Rukmini Tankha (2010)⁴ in their article 'Empowerment Effects of the NREGS on Women Workers: A Study in Four States' examine the empowerment effects of the NREGA on rural women in Bihar, Jharkhand, Rajasthan and Himachal Pradesh. In this paper, they analyzed that women have now more opportunities because of cash payment in hand through the scheme and as a result, they have benefitted through income and consumption effects, intra-household effects, and enhancement in choice and capabilities. They further observe that empowerment of rural women has emerged as an unintended consequence of NREGS. Women have benefited more as workers than as a community. 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 of women in household affairs.

Ramesh & Kumar (2009)⁵ in their study also find that MGNREGA holds great prospects of bringing major changes in the lives of women. MGNREGA is playing a substantial role in empowering women economically and laying the basis for greater independence and self-esteem.

Lavanya and Mahima (2013)⁶ determine the scope of women empowerment through MGNREGA in Palakkad. The results of the study show that MGNREGA has made the women beneficiaries economically independent and it is also concluded that the programme had laid a foundation for self-esteem and independence for women beneficiaries.

Hazarika (2009)⁷ examines the impact of MGNREGA on gender empowerment in Morigaon and Bongaigaon districts of Assam. This study shows that almost 70 to 80 percent of sample workers have more income other than unpaid family work during the pre-NREGA. Majority of the workers feel that they are now in better position to

⁴ Ashok Pankaj and Rukmini Tankha, 'Empowerment Effects of the NREGS on Women Workers: A Study in Four States' EPW, July 24, 2010, Vol.xlv, No.30

⁵ Ramesh, G. & Kumar, T.K. (2009). Facet of Rural Women Empowerment: A Study in Karimnagar District in Andhra Pradesh. Kurukshetra, 58, 29-30.

⁶ V.L. Lavanya & S. Mahima, Empowerment of rural women through MGNREGA with special references to Palakkad International Journal of Multidisciplinary Research, 3(7), 2013, 271-276.

⁷ Hazarika, P.G. (2009). Promoting Women Empowerment and Gender Equality through the Right to Decent Work: Implementation of National Rural Employment Guarantee Programme (NREGP) in Assam State (India): A Case Study

fulfill their own requirements without looking at others.

Jena SK (2012)⁸ finds that the scheme has truly a positive impact on women empowerment, in so far as it has addressed a number of practical gender needs.

Xavier G, Mari G (2014)⁹ observes that a majority of the women respondents (68.3%) are using MGNREGA income to satisfy their family food consumption needs.

Kaushal SL, Singh B (2016)¹⁰ conclude that MGNREGA has become a powerful instrument for women empowerment in rural India through its effect on livelihood security and democratic governance and social protection.

Venu Babu Ch, Sudhakar G (2014)¹¹ opine that by their participation in MGNREGA, women have become less dependent on their husbands for money and didn't need to submit the entire amount they earn to their mothers-in-law.

Shobha K (2015)¹² finds that the economic conditions of the women beneficiaries improved after joining MGNREGA, which is a good sign of development. Women beneficiaries had also started repaying their debt.

Sabanna Y (2016)¹³ observes that this programme enhances standard of living of the vulnerable sections of the society, particularly, women, by ensuring social political and economic empowerment of women.

Agarwal S, Madhuri Devi M, (2015)¹⁴ note that MGNREGS is not envisaged as a women's empowerment programme yet. MGNREGS has brought economic and social empowerment of women. MGNREGS has certainly empowered workers economically and socially.

⁸ Jena SK (2012) MGNREGA: An Critical Assessment of Issues and Challenges. The Indian Journal of Commerce 65: 165-179.

⁹ Xavier G, Mari G (2014) Impact of MGNREGA on Women Empowerment with special reference to Kalakkanmoi Panchayat in Sivagangai District, Tamil Nadu. International Journal of Economics and Management Studies 1: 1-5.

¹⁰ Kaushal SL, Singh B (2016), A study of Women participation in MGNREGA in Himachal Pradesh. Productivity 56: 382-391.

¹¹ Venu babu Ch, Sudhakar G (2014) MGNREGA: Making Way for Social Change in Women's: A Case Study of Musunuru Mandal in Andhra Pradesh, International Journal of engineering and Management Research 4: 1-5.

¹² Shobha K (2015) Inclusion of Female Labour Force in MGNREGA: A Micro Level Study Socialomics 4: 1-5

¹³ Sabanna Y (2016), Women empowerment through MGNREGA in Karnataka. Indian Journal of research 5: 240-242.

¹⁴ Agarwal S, Madhuri Devi M, (2015) Empowerment of Women through MGNREGA with Reference to Chhattisgarh. Indian Journal of Applied Research 5: 657-659.

Ananta KrN (2016)¹⁵ says that women workers are more self-confident about their roles as contributors to family expenses and taking part in the family decisions and also spend some earnings on their own. This scheme acts as an instrument of women's empowerment and deserves much more attention than it has received so far.

Ahangar GB (2014)¹⁶ observes that wage equality for men and women helps to reduce the gender difference to some extent. Women get additional respect from society and their family.

Sahoo M (2014)¹⁷ opines that women are promoted individually because they are able to earn and use some cash for their own needs, and contribute to their family expenditure.

Arulselvam K, Deepika S (2014)¹⁸ opines that women spend wages earned on MGNREGA works on regular food and buying goods.

Saravana M (2013)¹⁹ observes that women have registered their real contribution to the household's income. Women speaking in the Gram Sabha and also women having access to post offices and banks are new developments.

Sudarshan M. Ratna (2011)²⁰ writes that one of the prominent features of the NREGA is high and varying levels of women's participation. This research examines women's participation in NREGS in selected areas in three States: Kerala, Himachal and Rajasthan. The NREGS has succeeded in bringing large number of women into paid work, many of them for the first time. This report explores the complex reasons why women's participation in the scheme varies significantly across and within States, and suggests improvements that could maximize its impact. NREGS has achieved some success in empowering women, economically and socially.

¹⁵ Ananta Kr N (2016) Empowerment effects of the MGNREGA on women workers: A case study of four village panchayats of Majuli, Jorhat district. *South Asian Journal of Multidisciplinary studies* 3: 62-69.

¹⁶ Ahangar GB (2014), Women empowerment through MGNREGA: Case study of block Shahabad of district Ananthnag, Jammu and Kashmir. *ABHINAV National Monthly Refereed Journal of Research in Commerce and Management* 3: 55-62.

¹⁷ Sahoo M (2014) Impact of MGNREGA on Women empowerment-a case study of Cuttack district in Odisha. *Journal of Organisation and Human Behaviour* 3: 45-50.

¹⁸ Arulselvam K, Deepika S (2014), A Study on problems faced by the rural women workers in MGNREGA. *Intercontinental Journal of Human Resource Research Review* 2: 74-81.

¹⁹ Saravana M (2013), Impact Assessment of Mahatma Gandhi National Rural Employment Guarantee Scheme On Rural Women Empowerment. *Golden Research Thoughts* 3: 1-12

²⁰ Ratna M. Sudarshan, (2011) India's National Rural Employment Guarantee Act: women's participation and impacts in Himachal Pradesh, Kerala and Rajasthan, Institute of Social Studies Trust, New Delhi, India Research Report, January 2011

MGNREGA SAMEEKSHA (2012)²¹ finds out that the evidence of national participation rate of 47 percent of women suggests that women are participating in the MGNREGA more actively than in other works. MGNREGA is an important work opportunity for women who would have otherwise remained unemployed or underemployed. In year the 2011–12, Kerala had the highest women participation at 93 per cent, while Uttar Pradesh and Jammu and Kashmir showed low levels of women participation at 18 per cent and 17 percent, respectively.

Vinita Arora et. al. (2011)²² conclude that for women empowerment, MGNREGA has brought significant benefits such as increased level of employment and income of the rural household women, thereby enhancing their purchasing power, satisfaction, confidence etc. Gender has never been at the center stage of the programme as a policy, but MGNREGA has emerged as a very powerful tool for empowering women. It is found that the programme has indeed a positive impact on women empowerment.

Carswell and De Neve (2013)²³ say that MGNREGS is very beneficial to the rural women in particular as there is availability of work at local level throughout the year. The rural women perceived it as easy work with fixed and gender equal wages and also free from caste discrimination and subordination.

Sonali Das, et. al. (2015)²⁴, in IMF working paper 'Women workers in India: Why very few among so many' examines the determinants of female labour force participation in India, against the backdrop of India having one of the lowest participation rates for women among peer countries. Their main finding is that a number of policy initiatives can help boost female economic participation in the States of India, including increased labour market flexibility, investment in infrastructure, and enhanced social spending. This paper also analyses

²¹ MGNREGA SAMEEKSHA, 2012, An Anthology of Research Studies on the Mahatma Gandhi National Rural Employment Guarantee Act, 2005, 2006–2012, edited and compiled by Mihir Shah, Neelakshi Mann and Varad Pande, Ministry of Rural Development, Government of India, New Delhi: Orient Black Swan, 2012

²² Vinita Arora, L. R. Kulshreshtha and V. Upadhyay (2011), The Relevance of MGNREGS in Mounting Women Empowerment.

²³ Grace Carswell and Geert De Neve, (2013) Women at the Crossroads, Implementation of Employment Guarantee Scheme in Rural Tamil Nadu, December 28, 2013 vol xlvi no 52 EPW Economic & Political Weekly

²⁴ Sonali Das, Sonali Jain-Chandra, Kalpana Kochhar and Naresh Kumar, (2015), Women Workers in India: Why So Few Among So Many?, Working Paper Asia and Pacific Department, International Monetary Fund, IMF

whether India's largest public employment programme, resulting from the enactment of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) in 2005, has led in higher female labour force participation. Launched as one of the world's largest employment programmes, MGNREGA offers 100 days of guaranteed wage employment in every financial year for all registered unskilled manual workers (both women and men). The MGNREGA includes pro-women provisions as it seeks to ensure that at least 33 per cent of participating workers are women, and stipulates equal wages for men and women. In addition, there are also provisions for facilities such as childcare at work sites, so as to reduce the barriers to women's participation (Government of India, 2014). As well, there are other aspects of the MGNREGA that may make such work attractive for women, for example, the stipulation that work is to take place within 5 kilometers of an applicant's residence.

Galabet.al. (2010)²⁵ in their paper make an attempt to assess the performance of NREGS in Andhra Pradesh. The paper evaluated three domains of the scheme, namely, planning, implementation and impact. The study shows that as far as the women are concerned, they have gained in terms of employment days and also wages due to NREGS work which means it has contributed to economic empowerment of women. As per the study, it is necessary that the awareness of NREGS participants should be enhanced in regard to rights, entitlements and governance provisions in the Act.

Afridi, Mukhopadhyay, and Sahoo, 2016; Das and Singh, 2013; Dev, 2011; Li and Sekhri (2013)²⁶, have considered many effects on children's education and say that MGNREGA has contributed to child's educational enrolment and well-being by enhancing women's wages. They also show that increasing the labour market participation of mothers in MGNREGA improves time spent in school and better educational attainment.

²⁵ S. Galab, P. Balamurugan, Sandeep Kumara and S.K. Bajpai (2010, January-June), Mahatma Gandhi National Rural Employment Guarantee Programme in Andhra Pradesh: An Assessment in LBS Journal of Management and Research, Vol. VIH, No. I, Lai Bahadur Shastri Institute of Management, Delhi, pp. 14-34

²⁶ Afridi, F; Mukhopadhyay, A.; Sahoo, S. 2016. Female labour force participation and child education in India: Evidence from the National Rural Employment Guarantee Scheme. IZA Journal of Labour and Development, 5(7) (Bonn, Forschungsinstitut zur Zukunft der Arbeit Institute for the Study of Labour)

Dev (2011)²⁷ suggests a positive relationship between MGNREGA employment and children's educational outcomes. However, results are mixed.

Das and Singh (2013) and Li and Sekhri (2013)²⁸ find evidence, albeit weak, that the programme is not associated with improving children's education.

Desai, Joshi and Vanneman (2015a)²⁹ examine IHDS data to show that children's educational performance increased along with MGNREGA employment in participating households, compared to children's education outcomes in non-MGNREGA households.

ILO (2017) in its Paper No.230³⁰ observes that rural employment guarantee programme in India has been an opportunity for women to enter paid employment. However, it also finds that while men working in MGNREGA sites were likely to come from the poorest households, for women, this was not necessarily so. Women working in MGNREGA were distributed amongst the lower income groups, not entirely from the poorest groups. Paper also observes that MGNREGA has been instrumental in ensuring paid employment for women – about half of those who worked in MGNREGA in 2011-12 were either out of the labour force or working in unpaid work in 2004-05. The India Human Development Survey (IHDS) data includes questions about women's decision-making in the household which makes it useful to analyze whether access to paid employment, and MGNREGA employment in particular, enhanced women's status and access to resources as well as decision-making in the household. It is found that indeed, paid employment has a positive and significant effect on women's control over household decisions. It is also found that women who worked in the MGNREGA programme in 2011–12 were significantly more likely to have control over household decisions than others. MGNREGA, is

²⁷ Dev, S. 2011. NREGS and child wellbeing, WP-2011-004 (Mumbai, Indira Gandhi Institute of Development Research)

²⁸ Das, S.; Singh, A. 2013. The impact of temporary work guarantee programmes on children's education: evidence from the Mahatma Gandhi National Rural Guarantee Act from India. (Whitewater, WI: Department of Economics, University of Wisconsin–Whitewater)

²⁹ Desai, S.; Joshi, O.; Vanneman, R. 2015a. Do public works programmes improve child education: Evidence from India

³⁰ International Labour Office, Geneva in its working paper (No.230) on MGNREGA, Paid Work and Women's Empowerment (2017)

therefore, positively related to women's empowerment. There is argument that one way of assessing this would be to see whether the next generation of girls in the households is more likely to get a school education instead of working at home or outside, given that education, in general, is strongly related to employment outcomes. There have been mixed findings on girls education in the literature – some have argued that MGNREGA contributed to girls taking care of younger siblings and leaving school, while others have established a positive relation between MGNREGA and children's education. The paper examines the relationship between women's MGNREGA work and the older girls' time spent in school and whether women have control over household decisions, and finds that there is significant evidence, though weak, that the likelihood of the oldest girl spending more hours in school is greater for households in which the women worked in MGNREGA relative to all others. This relationship is stronger when the woman working in MGNREGA has control over household decisions as well.

Sabharwal Shivani in her Thesis(2012)³¹ sums up that the MNREGS has helped in (to a marginal extent) providing at least some level of employment opportunities and livelihood security, achieving empowerment of weaker sections of society, especially, women, creation of productive assets and bringing overall changes in rural areas. The study provides evidence that MNREGS has not been implemented with same spirit, vigour as was conceived when formulated. While implementing agencies (Panchayati Raj Institutions, especially, Gram Panchayats) have lacked in terms of their involvement, the programme beneficiaries are concerned very little due to unawareness. There is a lot of scope for making MNREGS more successful, if certain untapped gaps are considered sincerely in the planning of its implementation processes in the years to come. In other words, MNREGS has ample potentialities to speed up the wheel of rural development and it can be achieved with proper planning and

³¹ Sabharwal Shivani, Thesis(2012), An assessment of rural employment generation programmes- a case study of MGNRES in Kangra and Hamirpur Districts of Himachal Pradesh.

active participation of rural people. It should be the task of the Government and planners to reformulate and implement the MNREGS in such a way that the most vulnerable sections of the society are benefited by this scheme.

In addition to it, printed and electronic media have also been accessed for more information on the subject.

In foregoing literature review, it has been observed that a lot of research work has been done in the area of wage employment through MGNREGA and the resulting empowerment of women. This research work is very valuable. However, the study of literature reveals that yet more is to be done in these areas. The problems assessed relating to this programme are inefficient implementing agencies, lack of awareness among the rural people, lack of co-ordination between various agencies, inefficient employment generation, less women participation etc. It is also revealed that a very little work has been done on the assessment of MGNREGS, especially with reference to the impact on the status of women beneficiaries in Himachal Pradesh. The success of MGNREGS can only be achieved if vulnerable sections of the society are benefitted to the extent as is implicitly envisaged in the Act of this scheme. In this background, the present study has been attempted in Himachal Pradesh covering all Development Blocks.

A scenic view of a Himalayan mountain range. In the foreground, a small village with traditional white and brown buildings is nestled on a hillside. The middle ground shows steep, rugged mountains with patches of snow. The background features more distant, snow-capped peaks under a cloudy sky.

CHAPTER-3

OVERVIEW

OF HIMACHAL PRADESH

CHAPTER-3: OVERVIEW OF HIMACHAL PRADESH

Knowledge of socio-economic aspects of the study area is important to have a comprehensive understanding of findings of the study and therefore, the present chapter presents an overview of some of the important aspects of Himachal Pradesh. Himachal Pradesh is one of the Himalayan States of India with significantly good indicators of human development. Its rich natural resources and diverse topography, separate administrative identity and significant accomplishments in education and health give it a unique identity. The socio-economic base of Himachal Pradesh at the time of its formation and even earlier has a bearing on the level of its development. Although, Government of India offers preferential treatment to it in giving financial aid, but due to its tough topography and hilly terrain, there are many bottlenecks it has faced while achieving current level of development. Himachal Pradesh started its development journey with a weak economic and institutional base and absence of skills required for modern development. The State has tried to become self-reliant by turning to speedy development of horticulture, power generation and tourism.

Location and Climate

3.1 Himachal Pradesh attained full statehood on 25th January, 1971, with an area of 55,673 Sq. Kms within its boundaries. It lies in the foothills of Dhauladhar mountain range. Himachal Pradesh is a part of western Himalayas and lies between 30°22'N and 33°12'N latitude and 75°47'E and 79°04'E longitude. It is a landlocked State and surrounded by Tibet and China in the East, Jammu & Kashmir and Ladakh UTs in the North, whereas Uttarakhand, Haryana and Punjab are in its south. It has both plains and hills, so its altitude ranges from 350m to 7000m above sea level. The average temperature ranges from 28°C to 32°C and average rainfall is 152cm. Himachal Pradesh is one of the richest reservoirs of biological diversity in the world. The climatic conditions vary from semi-tropical to semi-arctic. It has 66.52% of the total area classified as forests. Also, Himachal Pradesh is said to be fruit bowl of the country.

Demography

3.2 As per Census of 2011, the population of it is 68, 64,602, of which 34, 81,873 are males (51 percent) and 33, 82,729 (49 percent) are females. The population growth is 12.90% from 2001 to 2011. The sex ratio is 972. The life expectancy at birth (2012-16) of male and female is 69.4 years and 75.5 years, respectively. The urban population forms about 10.03 percent of the total population whereas rural population is 89.97 percent. The State has a population density of 123 persons per Sq. km., lower than the national average of 382 persons per Sq. km. The population of the State constitutes 0.57 per cent of India's population and ranks 21st amongst all States and UTs of the country. The Scheduled Castes and Scheduled Tribe population is 25.19 percent 5.71 percent, respectively. Himachal Pradesh had 12 Districts, 80 Development Blocks and 3,226 Gram Panchayats at the time of conducting this study.

Table-3.1
Himachal Pradesh: Some Demographic Indicators

Indicator		Himachal Pradesh	India
Area (Sq. km)		55,673	3,287,469
Population		6,864,602	1,210,854,977
	Males	3,481,873	623,270,258
	Females	3,382,729 (49.27%)	587,584,719 (48.53%)
Density of Population (Per Sq. km.)		123	382
Population Growth Rate(2001-2011)		12.90	17.70
Sex Ratio		972	940
Urban Population (%)		10.03	31.16
Rural Population (%)		89.97	68.84
Scheduled Castes Population (%)		25.19	16.60
Scheduled Tribe Population (%)		5.71	8.60
*Life Expectation at Birth (2014-18)	Male	69.6	68.2
	Female	76.8	70.7

Source: Census of Himachal Pradesh- 2011 and Statistical Year Book, H.P.

*Statistical Abstract of Himachal Pradesh 2019-20

Literacy

3.3 The overall literacy rate has increased from 76.48 percent in 2001 to 82.80 percent in 2011, while the male and female literacy rates increased to 89.53 percent and 75.93 percent, respectively. There has been a marked increase in female literacy rate from 65.61 percent in 2001. District-wise literacy rates are given in Table 3.2:-

Table-3.2
Literacy Rate-2011 Census

Sr. No.	District	Persons	Males	Females
1.	Bilaspur	84.59	91.16	77.97
2.	Chamba	72.17	82.59	61.67
3.	Hamirpur	88.15	94.36	82.62
4.	Kangra	85.67	91.49	80.02
5.	Kinnaur	80.00	87.27	70.96
6.	Kullu	79.40	87.39	70.91
7.	Lahaul&Spiti	76.81	85.69	66.84
8.	Mandi	81.53	89.56	73.66
9.	Shimla	83.64	89.59	77.13
10.	Sirmaur	78.80	85.61	71.36
11.	Solan	83.68	89.56	76.97
12.	Una	86.53	91.89	81.11
Total		82.80	89.53	75.93

Source: Census of Himachal Pradesh- 2011 and Statistical Year Book, H.P.

State Economy

3.4 As per the Second Revised Estimates Gross State Domestic Product (GSDP) at current prices, was estimated at Rs.1.48 lakh Crore in 2018-19 as against Rs. 1.38 lakh Crore in 2017-18 showing an increase of 7.1 percent during the year. GSDP at constant (2011-12) prices in 2018-19 was estimated at Rs.1.16 lakh Crore against Rs.1.10 lakh Crore in 2017-18 registering a growth of 6.4 percent during the year as against the growth rate of 6.2 percent of previous year. The increase in total State Domestic Product was mainly attributed to 3.6 percent in Community & Personal Services Sector, 6.9 percent in

Finance & Real Estate, 2.9 percent increase in Transport and Trade, 10.1 percent in Manufacturing Sector, 3.1 percent in Construction and -0.8 percent increase in Electricity, Gas & Water Supply. However, the Primary Sector had growth rate of 3.2 percent. Food Grains production, which was 15.81 lakh MT during 2017-18 increased to 16.92 lakh MT during 2018-19 and was 15.94 lakh MT in 2019-20. The Fruit Production decreased to 4.95 lakh MT in 2018-19 as against 5.65 lakh MT in 2017-18, showing a decrease of 12.4 percent in 2018-19. Drastic reduction in fruit production due to adverse climatic conditions was the main contributing factor for negative growth of primary sector during 2018-19. The fruit production during 2019-20 was almost double at 8.45 lakh MT. The per capita income at current prices witnesses an increase of 5.6 percent as it increased to Rs.1.74 lakh in 2018-19 from Rs. 1.65 lakh in previous year 2017-18. However, at constant (2011-12) prices, the per Capita income during 2018-19, was estimated at Rs.1.36 lakh against Rs.1.29 lakh in 2017-18 registering a growth rate of 5.4 percent.

Area and Population

3.5 In Himachal Pradesh, 12 districts have unequal area distribution. Hamirpur and Lahaul & Spiti districts are having an area 1,118 sq. km and 13,841 sq. km, which have least and largest area, respectively, amongst all districts. The area of Lahaul & Spiti is 12.38 times greater than the area of Hamirpur district, but population of Hamirpur district is 203.50 times more than that of Lahaul & Spiti district. Two tribal districts and one partially tribal district have least population density compared to non-tribal districts. Also, rural area and population are more than urban area and population in the State. In Himachal Pradesh, Kangra district has highest population, which has 4th largest area after Lahaul & Spiti, Chamba and Kinnaur. Two tribal districts, Lahaul & Spiti and Kinnaur have no urban population whereas, Shimla district has highest urban population. The area and population of each district alongwith its rural and urban population are given in Table-3.3.

Table-3.3
Area and Population- Himachal Pradesh

Sr. No.	District	Area (Sq. km.)	Population			Density
			Total	Rural	Urban	
1.	Bilaspur	1167	381956	356827	25129	327
2.	Chamba	6522	519080	482972	36108	80
3.	Hamirpur	1118	454768	423338	31430	407
4.	Kangra	5739	1510075	1423794	86281	263
5.	Kinnaur	6401	84121	84121	0	13
6.	Kullu	5503	437903	396512	41391	80
7.	Lahaul&Spiti	13841	31564	31564	0	2
8.	Mandi	3950	999777	937140	62637	253
9.	Shimla	5131	814010	612659	201351	159
10.	Sirmaur	2825	529855	472690	57165	188
11.	Solan	1936	580320	478173	102147	300
12.	Una	1540	521173	476260	44913	338
Total		55673	6864602	6176050	688552	123

Source: Census of Himachal Pradesh- 2011

Population of Different Religions

3.6 The religion-wise population with percentage of each district of Himachal Pradesh as per Census-2011 is given in Table-3.4. In Himachal Pradesh, highest population is of Hindu religion, which is 95.32% and least population is of Christian religion, which is 0.18%. Other three religions, Muslim, Sikh and Buddhist also do not have significant population and percentages are 2.19%; 1.17% and 1.15%, respectively. The population of Sikh religion in Lahaul & Spiti and Kinnaur districts is absent. Similarly, population of Christian religion in Bilaspur, Hamirpur and Lahaul & Spiti districts is absent. Also, population of Muslim religion in Lahaul&Spiti is zero. The population of Buddhist religion in Bilaspur, Hamirpur and Una districts is zero too, so, religion-wise distribution of population in all districts except Hindu religion is not uniform as in some of the districts either one or more religions' population is zero. All four religions Muslim, Christian, Sikh and Buddhist are in minorities. The highest population of Muslim, Christian, Sikh and Buddhist religions is in Sirmaur, Kangra, Una and Lahaul & Spiti districts, respectively.

Table-3.4
Percentage of Religion-wise Population- 2011 Census

Sr. No.	District	Hindu	Muslim	Christian	Sikh	Buddhist
1.	Bilaspur	5.43	0.10	0.00	0.03	0.00
2.	Chamba	7.00	0.47	0.02	0.04	0.03
3.	Hamirpur	6.56	0.05	0.00	0.01	0.00
4.	Kangra	21.32	0.29	0.04	0.13	0.21
5.	Kinnaur	0.94	0.01	0.01	0.00	0.26
6.	Kullu	6.06	0.04	0.02	0.02	0.22
7.	Lahaul&Spiti	0.17	0.00	0.00	0.00	0.29
8.	Mandi	14.32	0.14	0.01	0.06	0.04
9.	Shimla	11.55	0.17	0.03	0.06	0.05
10.	Sirmaur	6.96	0.48	0.01	0.23	0.04
11.	Solan	8.00	0.21	0.02	0.20	0.01
12.	Una	7.01	0.21	0.01	0.38	0.00
Total		95.32	2.19	0.18	1.17	1.15

Source: Census of India 2011

Rural Poor Families

3.7 In Himachal Pradesh, mainly marginal and small cultivators, agricultural labourers, artisans etc. comprise poor sections of the rural area. District wise position of BPL families as per survey on poor families (2002-07) of rural area has been given in Table-3.5. It exhibits that out of total rural households, 23.87 percent were living below the poverty line in Himachal Pradesh. However, this survey needs a revision as it is about fifteen years old and the parameters used at the time of conducting BPL survey may already have lost their relevance in the present context. The highest percentage of 54.15 percent of BPL families was in the Chamba district and lowest percentage of 16.24 percent was in Kullu district. It is clear that the poverty is one of the main problems in rural areas of Himachal Pradesh if it is assumed that a survey conducted about fifteen years ago is still relevant in this context. Hence, it is needed that Government programmes, like MGNREGA must be implemented by covering all the identified poor population, so that additional employment opportunities are created for these families.

Table-3.5
Survey on Rural Poor Families (2002-07)

Sr. No.	District	Total Families at the Time of Survey	No. of Families Below Poverty Line	% of Families Below Poverty Line to Total Families
1.	Bilaspur	75051	17337	23.10
2.	Chamba	85676	46393	54.15
3.	Hamirpur	95795	19514	20.37
4.	Kangra	289185	63250	21.87
5.	Kinnaur	13255	2824	21.31
6.	Kullu	69388	11267	16.24
7.	Lahaul & Spiti	5517	2400	43.50
8.	Mandi	206096	41339	20.06
9.	Shimla	108999	31682	29.07
10.	Sirmaur	70439	13695	19.44
11.	Solan	73733	17478	23.70
12.	Una	89792	15191	16.92
Total		1182926	282370	23.87

Source: Statistical Year Book- 2019-20, E&S Department, HP.

District-wise Sex Ratio

3.8 In Table-3.6, the sex ratio for all ages in Himachal Pradesh has increased to 972 in 2011 from 968 in 2001, but sex ratio for 0-6 age group is 909, which however has increased from 896 in 2001. Despite this increase, low sex ratio in this age group is a matter of concern. In 2011, the least and highest sex ratios were of Solan and Hamirpur districts, respectively. The districts having sex ratio more than 1000 are Hamirpur, Kangra and Mandi districts. The inference that those districts of Himachal Pradesh which have boundaries with neighbouring status have poor sex ratio(Census, 2001) due to high incidence of pre-natal sex-determination facilities in neighbouring States does not appear to hold for 2011 Census as not all the districts with sex ratio lower than State average share borders with neighbouring States. A separate study may be helpful in determining the possible causes of low sex ratio in these districts.

Table-3.6
Himachal Pradesh : Sex Ratio

Sr. No.	District	Sex Ratio All Ages		Sex Ratio 0-6 Age Group	
		2001	2011	2001	2011
1.	Bilaspur	990	981	882	900
2.	Chamba	959	986	955	953
3.	Hamirpur	1099	1095	850	887
4.	Kangra	1025	1012	836	876
5.	Kinnaur	857	819	979	963
6.	Kullu	927	942	960	962
7.	Lahaul&Spiti	802	903	961	1033
8.	Mandi	1012	1007	918	916
9.	Shimla	896	915	929	925
10.	Sirmaur	901	918	934	928
11.	Solan	852	880	900	899
12.	Una	997	976	837	875
	H.P.	968	972	896	909
	India	933	940	927	914

Source: Census of India : 2001 and 2011

Sex-wise Distribution of Workers

3.9 In Table-3.7, sex-wise distribution of workers for rural and urban areas have been given. The total workers, as per Census-2011, are 35.59 lakh comprising of 20.43 lakh and 15.16 lakh males and females, respectively. The rural and urban female workers are 14.53 lakh and 0.63 lakh, respectively. The highest rural female workers are of Mandi district, whose number is 2.69 lakh. Kangra district has highest number of workers, but female workers as well as rural female workers are less than Mandi district. Both total workers and female workers are least in Lahaul & Spiti district in the State. However, proportion of women workers to male workers in Hamirpur district is highest as compared to other districts. This proportion is also highest in rural and urban areas of this district as compared to other districts. The literacy rate of women in Hamirpur district is also highest amongst all districts. Higher

literacy rate among women in Hamirpur can be one of the reasons for higher employment among women in Hamirpur. A very low proportion of female main workers and relatively high percentages of female marginal workers and female non-workers still prevail and need to be looked at separately from the policy perspective.

Table-3.7
Distribution of Total Workers by Sex-2011

Sr. No.	District	Total Workers			Rural			Urban		
		Total	Female	% age Female	Total	Female	% age Female	Total	Female	% age Female
1.	Bilaspur	205871	94328	45.82	195691	91154	46.58	10180	3174	31.18
2.	Chamba	294035	135244	46.00	280855	132520	47.18	13180	2724	20.67
3.	Hamirpur	241931	123207	50.93	230983	120137	52.01	10948	3070	28.04
4.	Kangra	675170	271414	40.20	645181	264453	40.99	29989	6961	23.21
5.	Kinnaur	56273	22410	39.82	56273	22410	39.82	-	-	-
6.	Kullu	269084	120255	44.69	252150	116061	46.03	16934	4194	24.77
7.	Lahaul&Spiti	19295	8532	44.22	19295	8532	44.22	-	-	-
8.	Mandi	572671	275207	48.06	549714	268770	48.89	22957	6437	28.04
9.	Shimla	430926	172298	39.98	346311	151487	43.74	84615	20811	24.59
10.	Sirmaur	280083	110684	39.52	260263	106585	40.95	19820	4099	20.68
11.	Solan	298737	108736	36.40	253163	100587	39.73	45574	8149	17.88
12.	Una	215346	73734	34.24	199505	70330	35.25	15841	3404	21.49
Total		3559422	1516049	42.59	3289384	1453026	44.17	270038	63023	23.34

Source: Census of India - 2011

District-wise Distribution of Different Categories of Workers

3.10 As per Census-2011, total proportion of main workers, marginal workers and non-workers are 20.62 lakh; 14.97 lakh; and 33.05 lakh; respectively. Amongst them, 30.23%, 59.62% and 56.48% are women main workers, women marginal workers and women non-workers respectively. In inter-districts distribution of workers, it is found that highest percentage of women main workers is 42.51% followed by 40.24%, which are of Lahaul & Spiti and Hamirpur districts, respectively. The highest percentage of women marginal workers is 63.37% followed by 62.77% and 62.57%, which are of Shimla, Bilaspur and Hamirpur districts, respectively. Similarly, highest percentage of women non-workers is 60.08% followed by 58.46%, 57.83% and 57.20%, which are of Una, Kangra, Solan and

Sirmaur districts. Thus, proportion of women main workers, marginal workers and non-workers is highest in Lahaul & Spiti, Shimla and Una districts, respectively as compared to other districts. The least percentage of women main workers, marginal workers and non-workers is in Una, Lahaul & Spiti and again in Lahaul & Spiti districts, respectively. Also, proportion of women marginal workers is higher than main workers and non-workers across all districts.

Table -3.8
**District-wise Distribution of Women Main Workers,
Marginal Workers and Non-Workers-Himachal Pradesh**

Sr. No.	District	Main Worker			Marginal Workers			Non-Workers		
			Female	%Female	Total	Female	%Female	Total	Female	%Female
1.	Bilaspur	103406	30006	29.02	102465	64322	62.77	176085	94864	53.87
2.	Chamba	119632	32321	27.02	174403	102923	59.01	225045	122516	54.44
3.	Hamirpur	126153	50763	40.24	115778	72444	62.57	212837	114491	53.79
4.	Kangra	313915	68204	21.73	361255	203210	56.25	834905	488070	58.46
5.	Kinnaur	46782	16871	36.06	9491	5539	58.36	27848	15462	55.52
6.	Kullu	193876	74823	38.59	75208	45432	60.41	168819	92196	54.61
7.	Lahaul&Spiti	15190	6458	42.51	4105	2074	50.52	12269	6444	52.52
8.	Mandi	284154	98545	34.68	288517	176662	61.23	427106	226505	53.03
9.	Shimla	311770	96790	31.05	119156	75508	63.37	383084	216673	56.56
10.	Sirmaur	193906	58954	30.40	86177	51730	60.03	249772	142882	57.20
11.	Solan	219235	61227	27.93	79502	47509	59.76	281583	162830	57.83
12.	Una	134482	28550	21.23	80864	45184	55.88	305827	183747	60.08
	Total	2062501	623512	30.23	1496921	892537	59.62	3305180	1866680	56.48

Source: Census of India 2011

Percentage of Women Workers

3.11 In Census- 2011, it has been given that percentage of women total workers to total women population of State is 44.82%. Similarly, percentage of women main workers, marginal workers and non-workers to women population of State are 18.43%, 26.39% and 55.18% respectively. The data given in Table-3.9 is based on the denominator of total women population of districts and State as a whole. The highest percentage of women total workers is of

Kinnaur district. Similarly, highest percentages of women main workers, marginal workers and non-workers are of Kinnaur, Chamba and Una districts, respectively. However, Una, Kangra, Lahaul & Spiti and Kinnaur have least percentage of women total workers, main workers, marginal workers and non-workers. The tribal districts of Kinnaur and Lahaul & Spiti have highest proportion of female main workers (as percentage of total female population in these districts) indicating to economic empowerment of females in these districts. Kangra has the least proportion of female main workers and has also highest proportion of women non-workers in the district.

Table-3.9

Percentage of Women Total Workers, Main Workers, Marginal Workers and Non-workers to Total Female Population of State and District: 2011

Sr. No.	District	Female Total Workers (%)	Female Main Workers (%)	Female Marginal Workers (%)	Female Non-Workers (%)
1.	Bilaspur	49.86	15.86	34.00	50.14
2.	Chamba	52.47	12.54	39.93	47.53
3.	Hamirpur	51.83	21.36	30.48	48.17
4.	Kangra	35.74	8.98	26.76	64.26
5.	Kinnaur	59.17	44.55	14.63	40.83
6.	Kullu	56.60	35.22	21.38	43.40
7.	Lahaul&Spiti	56.97	43.12	13.85	43.03
8.	Mandi	54.85	19.64	35.21	45.15
9.	Shimla	44.30	34.88	19.41	55.70
10.	Sirmaur	43.65	23.25	20.40	56.35
11.	Solan	40.04	22.55	17.49	59.96
12.	Una	28.64	11.09	17.55	71.36
	H.P.	44.82	18.43	26.39	55.18

Source: Census of India - 2011

Gender Disaggregated Work Participation Rate

3.12 In Table-3.10, as per Census-2011, work participation rate of male and female has been given. The highest female work participation rate is of Hamirpur district and least of Una district. The female work participation rate of Mandi district is second highest after

Hamirpur district. It shows that work participation rate of females of district with highest literacy rate is highest amongst all districts. Economic empowerment of women has shown a strong co-relation with literacy among women, though other factors contributing to it also exist. Education gives individuals the desired level of confidence for being economically independent.

Table-3.10
District-wise Male and Female Work Participation Rate- 2011

Sr. No.	District	Male Participation Rate	Rank	Female Participation Rate	Rank
1.	Bilaspur	54.18	9	45.82	4
2.	Chamba	54.00	10	46.00	3
3.	Hamirpur	49.07	12	50.93	1
4.	Kangra	59.80	6	40.20	7
5.	Kinnaur	60.18	4	39.82	9
6.	Kullu	55.31	8	44.69	5
7.	Lahaul&Spiti	55.78	7	44.22	6
8.	Mandi	51.94	11	48.06	2
9.	Shimla	60.02	5	39.98	8
10.	Sirmaur	60.48	3	39.52	10
11.	Solan	63.60	2	36.40	11
12.	Una	65.76	1	34.24	12
Total		57.41		42.59	

Women's Representation in Panchayati Raj Institutions

3.13 The details of members of Panchayati Raj Institutions (PRIs) for the term 2021-2025 revealed that against the reservation of 50% seats of members in PRIs for women, the elected women were more than that. This trend was not observed only in Gram Panchayats, but in Panchayat Samitis and Zila Parishads too. Across all districts, the percentage of elected women members in Gram Panchayats was more than the seats reserved for them. This is an encouraging trend towards empowering women. However, it also needs to be seen if these elected women representatives are actually independent in taking decisions or are just proxies for their spouses or relations. One of the apparent benefits of such high participation of women in local bodies has also proved helpful for women working in MGNREGA as they were informed timely about the provisions of MGNREGA by these members of local bodies.

Table-3.11
Women Members of PRIs in
Himachal Pradesh, 2021-2025 Term

Sr. No.	District	Gram Panchayat			Panchayat Samiti			Zila Parishad		
		Total Seats	Reserved for Women	Elected Women	Total Seats	Reserved for Women	Elected Women	Total Seats	Reserved for Women	Elected Women
1.	Bilaspur	1140	645	658	97	50	50	14	7	7
2.	Chamba	1771	1036	1068	136	70	73	18	9	10
3.	Hamirpur	1435	809	834	125	65	66	18	9	10
4.	Kangra	4808	2683	2789	358	182	184	54	27	28
5.	Kinnaur	389	233	250	45	24	24	10	5	5
6.	Kullu	1387	809	812	103	54	54	14	7	7
7.	Lahaul & Spiti	227	136	137	30	16	18	10	5	5
8.	Mandi	3271	1848	1901	249	128	129	36	18	18
9.	Shimla	2302	1333	1338	201	105	106	24	12	12
10.	Sirmaur	1601	925	936	120	62	65	17	9	9
11.	Solan	1527	879	889	118	61	61	17	9	10
12.	Una	1555	856	873	113	57	58	17	9	9
H.P.		21413	12192	12485	1695	874	888	249	126	130

Source: H.P. State Election Commission.

3.14 The proportion of women elected as President/ Pradhan of a Gram Panchayat, which is the lowest tier of Panchayati Raj Institutions, is also much more than what has been reserved for women by the State Government. This is certainly going to help the cause of women engaged as workers under MGNREGA. This not only helps in empowering women economically but also provides them all the confidence required to participate and contribute in decision making where it matters most.

Table-3.12
Women Pradhans of Gram Panchayats in
Himachal Pradesh, 2021-2025 Term

Sr. No.	District	Gram Panchayat		
		Total Seats	Reserved for Women	Elected Women
1.	Bilaspur	176	89	89
2.	Chamba	309	154	165
3.	Hamirpur	248	124	124
4.	Kangra	814	391	407
5.	Kinnaur	73	37	38
6.	Kullu	235	119	119
7.	Lahaul & Spiti	45	23	24
8.	Mandi	559	277	278
9.	Shimla	412	195	199
10.	Sirmaur	259	131	135
11.	Solan	240	121	124
12.	Una	245	119	123
	H.P.	3615	1780	1825

Source: H.P. State Election Commission.



CHAPTER-4

METHODOLOGY

CHAPTER-4: METHODOLOGY

A well thought of research design is of paramount importance for drawing sound conclusions as it minimizes bias in data and increases trust in the accuracy of collected data. The framework of methods and techniques selected for a study is called research design. The research design makes decision about type of data a study needs, location and timescale of the study, participants and sources, variables and hypotheses (if relevant) and methods for collecting and analyzing data. The objective of this section is to present the methodology adopted in the collection and tools used for analysis of data during current study.

Rationale of Study:

4.1 In Indian society, woman plays pivotal role in making important contributions to the welfare of family and society as a whole. Mostly, the women across the world are engaged in household chores and have less access to economic resources. The Government of India has launched MGNREGS to provide demand driven employment to unskilled workers irrespective of gender bias. This scheme provides opportunity for women for wage employment and to earn money. Present study is an attempt to assess if wage employment, women in Himachal Pradesh get through MGNREGS, has actually helped in improving standard of living, financial literacy among women and increased opportunity to participate in decision making within the family and also in society.

Objectives of the Study:

4.2 Following are the objectives of the Study:-

- (i) To analyze the Socio-Economic condition of MGNREGA Women Beneficiaries.
- (ii) To ascertain the awareness about the various benefits and processes about getting registered under MGNREGA Scheme among selected Women Beneficiaries.
- (iii) To assess the improvement in living standard of selected Women Beneficiaries.

- (iv) Assessment of the quality of education of the children of the selected Women Beneficiaries.
- (v) To analyze the changes in family structure after MGNREGS employment.
- (vi) To suggest measures for improving efficiency of MGNREGS for betterment of MGNREGS women workers based on the finding of the study.

Hypotheses:

4.3 Following hypotheses have been considered:-

- (i) There is a change in socio-economic condition of women beneficiaries as a result of wage employment through MGNREGS.
- (ii) There is awareness about MGNREG Scheme and facilities being provided to women beneficiaries.
- (iii) MGNREGS has resulted in improvement in living standard of women beneficiaries.
- (iv) More children of women beneficiaries are getting education after wage employment under MGNREGS.
- (v) There is a change in family structure.

Methodology for Data Collection and its Analysis:

Sampling:

4.4 There were 6,16,332 Active Women Beneficiaries (Target population) in all the 12 districts comprising of 80 Development Blocks on 31st March, 2019 as per the information available with the Department of Rural Development, Himachal Pradesh and MIS Reports of Ministry of Rural Development, Government of India. District-wise and social group-wise segregation of these workers is exhibited in Table-4.1. Active beneficiary means any individual who has worked on any one day in either the last three years or in current financial year. For deciding sample size, Sample Size Calculator has been used. A sample size with 95% Confidence Level and 5% Confidence Interval is 384 units (women

beneficiaries). This Sample Size Calculator is presented as a public service of Creative Research Systems Survey Software¹. Purposive Sampling method has been adopted. Through purposive sampling technique, an attempt has been made to select those Gram Panchayats, where number of active women workers are highest and these Gram Panchayats have been selected in descending order in terms of active women workers. Thereafter, women beneficiaries have been selected from each of these Gram Panchayats having worked highest number of mandays. 397 respondents little more than sample size of 384, have been interviewed for collection of information. In the first stage, 397 respondents were distributed in all the 12 districts in proportion to the number of active women workers in these Districts and in second stage in all Development Blocks on the same analogy. In the third stage, all the respondents were selected from Gram Panchayats having highest number of active women workers in descending order. In the fourth stage, women beneficiaries having highest number of mandays from each selected Gram Panchayat have been selected based on their enrolment in MGNREGA as on 31st March, 2019 for telephonic interviews, so that the objectives of the study are fulfilled. Selection of the active women with highest number of mandays has been assumed to be more representative sample to ensure more accurate results because only active women workers with more experience can provide more information with more accuracy.

¹<https://www.surveysystem.com/index.htm>

Table-4.1
Category-Wise MGNREGS Workers-
Himachal Pradesh(As on 31st March, 2019)

Sr. No.	District	Number of Active Job Cards	Active Workers						
			SCs	STs	Others	Total Workers	Women	Women Percent	Women % to Total Women
1.	Bilaspur	45260	14249	1799	41022	57070	32644	57.20	5.30
2.	Chamba	92489	29465	36148	80870	146483	72524	49.51	11.77
3.	Hamirpur	42341	14122	467	36414	51003	36159	70.90	5.87
4.	Kangra	141827	40931	10868	113554	165353	106579	64.46	17.29
5.	Kinnaur	13902	8020	13269	633	21922	12492	56.98	2.03
6.	Kullu	63234	31089	1155	69381	101625	52176	51.34	8.47
7.	Lahaul&Spiti	4912	595	6504	44	7143	4408	61.71	0.72
8.	Mandi	181593	69715	2695	178852	251262	161144	64.13	26.15
9.	Shimla	77748	34344	341	89527	124212	59565	47.95	9.66
10.	Sirmaur	51731	25774	906	50741	77421	31952	41.27	5.18
11.	Solan	35602	16383	1012	29411	46806	22310	47.66	3.62
12.	Una	31892	13266	1035	25666	39967	24379	61.00	3.96
Total		782531	297953	76199	716115	1090267	616332	56.53	100.00

Source: Ministry of Rural Development, GoI.

The details of Districts, Development Blocks, Gram Panchayats, Active Women Workers and Sample Women are as under in Table-4.2:-

Table-4.2
District, Development Block, Gram Panchayat, Active
Women Workers and Sample Women

Sr. No.	District	Active Women Workers	Sample Women	Development Block	Active Women Workers	Sample Women
1.	Bilaspur	32644	22	Sadar	7172	5
2.				Ghumarwin	11246	8
3.				Jhandutta	8678	5
4.				Shri Naina Devi Ji	5548	4
5.	Chamba	72524	44	Bharmour	5383	3
6.				Bhattiyat	6610	5
7.				Chamba	10096	5
8.				Mehla	16002	10
9.				Pangi	3886	2
10.				Salooni	14594	9
11.				Tissa	15953	10
12.	Hamirpur	36159	25	Bamson at T/ Devi	9264	6
13.				Bhoranj	6891	4
14.				Bijhri	6952	4
15.				Hamirpur	3790	2
16.				Nadaun	6274	4
17.				TihraSujanpur	2988	5
18.	Kangra	106579	70	Baijnath	9282	6
19.				Bhawarna	6661	4
20.				Dehra	7264	5
21.				Dharamshala	4457	3
22.				Fatehpur	8536	6
23.				Indora	5338	3
24.				Kangra	9277	6
25.				Lambagaon	4582	3
26.				NagrotaBagwan	9845	6
27.				NagrotaSurian	5273	3
28.				Nurpur	5759	4
29.				Panchrukhi	5627	4
30.				Pragpur	8526	6
31.				Rait	9142	6
32.				Sulah	7010	5
33.	Kullu	52176	34	Anni	10635	7
34.				Banjar	11464	7
35.				Kullu	13316	9
36.				Naggar	6227	4
37.				Nirmand	10534	7
38.	Kinnaur	12492	8	Kalpa	4134	3
39.				Nichar	5087	3
40.				Pooh	3271	2
41.	Lahaul&Spiti	4408	3	Lahaul	2904	2
42.				Spiti	1504	1

39.				Nichar	5087	3
40.				Pooh	3271	2
41.	Lahaul&Spiti	4408	3	Lahaul	2904	2
42.				Spiti	1504	1
43.	Mandi	161144	105	Balh	12168	8
44.				Chauntra	9631	6
45.				Dharampur	16241	11
46.				Drang	13831	9
47.				Gohar	13854	9
48.				Gopalpur	14291	9
49.				Karsog	17359	11
50.				Mandi Sadar	16989	11
51.				Seraj	12591	8
52.				Sundernagar	19262	13
53.				Bali Chowki	14927	10
54.	Shimla	59565	36	Basantpur	5759	4
55.				Chauhara	5808	5
56.				Chopal	5762	4
57.				Jubbal&Kotkhai	3450	2
58.				Mashobra	5023	3
59.				Nankhari	3232	2
60.				Narkanda	3122	2
61.				Rampur	9976	5
62.				Rohru	6099	4
63.				Theog	9352	4
64.				Kupvi	1982	1
65.	Sirmaur	31952	21	Nahan	5493	4
66.				Pachhad	5023	3
67.				Paonta Sahib	5294	3
68.				Rajgarh	5005	3
69.				Sangrah	5532	4
70.				Shillai	5605	4
71.	Solan	22310	14	Dharampur	4811	3
72.				Kandaghat	2583	2
73.				Kunihar	4952	3
74.				Nalagarh	6249	4
75.				Solan	3715	2
76.	Una	24379	15	Amb	4534	3
77.				Bangana	8145	5
78.				Gagret	2969	2
79.				Haroli	4945	3
80.				Una	3786	2
		616332	397		616332	397

Analysis:

4.5 Data collection details and tools used for analysis of data are as follows:

- (i) Collected secondary data from Rural Development Department, Government of Himachal Pradesh and MIS

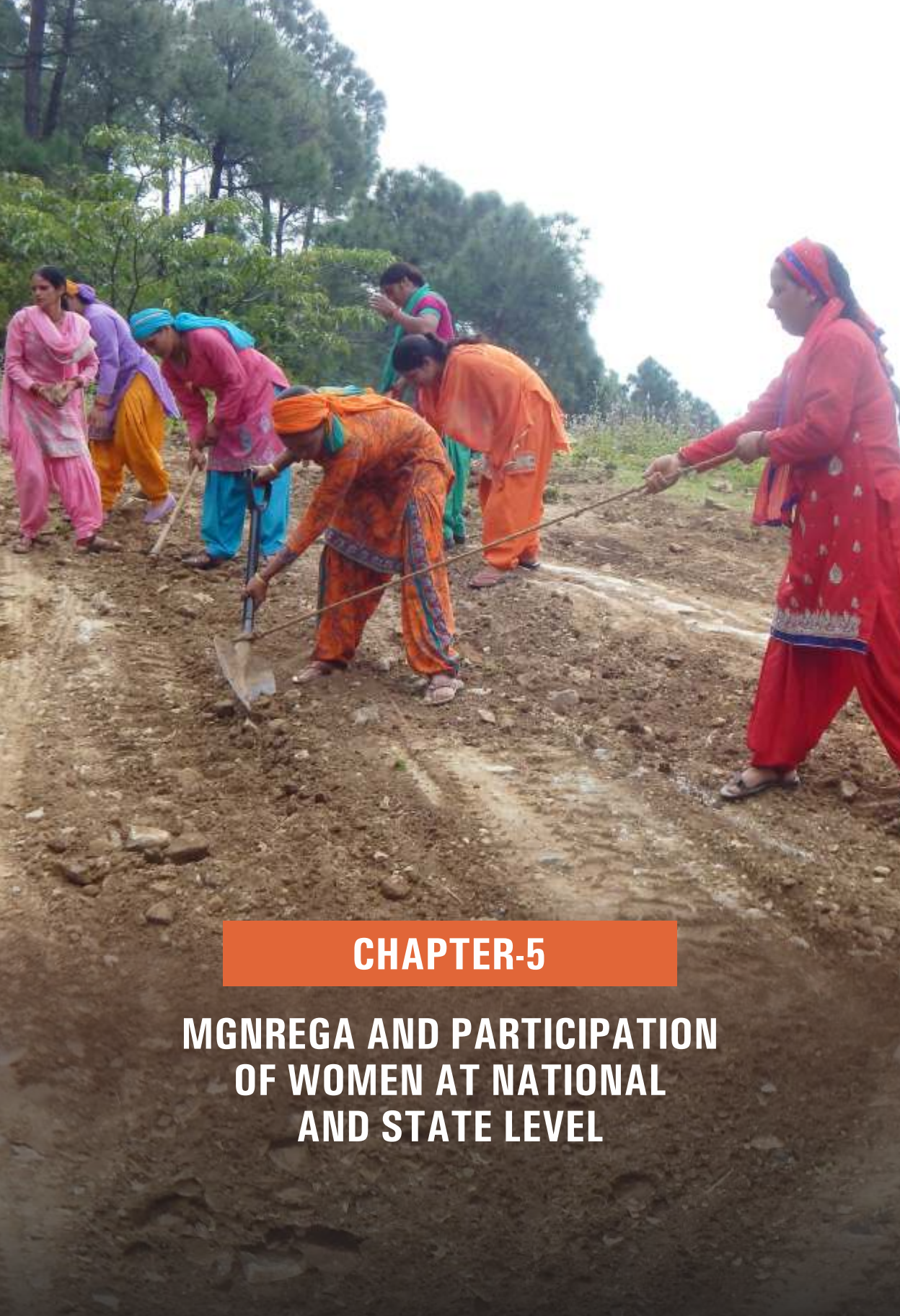
Software Reports for MGNREGA, Ministry of Rural Development, Government of India.

- (ii) Collected primary data from beneficiaries based on pilot tested schedules through telephonic interviews by the enumerators. As the survey was conducted during the restrictions imposed by the Government due to outbreak of COVID-19, interviews in person were not possible.
- (iii) For interpretation and analysis of data, mathematical and statistical methods have been used. Mathematical methods include simple averages and percentages, and statistical methods include descriptive tools like Central Tendency or AM, Standard Deviation and Co-efficient of skewness and non-parametric tests like Chi-square test and Likert 3 point scale.

Limitations:

4.6 Despite sincerest of efforts made in conducting this study, there had been some limitations:-

1. Took little more time than normal in its completion due to outbreak of COVID-19 and telephonic interviews conducted of the women beneficiaries by the enumerators.
2. The telephone numbers of the women beneficiaries had to be obtained from more than one source due to tendency of individuals to frequently change service providers and hence telephone numbers.
3. Although, every care had been taken in selecting the indicators for assessing the enhancement in the status of women beneficiaries through MGNREGA, due to limited time and non-availability of required resources during lockdown, some more indicators could not be considered.
4. Even though the enumerators were trained well in advance and given instructions for interviewing women beneficiaries, telephonic interviews have an inherent drawback of not getting exact information from the target group which could otherwise have been possible to be extracted from them if the interviews were held in person.



CHAPTER-5

MGNREGA AND PARTICIPATION OF WOMEN AT NATIONAL AND STATE LEVEL

CHAPTER-5: MGNREGA AND PARTICIPATION OF WOMEN AT NATIONAL AND STATE LEVEL

MGNREGA is a Centrally Sponsored Scheme (CSS) and is being implemented in the sharing pattern of 90:10 (appx.) between GoI and State Governments of North Eastern and Himalayan States (NEHS) in a manner that the material cost is shared in the ratio of 75% by the Government of India and 25% by Governments of these States individually. The labour cost is shared entirely by the Central Government. Himachal Pradesh is also a part of NEHS. This scheme is to provide job opportunities in the rural areas for the unemployed workers. The scheme is fully funded by the Government, but the role of Gram Panchayat is significant to identify the unemployed persons and also to identify the nature of works to be undertaken. A minimum of 100 days' work is guaranteed under this scheme. The appraisal of the scheme across the country shows variations in performance. Ministry of Rural Development (MoRD), GoI has a very robust system of monitoring for the MGNREGA. The MIS reports on the website of MoRD, GoI have been seen and studied. The data as on 31st March, 2019, most relevant to the study in hand had been downloaded and incorporated in this Chapter, so that readers can get a basic idea about this scheme and participation of women workers of MGNREGA in Himachal Pradesh and elsewhere in India. However, the theme of this chapter is based on the set of questions incorporated in questionnaire. Portrayal of picture as it existed has been attempted by the perspective of those questions.

- 5.1 The secondary data has been used as baseline for primary research to compare the collected primary data for the research and it was also helpful in research design. It forms the core of any research. The secondary data was easy to get and use with reliability as an authorized agency would already have verified, validated and used it. The analysis of secondary data is given in the paras to follow.
- 5.2 Data in Table 5.1 shows that about 97% of the households were issued job cards which applied for one across the country. Actual workers who were registered were about 2.5 times more than the number of job cards issued and about 46% of the total registered

workers were women. This indicate to a reasonable participation of women in MGNREGA works at all India level, however, States like Tamil Nadu, Kerala, Goa and Mizoram had more than 60% women workers out of total MGNREGA workers. The participation of woman workers was about one thirds of total MGNREGA workers in Uttar Pradesh, Jammu & Kashmir and Bihar. Himachal Pradesh has also achieved nearly parity for women in participation in MGNREGA works. Andhra Pradesh had the largest number of total registered workers as compared to the number of job cards issued(4.33 times) indicating to popularity of programme in the State. Goa and Sikkim are among those States where proportion of total registered persons to total job cards issued is less than two.

Table-5.1
MGNREGA and Position of Women at National and State Level

(In Lakh)

Sr. No.	States	Number of Job Cards		Registered Workers						
		Applied for	Issued	SCs	STs	Others	Total Workers	Women	Women Percent	% out of total registered women workers
1.	Andaman & Nicobar	0.35	0.35	0	0.06	0.44	0.5	0.23	46.00	0.02
2.	Andhra Pradesh	88.14	88.14	92.83	31.62	257.20	381.65	187.73	49.19	12.69
3.	Arunachal Pradesh	2.30	2.29	0	4.53	0.33	4.87	2.45	50.31	0.17
4.	Assam	49.31	46.54	5.37	17.25	79.85	102.47	43.80	42.74	2.96
5.	Bihar	170.11	158.63	62.28	4.67	218.96	285.91	116.36	40.70	7.87
6.	Chhattisgarh	39.24	38.01	10.79	31.91	55.66	98.36	47.61	48.40	3.22
7.	Goa	0.37	0.33	0.01	0.17	0.31	0.49	0.31	63.27	0.02
8.	Gujarat	38.49	37.27	6.31	35.37	53.83	95.5	43.56	45.61	2.94
9.	Haryana	9.30	9.28	8.68	0	11.56	20.24	8.90	43.97	0.60
10.	Himachal Pradesh	12.61	12.44	6.87	1.66	17.38	25.91	12.85	49.59	0.87
11.	Jammu & Kashmir	12.91	12.25	1.27	3.22	18.68	23.16	7.86	33.94	0.53
12.	Jharkhand	47.20	43.98	11.28	34.96	61.05	107.29	46.66	43.49	3.15
13.	Karnataka	59.99	59.57	30.56	15.63	121.62	167.81	80.80	48.15	5.46
14.	Kerala	35.13	35.12	7.31	2.27	51.10	60.68	38.64	63.68	2.61
15.	Ladakh	0	0	0	0.55	0	0.55	0.32	58.18	0.02
16.	Lakshadweep	0.08	0.08	0	0.16	0	0.16	0.07	43.75	0.00
17.	Madhya Pradesh	71.14	69.82	29.34	61.05	100.02	190.41	82.18	43.16	5.56
18.	Maharashtra	91.55	84.79	22.25	36.27	178.42	236.94	108.52	45.80	7.34
19.	Manipur	5.68	5.67	0.28	5.00	5.45	10.73	5.68	52.94	0.38
20.	Meghalaya	5.68	5.64	0.09	11.19	0.88	12.16	6.57	54.03	0.44
21.	Mizoram	1.94	1.94	0	2.23	0.02	2.24	1.37	61.16	0.09
22.	Nagaland	4.35	4.34	0	7.08	0.36	7.44	3.55	47.72	0.24
23.	Odisha	65.24	64.76	31.59	48.92	104.60	185.11	86.5	46.73	5.85
24.	Puducherry	0.68	0.66	0.42	0	1.11	1.53	0.87	56.86	0.06

25.	Punjab	16.68	15.90	21.06	0.02	10.49	31.57	14.38	45.55	0.97
26.	Rajasthan	103.41	101.27	52.51	50.56	157.45	260.52	126.81	48.68	8.57
27.	Sikkim	0.83	0.82	0.08	0.59	0.75	1.42	0.70	49.30	0.05
28.	Tamil Nadu	83.08	81.73	39.70	2.30	88.56	130.56	89.17	68.30	6.03
29.	Telangana	54.44	54.44	27.42	20.6	75.33	123.35	61.45	49.82	4.15
30.	Dadra, Nagar, Haveli, Daman & Diu	0.14	0.04	0	0.26	0.01	0.26	0.15	57.69	0.01
31.	Tripura	6.26	6.25	1.98	4.51	4.73	11.23	5.39	48.00	0.36
32.	Uttar Pradesh	169.58	161.92	96.28	3.68	207.15	307.11	100.61	32.76	6.80
33.	Uttarakhand	10.9	10.65	3.92	0.79	16.22	20.94	10.28	49.09	0.69
34.	West Bengal	121.76	119.85	84.61	25.4	207.44	317.45	136.97	43.15	9.26
	Total	1378.87	1334.8	655.09	464.48	2106.96	3226.52	1479.30	45.85	100.00

Source: Ministry of Rural Development, GoI.

Table-5.2
Category-Wise Active Workers/ Workers at National and State Level

(In Lakh)

Sr. No.	States	Number of Active Job Cards	Active Workers						
			SCs	STs	Others	Total Workers	Women	Percent Women (Active Workers)	% out of Total Women active workers in India
1.	Andaman & Nicobar	0.16	0	0.01	0.14	0.15	0.08	53.33	0.01
2.	Andhra Pradesh	51.43	45.39	17.65	125.45	188.49	99.44	52.76	13.34
3.	Arunachal Pradesh	2.14	0	2.42	0.17	2.59	1.10	42.47	0.15
4.	Assam	28.51	2.58	8.48	40.22	51.28	23.26	45.36	3.12
5.	Bihar	47.45	12.09	1.11	70.08	83.28	43.69	52.46	5.86
6.	Chhattisgarh	31.49	7.8	23.55	40.18	71.53	35.39	49.48	4.75
7.	Goa	0.10	0	0.02	0.03	0.06	0.04	66.67	0.01
8.	Gujarat	15.31	1.60	10.52	15.01	27.12	12.42	45.80	1.67
9.	Haryana	4.52	3.61	0	4.28	7.89	3.89	49.30	0.52
10.	Himachal Pradesh	7.83	2.98	0.76	7.16	10.90	6.16	56.51	0.83
11.	Jammu & Kashmir	9.99	0.75	2.28	12.45	15.48	5.28	34.11	0.71
12.	Jharkhand	24.17	4.20	11.02	25.76	40.98	17.94	43.78	2.41
13.	Karnataka	32.83	13.53	7.57	54.20	75.31	36.88	48.97	4.95
14.	Kerala	20.15	3.44	1.26	19.68	24.37	19.21	78.83	2.58
15.	Ladakh	0	0	0.46	0	0.46	0.27	58.70	0.04
16.	Lakshadweep	0	0	0	0	0	0	0.00	0.00
17.	Madhya Pradesh	49.26	17.09	41.42	59.36	117.87	50.21	42.60	6.73
18.	Maharashtra	30.22	5.84	11.59	38.47	55.9	24.29	43.45	3.26
19.	Manipur	5.46	0.18	3.01	3.79	6.99	3.45	49.36	0.46
20.	Meghalaya	5.19	0.05	7.86	0.66	8.57	4.63	54.03	0.62
21.	Mizoram	1.86	0	2.05	0.02	2.07	1.25	60.39	0.17
22.	Nagaland	4.20	0	4.59	0.20	4.8	1.86	38.75	0.25
23.	Odisha	36.01	12.32	24.25	43.06	79.63	36.32	45.61	4.87
24.	Puducherry	0.49	0.2	0	0.44	0.64	0.54	84.38	0.07
25.	Punjab	9.81	10.66	0.01	5.14	15.80	8.53	53.99	1.14
26.	Rajasthan	67.66	27.84	29.69	75.90	133.43	75.39	56.50	10.11
27.	Sikkim	0.75	0.05	0.39	0.50	0.94	0.47	50.00	0.06
28.	Tamil Nadu	70.86	26.62	1.47	60.16	88.25	69.69	78.97	9.35

29.	Telangana	32.51	12.29	10.34	33.17	55.80	31.29	56.08	4.20
30.	Dadra, Nagar, Haveli, Daman & Diu	0	0	0	0	0	0	0.00	0.00
31.	Tripura	6.02	1.61	4.04	3.78	9.43	4.54	48.14	0.61
32.	Uttar Pradesh	86.98	45.33	1.55	97.11	143.99	50.81	35.29	6.82
33.	Uttarakhand	7.51	2	0.44	9.24	11.67	6.29	53.90	0.84
34.	West Bengal	86.24	45.76	13.11	98.70	157.57	70.92	45.01	9.51
	Total	777.11	305.81	242.92	944.51	1493.24	745.53	49.93	100.00

Source: Ministry of Rural Development, GoI.

5.3 Almost equal participation of men and women as MGNREGA workers is indicated in India in the year ending in March, 2019. It is pertinent to mention here that a job card is issued in the name of a household but all adult members of each household are included in the same job card, so total number of active workers is more than the number of active job cards. The representation of Scheduled Castes and Scheduled Tribe workers was also considerable. The Scheduled Castes active workers constituted 27% of the total MGNREGA workers, which was higher than the percentage of Scheduled Castes population in the Himachal Pradesh. Similarly, representation of Scheduled Tribe MGNREGA workers was also higher than the percentage of Scheduled Tribe population in Himachal Pradesh. MGNREGA has indeed made the development process in Himachal Pradesh more inclusive as is indicated by the fact that about 57% of the active workers in MGNREGA works were women as on 31st March, 2019. MGNREGA has benefitted equally all the sections of the Society. In fact, similar pattern can be observed in almost all the States and Union Territories across the country in the Table-5.2.

5.4 Registered women workers in Himachal Pradesh comprise 0.87% of the total registered workers in the country whereas, active women MGNREGA workers in Himachal Pradesh account for 0.83% of the total active women workers engaged for undertaking MGNREGA works in the country. It is perhaps increased level of awareness combined with will to be independent economically which has been encouraging women in the State to participate in economic activities. Himachal Pradesh ranks second after Assam among all the Himalayan States and also holds second rank in the northern States after Punjab in terms of share of women MGNREGA workers in the total women MGNREGA workers in

the country. However, Andhra Pradesh ranks first in contributing total women registered and active MGNREGA workers in the pool of total registered and active MGNREGA workers at the national level.

Table-5.3
MGNREGA and Women at State and District Level

(In Lakh)

Sr. No.	District	Number of Job Cards		Registered Workers					
		Applied for	Issued	SCs	STs	Others	Total Workers	Women	Percent Women (Active Workers)
1.	Bilaspur	79237	76781	38634	4213	115429	158276	78267	49.45
2.	Chamba	117208	116770	50088	65556	140189	255833	122665	47.95
3.	Hamirpur	91468	89539	38912	1516	118410	158838	89766	56.51
4.	Kangra	257578	256325	126458	34365	384048	544871	265136	48.66
5.	Kinnaur	18452	18315	13947	24619	1080	39646	20473	51.64
6.	Kullu	91548	90646	58644	3976	132933	195553	95734	48.96
7.	Lahaul&Spiti	6712	6631	1412	15099	2	16513	9293	56.28
8.	Mandi	246673	243650	140430	6191	346402	493023	266916	54.14
9.	Shimla	123884	121234	77790	770	210733	289293	137097	47.39
10.	Sirmaur	85546	83265	59087	3541	121282	183910	76096	41.38
11.	Solan	77324	76066	51401	3702	91181	146284	66933	45.76
12.	Una	65448	64829	30592	2562	76285	109439	56712	51.82
	Total	1261078	1244051	687395	166110	1737974	2591479	1285088	49.59

Source: Ministry of Rural Development, GoI.

5.5 At the sub state level, Hamirpur, Kinnaur, Lahaul & Spiti, Mandi and Una districts had more women registered MGNREGA workers than their male counterparts. Out of the remaining districts, baring Sirmaur district, which had the least proportion of women in the total registered workers, all districts had almost equal number of male and female registered MGNREGA workers. Districts of Kinnaur, Lahaul & Spiti and Chamba had highest proportion of Scheduled Tribe registered workers as first two districts are entirely tribal districts and a portion of Chamba district is a designated tribal area. Even the Scheduled Castes workers made adequate representation in these three districts. In fact, all the districts had adequate representation from Scheduled Castes and Scheduled Tribe MGNREGA registered workers.

5.6 The active job card holders were just 62% of the total job cards issued. An investigation is required by the offices responsible for monitoring MGNREGA's implementation to look into the reasons for inactive job cards and the card holding households

need to be motivated to take up the work. All the districts except Shimla, Sirmaur and Solan had the number of female active MGNREGA worker much more than the male active workers. In fact the proportion of female active workers was the highest at 71% in Hamirpur district. Chamba district had almost equal number of male and female active MGNREGA workers. Average per household MGNREGA worker taken as the ratio of total active workers to total number of job card issued was 1.4 in the State. All the districts also had adequate proportion of active Scheduled Castes and Scheduled Tribe MGNREGA workers. Even the tribal districts of Kinnaur and Lahaul&Spiti had Scheduled Castes active MGNREGA workers.

Table-5.4
Category-Wise Household/ Workers at National and State Level

Sr. No.	District	Number of Active Job Cards	Active Workers					
			SCs	STs	Others	Total Workers	Women	Women Percent
1.	Bilaspur	45260	14249	1799	41022	57070	32644	57.20
2.	Chamba	92489	29465	36148	80870	146483	72524	49.51
3.	Hamirpur	42341	14122	467	36414	51003	36159	70.90
4.	Kangra	141827	40931	10868	113554	165353	106579	64.46
5.	Kinnaur	13902	8020	13269	633	21922	12492	56.98
6.	Kullu	63234	31089	1155	69381	101625	52176	51.34
7.	Lahaul&Spiti	4912	595	6504	44	7143	4408	61.71
8.	Mandi	181593	69715	2695	178852	251262	161144	64.13
9.	Shimla	77748	34344	341	89527	124212	59565	47.95
10.	Sirmaur	51731	25774	906	50741	77421	31952	41.27
11.	Solan	35602	16383	1012	29411	46806	22310	47.66
12.	Una	31892	13266	1035	25666	39967	24379	61.00
Total		782531	297953	76199	716115	1090267	616332	56.51

Source: Ministry of Rural Development, GoI.

- 5.7 Higher number of bank accounts held by the women MGNREGA workers than total number of women holding bank account indicates to possibility of an individual MGNREGA female worker holding more than one bank account. This phenomenon gives greater freedom and financial resources to the women MGNREGA workers. This also ensures greater control over and freedom to use the money they earned through MGNREGA. However, considerable number of joint accounts also indicates to simultaneous existence of practice of

controlling fully or partially the money earned by female MGNREGA workers by the individuals holding bank account jointly with the female workers. There are no women holding joint accounts in Ladakh and Telangana, and negligible proportion of women holding joint accounts in Lakshadweep and Dadra Nagar, Haveli, Daman & Diu. This practice has small incidence in Goa and Sikkim. Another worrying fact is that a considerable proportion of bank accounts held by women MGNREGA workers is inactive in all the States and Union Territories in Dadra Nagar, Haveli, Daman & Diu.

Table-5.5
Women Account Holders at National and State Level

Sr. No.	States	No. of Joint Account of Women	No. of Total Account of Women	No. of Women Beneficiary Worker with Account	No. of Women Beneficiary Active Worker with Account	%age Women Beneficiaries with Active Account
1.	Andaman & Nicobar	1490	26669	16840	7752	0.01
2.	Andhra Pradesh	205	5651368	8282542	6424174	9.09
3.	Arunachal Pradesh	22409	127313	145037	109597	0.16
4.	Assam	513047	2820726	3349220	2324402	3.29
5.	Bihar	642001	4643489	5970067	4340881	6.15
6.	Chhattisgarh	99841	4129101	4058316	3481881	4.93
7.	Goa	297	14182	14755	4060	0.01
8.	Gujarat	1178647	2759267	2474446	1241196	1.76
9.	Haryana	95270	605264	684655	388983	0.55
10.	Himachal Pradesh	72119	868351	914020	678653	0.96
11.	Jammu & Kashmir	11155	630926	642032	527844	0.75
12.	Jharkhand	308085	2489592	2781234	1793265	2.54
13.	Karnataka	2051606	6674340	6601860	3687222	5.22
14.	Kerala	22076	2634566	2774848	1921104	2.72
15.	Ladakh	0	0	29020	26992	0.04
16.	Lakshadweep	34	2746	2590	121	0.00
17.	Madhya Pradesh	3703060	8345272	6343635	5007187	7.09
18.	Maharashtra	748684	4154636	4261042	2426922	3.44
19.	Manipur	78824	366904	361993	309143	0.44
20.	Meghalaya	159688	442995	435799	367712	0.52
21.	Mizoram	49368	151763	132941	124777	0.18
22.	Nagaland	12229	107252	92730	73789	0.10
23.	Odisha	957607	4634512	5161971	3628502	5.14
24.	Puducherry	1282	71805	69881	53606	0.08
25.	Punjab	85897	1011450	1135575	853233	1.21
26.	Rajasthan	571831	8592820	9364909	7538127	10.67
27.	Sikkim	1912	58576	58184	46660	0.07

28.	Tamil Nadu	116507	8020083	8084336	6964251	9.86
29.	Telangana	0	4337903	4291521	3043164	4.31
30.	Dadra, Nagar, Haveli, Daman & Diu	9	1885	1884	0	0.00
31.	Tripura	86282	582251	529834	453965	0.64
32.	Uttar Pradesh	611080	6183810	7146720	5070892	7.18
33.	Uttarakhand	74952	790342	804760	628942	0.89
34.	West Bengal	1520812	9375248	10118687	7088556	10.04
	Total	13798306	91307407	97137884	70637555	100.00

Source: Ministry of Rural Development, GoI.

- 5.8 Existence of women joint account holders and incidence of inactive bank accounts held by female MGNREGA workers had also been observed across all districts of Himachal Pradesh. About 25% of the bank accounts held by women MGNREGA workers were inactive on 31st March, 2019 in Himachal Pradesh and 8% of women account holders had joint bank accounts with some other person(s). However, relatively a large proportion of active bank accounts held by women MGNREGA workers in all the districts hints at the success of MGNREGA in providing greater economic empowerment to women in these districts.

Table-5.6
Women Account Holders at State and District Level

Sr. No.	District	No. of Joint Account of Women	No. of Total Account of Women	No. of Women Beneficiary Worker with Account	No. of Women Beneficiary Active Worker with Account
1.	Bilaspur	3673	50306	53531	33705
2.	Chamba	6305	87037	92999	79340
3.	Hamirpur	6905	56911	64563	42523
4.	Kangra	23735	156899	163836	120111
5.	Kinnaur	422	15456	14617	13243
6.	Kullu	2798	77526	78485	54838
7.	Lahaul&Spiti	549	6360	6342	4794
8.	Mandi	10846	209124	218435	172890
9.	Shimla	5745	86763	93383	71555
10.	Sirmaur	3801	45678	47211	34834
11.	Solan	3973	40972	41521	24195
12.	Una	3367	35319	39097	26625
	Total	72119	868351	914020	678653

Source: Ministry of Rural Development, GoI

5.9 Gender profiling of MGNREGA workers revealed that women's participation was the highest in unskilled labour whereas it was just 15% in the category of skilled labour and 33% in the category of semi-skilled labour. Skilling of women at the grass root level can further empower women through implementation of MGNREGA. Tamil Nadu was the only State where women skilled MGNREGA labour outnumbered men while proportion of skilled women labour was considerably low in all other States and Union Territories. The participation of men and women in the category of semi-skilled labour was near parity in Jharkhand, Puducherry and Rajasthan. An interesting pattern that was observed was that Andaman and Nicobar, Arunachal Pradesh, Goa, Lakshadweep, Puducherry and Dadra Nagar, Haveli, Daman & Diu had reported negligible proportion of MGNREGA workers engaged in MGNREGA activities requiring engagement of skilled and semi-skilled labour. This observation needs to be interpreted after looking into the profile and nature of MGNREGA assets created and also if the requirement of skilled and semi-skilled labour was met in these States through convergence with other programmes.

Table-5.7
Gender-Disaggregated Skilled and Semi-skilled
Workers at National and State Level

Sr. No.	State	Skilled Worker				Semi-Skilled Worker			
		Male Worker	Female Worker	Total	%Women Worker	Male Worker	Female Worker	Total	%Women Worker
1.	Andaman & Nicobar	16	8	24	33.33	0	0	0	0.00
2.	Andhra Pradesh	38963	5474	44437	12.32	361822	156771	518593	30.23
3.	Arunachal Pradesh	5	1	6	16.67	2	0	2	0.00
4.	Assam	28676	4751	33427	14.21	23281	9454	32735	28.88
5.	Bihar	243395	10293	253688	4.06	121986	6874	128860	5.33
6.	Chhattisgarh	55141	4871	60012	8.12	54714	9642	64356	14.98
7.	Goa	69	2	71	2.82	20	0	20	0.00
8.	Gujarat	22941	3367	26308	12.80	17777	2962	20739	14.28
9.	Haryana	19130	1339	20469	6.54	17865	6045	23910	25.28
10.	Himachal Pradesh	40228	2385	42613	5.60	31278	892	32170	2.77
11.	Jammu & Kashmir	232717	13687	246404	5.55	34903	3409	38312	8.90
12.	Jharkhand	73448	13262	86710	15.29	43323	54189	97512	55.57
13.	Karnataka	34028	17387	51415	33.82	37592	23432	61024	38.40
14.	Kerala	244024	81805	325829	25.11	111792	65584	177376	36.97
15.	Ladakh	4589	406	4995	8.13	6419	767	7186	10.67
16.	Lakshadweep	5	1	6	16.67	95	3	98	3.06
17.	Madhya Pradesh	130301	6124	136425	4.49	93116	4475	97591	4.59
18.	Maharashtra	2696	603	3299	18.28	13075	3040	16115	18.86
19.	Manipur	2736	915	3651	25.06	10161	5458	15619	34.94

20.	Meghalaya	22423	1297	23720	5.47	20231	4415	24646	17.91
21.	Mizoram	2114	244	2358	10.35	2036	335	2371	14.13
22.	Nagaland	6192	565	6757	8.36	5800	940	6740	13.95
23.	Odisha	45600	7214	52814	13.66	77564	23734	101298	23.43
24.	Puducherry	46	16	62	25.81	54	48	102	47.06
25.	Punjab	17733	703	18436	3.81	8927	635	9562	6.64
26.	Rajasthan	670716	80763	751479	10.75	231956	220185	452141	48.70
27.	Sikkim	3811	675	4486	15.05	4208	1190	5398	22.05
28.	Tamil Nadu	117398	157764	275162	57.33	69418	180196	249614	72.19
29.	Telangana	63827	22706	86533	26.24	0	0	0	0.00
30.	Dadra, Nagar, Haveli, Daman & Diu	0	0	0	0.00	0	0	0	0.00
31.	Tripura	4860	1333	6193	21.52	3536	1126	4662	24.15
32.	Uttar Pradesh	446934	19083	466017	4.09	122763	4975	127738	3.89
33.	Uttarakhand	113676	6100	119776	5.09	10670	524	11194	4.68
34.	West Bengal	361626	71498	433124	16.51	339923	151667	491590	30.85
Total		3050064	536642	3586706	14.96	1876307	942967	2819274	33.45

Source: Ministry of Rural Development, GoI

5.10 Himachal Pradesh had performed even worse as the proportion of women in skilled and semi-skilled MGNREGA workers was just 5.6% and 2.77%, respectively, though the overall proportion of skilled and semi-skilled labour in the total number of MGNREGA workers at the State level is reasonably representative. The lowest representation of women both in skilled and semi-skilled categories of MGNREGA was lowest in Solan district. Highest proportion of women skilled workers was in Chamba district, whereas, it was highest in the category of semi-skilled labour in Kinnaur district. All the skilling programmes being implemented in Himachal Pradesh need re-orientation enabling them to be implemented in convergence with MGNREGA so as to make MGNREGA a more powerful programme for women empowerment especially in rural areas of the State.

Table-5.8
Gender-Disaggregated and Semi-skilled
Workers at State and District Level

Sr. No.	District	Skilled Worker				Semi-Skilled Worker			
		Male Worker	Female Worker	Total	% Women Worker	Male Worker	Female Worker	Total	% Women Worker
1.	Bilaspur	949	41	990	4.14	1749	21	1770	1.19
2.	Chamba	2967	705	3672	19.20	5259	132	5391	2.45
3.	Hamirpur	1455	47	1502	3.13	243	20	263	7.60
4.	Kangra	8554	309	8863	3.49	3454	101	3555	2.84
5.	Kinnaur	1819	49	1868	2.62	12	5	17	29.41
6.	Kullu	1072	76	1148	6.62	7833	235	8068	2.91
7.	Lahaul&Spiti	0	0	0	0.00	0	0	0	0.00
8.	Mandi	12532	829	13361	6.20	7471	271	7742	3.50
9.	Shimla	6020	191	6211	3.08	1134	30	1164	2.58
10.	Sirmaur	1702	53	1755	3.02	2920	71	2991	2.37
11.	Solan	1365	22	1387	1.59	1007	3	1010	0.30
12.	Una	1793	63	1856	3.39	196	3	199	1.51
Total		40228	2385	42613	5.60	31278	892	32170	2.77

Source: Ministry of Rural Development, GoI

- 5.11 Out of the total households which were issued job cards under MGNREGA, around 21% of the households were Scheduled Castes and 13% belonged to Scheduled Tribe category at the national level whereas, the proportion of Scheduled Castes households in the total households which were provided employment was 21% and those of Scheduled Tribe households was about 17%. Only 39% of the households which were issued job cards were provided employment. No State could provide employment to all the households which were issued job cards. However, this needs to be interpreted in conjunction with the actual demand for work coming from the households which have been issued job cards. Bihar, Uttar Pradesh and West Bengal are the States which could provide employment to the lowest proportion of households which were issued job cards.

Table-5.9
Job Cards Issued and Employment Provided to HHs
at National and State Level

(In Lakh)

Sr. No.	State	HH Issued Job Cards				No. of HH Provided Employment				EMP. Provided
		SCs	STs	Others	Total	SCs	STs	Others	Total	No. of Women
1	Andhra Pradesh	21.23	7.19	59.72	88.14	9.95	3.88	28.45	42.28	37.76
2	Arunachal Pradesh	0.00	2.09	0.19	2.29	0.00	1.44	0.16	1.60	0.67
3	Assam	2.64	7.17	36.73	46.54	0.94	3.35	13.13	17.42	10.44
4	Bihar	37.27	2.66	118.71	158.63	5.57	0.44	23.23	29.24	17.31
5	Chhattisgarh	4.02	12.65	21.35	38.01	2.50	8.27	13.66	24.43	22.81
6	Goa	0.01	0.10	0.23	0.33	0.00	0.00	0.01	0.01	0.01
7	Gujarat	2.42	14.19	20.67	37.27	0.49	3.86	4.76	9.11	6.92
8	Haryana	3.96	0.00	5.32	9.28	1.15	0.00	1.16	2.31	1.69
9	Himachal Pradesh	3.31	0.76	8.37	12.44	1.53	0.41	3.60	5.54	4.37
10	Jammu & Kashmir	0.77	1.71	9.77	12.25	0.30	1.00	5.21	6.51	3.19
11	Jharkhand	5.08	14.59	24.31	43.98	1.48	3.57	7.68	12.73	6.60
12	Karnataka	9.99	4.98	44.61	59.57	3.41	1.93	15.75	21.08	19.10
13	Kerala	4.32	1.22	29.58	35.12	2.24	0.68	11.86	14.78	14.24
14	Ladakh	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	Madhya Pradesh	11.60	22.40	35.82	69.82	6.32	13.58	19.29	39.19	27.23
16	Maharashtra	8.07	11.78	64.94	84.79	2.00	3.42	12.52	17.93	14.51
17	Manipur	0.15	2.45	3.06	5.67	0.15	2.32	2.67	5.13	2.65
18	Meghalaya	0.04	5.20	0.41	5.64	0.03	4.37	0.35	4.75	3.59
19	Mizoram	0.00	1.93	0.01	1.94	0.00	1.95	0.01	1.96	0.78
20	Nagaland	0.04	4.14	0.16	4.34	0.03	3.71	0.12	3.86	1.37
21	Odisha	11.56	17.61	35.60	64.76	3.59	7.11	10.78	21.48	14.57
22	Punjab	11.03	0.01	4.86	15.90	4.99	0.00	1.75	6.75	4.91
23	Rajasthan	19.62	19.03	62.62	101.27	10.96	11.41	29.28	51.65	45.52
24	Sikkim	0.04	0.31	0.48	0.82	0.03	0.23	0.36	0.62	0.36
25	Tamil Nadu	21.60	1.24	58.90	81.73	15.05	0.75	40.12	55.92	53.29
26	Telangana	12.09	8.50	33.85	54.44	5.69	4.21	15.33	25.24	24.85
27	Tripura	1.09	2.54	2.63	6.25	0.95	2.37	2.18	5.49	3.49
28	Uttar Pradesh	52.39	1.61	107.92	161.92	16.24	0.49	33.72	50.45	22.06
29	Uttarakhand	2.03	0.40	8.23	10.65	0.81	0.19	3.89	4.89	3.57
30	West Bengal	31.30	8.76	79.79	119.85	13.63	3.87	26.41	43.91	34.76
31	Andaman & Nicobar	0.00	0.04	0.31	0.35	0.00	0.00	0.06	0.06	0.04
32	Lakshadweep	0.00	0.08	0.00	0.08	0.00	0.00	0.00	0.00	0.00
33	Puducherry	0.19	0.00	0.47	0.66	0.10	0.00	0.23	0.33	0.31
34	The Dadra, Nagar Haveli, Daman and Diu	0.00	0.04	0.00	0.04	0.00	0.00	0.00	0.00	0.00
Total		277.82	177.34	879.62	1334.77	110.12	88.81	327.71	526.65	402.93

Source: Ministry of Rural Development, GoI

Table-5.10
Job Cards Issued and Employment Provided to
HHs at State and District Level

Sr. No.	District	HH Issued Job Cards				No. of HH Provided Employment				EMP. Provided
		SCs	STs	Others	Total	SCs	STs	Others	Total	No. of Women
1.	Bilaspur	18383	2015	56383	76781	6359	721	17505	24585	19519
2.	Chamba	22868	29281	64621	116770	15493	20038	41303	76834	52275
3.	Hamirpur	21452	884	67203	89539	7738	230	18575	26543	23093
4.	Kangra	58793	15714	181818	256325	24529	6773	68360	99662	79976
5.	Kinnaur	6499	11362	454	18315	4297	6759	273	11329	9689
6.	Kullu	27342	2157	61147	90646	14070	498	31338	45906	37108
7.	Lahaul&Spiti	574	6012	45	6631	255	2795	18	3068	2819
8.	Mandi	69381	3177	171092	243650	37907	1400	97893	137200	122791
9.	Shimla	33614	355	87265	121234	14373	161	34070	48604	36480
10.	Sirmaur	27425	1637	54203	83265	12456	474	24449	37379	22994
11.	Solan	26591	2244	47231	76066	7240	449	12524	20213	13114
12.	Una	17879	1508	45442	64829	8063	535	13719	22317	16927
Total		330801	76346	836904	1244051	152780	40833	360027	553640	436785

Source: Ministry of Rural Development, GoI

5.12 Out of the total households which were issued job cards only 44% of the households could be provided employment in Himachal Pradesh. About 27% of the households which were issued job cards belonged to Scheduled Castes and about 6% of the households belonged to Scheduled Tribes. While the proportion of Scheduled Castes households which were provided employment remained almost same, the proportion of Scheduled Tribe households which were provided employment was 7%. No district in the entire State could provide employment to all the households, which were issued job cards. The gap in the total households issued job cards and the household which actually demand employment warrants a relook at the procedure followed and the eligibility criteria to issue job cards so as to reduce administrative costs in issuing unnecessary job cards.

5.13 Out of 26,795 lakh persondays generated during 2018-19, 55% persondays generated were for women and 52.60 lakh households completed minimum 100 days of employment at the national level. Kerala, Tamil Nadu and Puducherry created more than 80% women days out of the total persondays generated while Andhra Pradesh, Goa, Haryana, Himachal Pradesh, Rajasthan and Telangana were

among other States which generated more than 50% women days out of the total person days generated during the year. Assam, Gujarat, Madhya Pradesh, Maharashtra, Odisha and West Bengal were among those States which were able to generate less than 50% of women days during the year. The performance of States and Union Territories was widely varied in terms of generating women days during the year.

Table-5.11
Persondays Generated and Families Completed 100 Days
at National and State Level
(In Lakh)

Sr. No.	State	No. of Persondays Generated						Families Completed 100 Days			
		SCs	STs	Others	Total	Women	Women Percent	SCs	STs	Others	Total
1.	Andhra Pradesh	529.00	250.29	1686.35	2465.64	1477.00	59.90	1.63	1.12	5.93	8.67
2.	Arunachal Pradesh	0.06	62.18	6.41	68.65	26.56	38.69	0.00	0.00	0.00	0.00
3.	Assam	27.38	106.80	398.67	532.84	218.91	41.08	0.01	0.05	0.13	0.18
4.	Bihar	244.56	19.12	969.89	1233.57	638.50	51.76	0.06	0.00	0.18	0.25
5.	Chhattisgarh	133.87	508.78	743.36	1386.02	693.72	50.05	0.36	1.78	2.14	4.28
6.	Goa	0.00	0.05	0.10	0.15	0.11	73.33	0.00	0.00	0.00	0.00
7.	Gujarat	24.84	163.26	231.52	419.61	186.86	44.53	0.03	0.06	0.25	0.34
8.	Haryana	35.51	0.01	42.38	77.90	38.99	50.05	0.02	0.00	0.02	0.04
9.	Himachal Pradesh	78.37	24.29	182.53	285.20	180.42	63.26	0.19	0.09	0.43	0.70
10.	Jammu & Kashmir	13.29	55.74	299.12	368.15	110.37	29.98	0.01	0.05	0.32	0.38
11.	Jharkhand	60.34	143.99	332.27	536.59	210.43	39.22	0.03	0.08	0.16	0.26
12.	Karnataka	161.55	100.36	783.02	1044.92	507.71	48.59	0.31	0.23	1.57	2.11
13.	Kerala	155.46	54.08	765.72	975.26	881.70	90.41	0.69	0.23	3.49	4.42
14.	Ladakh	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15.	Madhya Pradesh	330.31	696.52	1002.60	2029.42	741.59	36.54	0.10	0.34	0.33	0.77
16.	Maharashtra	89.19	168.87	587.89	845.96	379.56	44.87	0.18	0.41	1.34	1.92
17.	Manipur	3.71	46.84	66.84	117.39	55.66	47.41	0.00	0.00	0.00	0.00
18.	Meghalaya	1.86	317.53	22.77	342.15	171.61	50.16	0.00	1.55	0.06	1.61
19.	Mizoram	0.03	180.14	1.05	181.22	68.77	37.95	0.00	0.81	0.00	0.82
20.	Nagaland	1.05	126.78	5.02	132.85	41.93	31.56	0.00	0.00	0.00	0.00
21.	Odisha	133.61	294.59	401.69	829.88	348.48	41.99	0.07	0.21	0.19	0.47
22.	Punjab	150.04	0.07	54.38	204.49	124.19	60.73	0.05	0.00	0.02	0.07
23.	Rajasthan	629.44	656.82	1656.19	2942.46	1944.15	66.07	1.34	1.09	3.45	5.88
24.	Sikkim	1.42	12.43	19.70	33.55	17.09	50.94	0.00	0.02	0.03	0.05
25.	Tamil Nadu	690.84	36.18	1849.94	2576.97	2200.65	85.40	0.67	0.01	1.92	2.60
26.	Telangana	263.59	204.41	709.30	1177.29	739.30	62.80	0.52	0.40	1.35	2.27
27.	Tripura	39.70	125.46	87.93	253.09	116.90	46.19	0.01	0.11	0.03	0.15
28.	Uttar Pradesh	666.43	20.21	1434.61	2121.25	748.44	35.28	0.23	0.01	0.48	0.72
29.	Uttarakhand	37.54	8.51	175.62	221.67	122.24	55.15	0.05	0.01	0.20	0.26
30.	West Bengal	1060.87	284.16	2037.49	3382.53	1627.64	48.12	4.28	1.03	8.05	13.37
31.	Andaman & Nicobar	0.00	0.00	1.94	1.94	1.23	63.40	0.00	0.00	0.00	0.00
32.	Lakshadweep	0.00	0.10	0.00	0.10	0.04	40.00	0.00	0.00	0.00	0.00
33.	Puducherry	2.32	0.01	4.32	6.65	5.82	87.52	0.00	0.00	0.00	0.00
34.	The Dadra, Nagar Haveli, Daman and Diu	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		5566.19	4668.55	16560.62	26795.36	14626.56	54.59	10.84	9.68	32.07	52.60

Source: Ministry of Rural Development, GoI

5.14 Among all the twelve districts of Himachal Pradesh, Hamirpur generated maximum proportion of women days of total persondays generated during 2018-19. Hamirpur was followed by Kangra, Mandi, Una, Kinnaur, Lahaul&Spiti, Bilaspur, Kullu, Shimla and Chamba in that orders. All these districts generated more than 50% women days as a proportion of total persondays generated during 2018-19. Solan and Sirmaur were the only districts which could generate less than 50% women days during the same year. 0.7 lakh families were provided at least 100 days of employment in the State during 2018-19. Maximum households which were provided 100 days of employment in the year were in district Chamba followed by district Mandi.

Table-5.12
Persondays Generated and Families Completed 100 Days
at State and District Level

Sr. No.	District	No. of Persondays Generated						Families Completed 100 Days			
		SCs	STs	Others	Total	Women	Women Percent	SCs	STs	Others	Total
1.	Bilaspur	310710	35674	837778	1184162	744951	62.91	623	74	1649	2346
2.	Chamba	970748	1359160	2468487	4798395	2449056	51.04	3408	5949	7880	17237
3.	Hamirpur	339031	10257	762256	1111544	871270	78.38	642	28	1156	1826
4.	Kangra	1183245	351553	3259667	4794465	3555334	74.15	2530	921	6457	9908
5.	Kinnaur	270769	417462	15862	704093	485351	68.93	715	1249	39	2003
6.	Kullu	626869	18502	1403723	2049094	1156957	56.46	1135	25	2441	3601
7.	Lahaul&Spiti	8544	97002	455	106001	70799	66.79	7	67	0	74
8.	Mandi	1925222	58784	5240866	7224872	5341577	73.93	4134	96	12418	16648
9.	Shimla	627880	8126	1415176	2051182	1081256	52.71	1058	19	2008	3085
10.	Sirmaur	714335	25968	1437584	2177887	880709	40.44	2336	79	4694	7109
11.	Solan	348529	17570	614245	980344	456839	46.60	783	22	1398	2203
12.	Una	511526	29251	797094	1337871	948163	70.87	1688	71	2522	4281
Total		7837408	2429309	18253193	28519910	18042262	63.26	19059	8600	42662	70321

Source: Ministry of Rural Development, GoI

5.15 In Table-5.13, the details of cumulative expenditure incurred on un-skilled wages, material and administrative expenditure at national level and for different States have been given. The total expenditure incurred on these components was Rs. 69,958.42 Cr in 2018-19. The expenditure incurred on these components also included the liability of previous years. Among these components, the highest proportion of expenditure incurred was on un-skilled wages, which was more than double of material expenditure. It appears that either through convergence with other schemes, the expenditure on material component had been incurred in addition to outlays under

MGNREGS or the nature of works undertaken was such that either no or negligible amount of materials were required for execution of the works. Andhra Pradesh was at the top position in incurring of expenditure amongst all States. Himachal Pradesh had incurred a sum of Rs.849.48 Cr on these components. Here too, Expenditure on un-skilled wages was double than that of material component.

Table-5.13
Outlay and Outcome (Cumulative Expenditure)
at National and State Level

Sr. No.	State	Cumulative Expenditure (Rs. in Cr.)							
		On Unskilled Wage		On Material		Administrative Expenditure		Total	
		2019-2018	Liability of Previous Years	2019-2018	Liability of Previous Years	2019-2018	Liability of Previous Years	2019-2018	Liability of Previous Years
1.	Andhra Pradesh	4739.26	143.57	2341.84	693.13	359.55	35.97	7440.65	872.67
2.	Arunachal Pradesh	85.17	42.20	47.24	29.00	9.34	0.40	141.76	71.60
3.	Assam	962.88	36.09	116.65	192.70	30.11	0.00	1109.65	228.79
4.	Bihar	2060.25	93.60	594.95	329.28	124.32	2.04	2779.52	424.92
5.	Chhattisgarh	2157.44	111.03	489.25	160.89	130.70	4.88	2777.39	276.79
6.	Goa	0.25	0.01	0.07	0.00	0.00	0.00	0.32	0.01
7.	Gujarat	698.20	15.37	203.49	144.83	34.95	1.48	936.64	161.67
8.	Haryana	210.00	14.65	53.92	76.53	11.06	1.73	274.98	92.90
9.	Himachal Pradesh	505.56	21.75	228.59	52.63	40.22	0.73	774.37	75.11
10.	Jammu & Kashmir	185.38	335.73	92.54	157.31	49.04	0.01	326.97	493.05
11.	Jharkhand	890.25	13.47	373.04	172.51	67.12	4.99	1330.40	190.97
12.	Karnataka	2275.31	49.48	610.79	567.57	88.31	12.56	2974.42	629.61
13.	Kerala	2648.73	24.40	130.46	118.25	47.08	14.93	2826.28	157.58
14.	Ladakh	9.85	3.79	6.61	4.64	2.36	0.00	18.81	8.42
15.	Madhya Pradesh	3346.61	63.64	1192.28	540.61	261.14	0.00	4800.04	604.24
16.	Maharashtra	1601.80	42.36	431.18	210.69	84.41	11.11	2117.39	264.16
17.	Manipur	168.42	9.92	104.31	0.00	12.06	0.00	284.79	9.92
18.	Meghalaya	597.40	27.10	85.71	168.26	34.37	0.51	717.47	195.87
19.	Mizoram	341.55	104.86	26.68	0.00	19.96	0.00	388.18	104.86
20.	Nagaland	80.48	69.69	45.30	40.24	8.61	0.00	134.39	109.93
21.	Odisha	1442.36	42.88	684.81	58.58	83.94	3.21	2211.11	104.67
22.	Punjab	446.95	19.48	74.46	96.69	32.16	0.00	553.58	116.17
23.	Rajasthan	3753.48	132.29	494.03	1027.66	264.56	6.71	4512.07	1166.66
24.	Sikkim	55.25	7.12	18.71	7.90	5.54	0.00	79.51	15.03
25.	Tamil Nadu	4262.81	49.95	1190.13	28.77	221.37	13.91	5674.30	92.64
26.	Telangana	1705.77	54.75	547.69	621.46	262.48	0.09	2515.93	676.31
27.	Tripura	418.74	2.37	74.94	5.58	54.81	0.21	548.49	8.17
28.	Uttar Pradesh	3603.42	173.38	1247.34	519.95	269.14	32.50	5119.90	725.83
29.	Uttarakhand	382.94	14.71	137.61	70.43	27.31	0.21	547.86	85.34
30.	West Bengal	5713.60	105.48	470.00	1571.19	194.92	0.42	6378.51	1677.10
31.	Andaman & Nicobar	4.28	0.07	0.07	0.03	1.28	0.00	5.63	0.10
32.	Lakshadweep	0.21	0.00	0.01	0.00	0.03	0.00	0.26	0.00
33.	Puducherry	12.34	0.41	1.37	0.09	1.31	0.21	15.03	0.71
34.	The Dadra, Nagar Haveli, Daman and Diu	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		45366.94	1825.59	12116.08	7667.41	2833.58	148.81	60316.60	9641.82

Source: Ministry of Rural Development, GoI

Table-5.14
Outlay and Outcome at National and State Level

Sr. No.	State	Employment Provided			Average days Employment provided per HH	Average Wage per Person day (In Rs.)	Works		Cost Per Person day (in Rs.)
			Persons	Persondays			Completed	In Progress	
1.	Andhra Pradesh	4227792	6911313	246563858	58.32	198.83	1081405	1022306	365.29
2.	Arunachal Pradesh	159855	169246	6865056	42.95	176.98	1222	2033	262.46
3.	Assam	1741926	2460433	53284278	30.59	188.96	142593	131039	233.37
4.	Bihar	2923983	3382403	123357276	42.19	176.96	185336	1321423	236.00
5.	Chhattisgarh	2442477	4568868	138601609	56.75	166.33	479187	415454	208.98
6.	Goa	1141	1161	14959	13.11	254.25	77	449	374.12
7.	Gujarat	911298	1516992	41961258	46.05	174.37	166992	169638	231.63
8.	Haryana	230974	326861	7789655	33.73	281.27	15132	10484	369.72
9.	Himachal Pradesh	553640	736077	28519910	51.51	182.49	88207	78729	271.81
10.	Jammu & Kashmir	651046	981268	36815318	56.55	185.92	26128	60696	254.15
11.	Jharkhand	1272598	1623544	53659437	42.17	167.99	406289	494379	251.35
12.	Karnataka	2108202	3934472	104491744	49.56	246.81	392130	411011	323.63
13.	Kerala	1478386	1708184	97525767	65.97	274.2	137311	174473	293.97
14.	Ladakh	0	0	0	0	0	1373	2242	0.00
15.	Madhya Pradesh	3918552	6674355	202942430	51.79	168.52	1246561	696286	240.59
16.	Maharashtra	1793077	3276063	84595489	47.18	194.11	322237	626182	259.30
17.	Manipur	513042	570353	11739107	22.88	208.99	6832	5555	308.25
18.	Meghalaya	475388	679527	34215249	71.97	180.92	22581	27424	215.84
19.	Mizoram	195974	202682	18121863	92.47	193.99	17181	1078	219.38
20.	Nagaland	386305	416884	13285447	34.39	176.99	2973	2736	220.14
21.	Odisha	2147897	3366339	82988443	38.64	179.74	367740	775912	271.82
22.	Punjab	674920	824317	20449052	30.3	234.05	24924	41430	304.21
23.	Rajasthan	5164726	7537391	294245591	56.97	137.24	434139	488031	164.50
24.	Sikkim	61806	72178	3355302	54.29	176.92	4873	6062	266.13
25.	Tamil Nadu	5592313	6524708	257696479	46.08	170.65	533710	449242	225.99
26.	Telangana	2523520	4252199	117729172	46.65	148.47	541017	742887	217.62
27.	Tripura	549356	739389	25308683	46.07	167.08	63999	26741	219.26
28.	Uttar Pradesh	5044788	6150632	212124840	42.05	174.96	1068250	677760	246.81
29.	Uttarakhand	488701	638361	22166658	45.36	174.99	81998	53542	249.93
30.	West Bengal	4391278	7442105	338252830	77.03	174.5	1292210	1408739	204.37
31.	Andaman & Nicobar	6114	7080	193908	31.72	249.99	170	552	321.16
32.	Lakshadweep	254	259	10161	40	246.66	1	171	291.38
33.	Puducherry	33214	35931	664451	20.01	186.14	590	115	228.77
34.	The Dadra, Nagar Haveli, Daman and Diu	0	0	0	0	0	0	2	0.00
Total		52664543	77731575	2679535280	50.88	179.13	9155368	10324803	243.13

Source: Ministry of Rural Development, GoI

- 5.16 The details of employment provided, average days employment provided per HH, average wage per personday, progress of works and cost per personday, are given in Table-5.14. Average days' employment provided per HHs at national level was 50.88 days. It means, in a year, 50.88 days' employment was provided to one HH. Mizoram was at the top position, where 92.47 days' employment was provided, followed by West Bengal where 77.03 days' employment were provided. In Himachal Pradesh, average of 51.51 days' employment was provided to one HH. The average wage per

personday was Rs.179.13. Haryana had the highest average wage of Rs.281.27 per personday. This was Rs.182.49 for Himachal Pradesh, which was above national average. There were 91.55 lakh and 103.25lakh complete and in-progress works, respectively at national level. Himachal Pradesh had completed 88,207 works and 78,729 works were in progress. At national level, average cost per asset per personday was Rs.243.13. The highest cost per asset per personday of Rs.369.72 was of Haryana which has resulted from the high wage rate prevailing in the State. Himachal Pradesh had per asset per personday cost Rs.271.81, which was above national average.

- 5.17 For Himachal Pradesh, a total expenditure of Rs.834.05 Cr had been incurred under MGNREGS for three components viz; un-skilled wage, material and administrative expenditure. Mandi district was at the top in incurring an expenditure of Rs.184.42 Cr on all these three components, followed by Kangra district with Rs.161.57 Cr. There can be two possible factors for incidence of lowest expenditure on MGNREGA in Lahaul & Spiti. First is extremely low population density in the district and second is out migration of labour during extremely severe winters (Table-5.15).

Table-5.15
Outlay and Outcome (Cumulative Expenditure) at
State and District Level

Sr. No.	State	Cumulative Expenditure (Rs. in Crore)								
		On Unskilled Wage		On Material		Administrative expenditure		Total		
			Liability of Previous Years	2018-2019	Liability of Previous Years	2018-2019	Liability of Previous Years	2018-2019	Liability of Previous Years	Total
1.	Bilaspur	20.98	0.62	8.77	2.75	1.03	0.03	30.79	3.40	34.19
2.	Chamba	86.18	3.91	24.56	10.23	4.44	0.11	115.18	14.25	129.43
3.	Hamirpur	19.22	0.76	8.73	2.28	1.34	0.07	29.30	3.10	32.40
4.	Kangra	83.93	3.34	56.50	12.39	5.32	0.08	145.75	15.81	161.57
5.	Kinnaur	15.97	0.62	3.96	0.42	0.71	0.02	20.65	1.07	21.71
6.	Kullu	35.18	1.84	15.89	3.34	1.16	0.03	52.22	5.21	57.44
7.	Lahaul&Spiti	2.28	0.03	0.25	0.04	0.30	0.02	2.84	0.09	2.93
8.	Mandi	125.15	7.12	38.84	9.04	4.10	0.17	168.09	16.33	184.42
9.	Shimla	36.71	1.87	15.19	4.28	2.15	0.09	54.05	6.25	60.29
10.	Sirmaur	38.49	0.61	27.30	3.55	1.53	0.04	67.32	4.20	71.53
11.	Solan	17.28	0.64	8.27	1.75	1.11	0.05	26.66	2.44	29.11
12.	Una	24.20	0.39	20.31	2.54	1.58	0.02	46.08	2.96	49.04
Total		505.56	21.75	228.59	52.63	24.78	0.73	758.94	75.11	834.05

Source: Ministry of Rural Development, GoI

5.18 Details of employment provided to HHs and persons, and persondays generated in all districts of Himachal Pradesh have been given in previous tables. In Table-5.16, the details of average days' employment provided per HH, average wage per personday, progress of works and cost per personday have been given. Although the wages are paid as per the minimum wage rate notified by the State Government, actual wages are paid on the basis of number of hours a worker has actually worked in a day as per the assessment made by the supervising staff. If looked at these details, it is found that average wage per personday was Rs.182.49 for whole State, whereas Chamba, Kinnaur, Lahaul & Spiti, Shimla and Una districts had above State average wage per personday. In Himachal Pradesh, average days' employment provided per HH was 51.51. Chamba, Kinnaur, Mandi, Sirmaur and Una districts had above State average days' employment per HH. The number of completed and in-progress works of Mandi district was highest than other districts. Cost per asset per personday in Himachal Pradesh was Rs.271.81, which was less than this average in Kangra, Kinnaur, Sirmaur and Una districts. In this component, Una had the highest per asset per mandays cost.

Table-5.16
Outlay and Outcome at State and District Level

Sr. No.	State	Employment Provided			Average days Employment provided per HH	Average Wage per Person day (In Rs.)*	Works		Cost Per Person day (in Rs.)
			Persons	Persondays			Completed	In Progress	
1.	Bilaspur	24585	32230	1184162	48.17	181.56	5381	4047	256.93
2.	Chamba	76834	104711	4798395	62.45	186.13	9063	9586	244.46
3.	Hamirpur	26543	30691	1111544	41.88	177.34	4013	3734	259.73
4.	Kangra	99662	114244	4794465	48.11	180.72	16880	12447	302.06
5.	Kinnaur	11329	15882	704093	62.15	227.54	1596	1547	291.68
6.	Kullu	45906	70235	2049094	44.64	175.68	10025	9504	253.92
7.	Lahaul&Spiti	3068	4342	106001	34.55	216.28	903	513	253.55
8.	Mandi	137200	180798	7224872	52.66	179.83	18267	20532	236.31
9.	Shimla	48604	73259	2051182	42.2	182.65	9840	5573	257.81
10.	Sirmaur	37379	56363	2177887	58.26	179.93	4890	5110	309.13
11.	Solan	20213	27579	980344	48.5	182.27	2960	2993	268.05
12.	Una	22317	25743	1337871	59.95	183.47	4389	3143	342.84
Total		553640	736077	28519910	51.51	182.49	88207	78729	271.81

Source: Ministry of Rural Development, GoI

*The wages to be paid are assessed on actual work done during a day at work.

5.19 It would be worth seeing as to how implementation of MGNREGS in Himachal Pradesh has progressed in providing employment in rural areas during last three years particularly, in providing employment to women. It can be observed that total persondays and total women days generated have increased since 2016-17. An increased proportion of women days generated out of total persondays generated during 2018-19 over 2016-17 can be inferred as increased motivation for rural women of the State for becoming self-dependent at least in economic decision making. All districts except Bilaspur and Lahaul & Spiti have registered an increase in the persondays generated in 2018-19 over 2016-17. Despite showing a decrease in total persondays generated, Bilaspur has actually registered an increase in generation of women days during the same period. Maximum increase, in absolute terms, both in the generation of person days and women days has been recorded in Kangra district. Provisions of MGNREGA have gradually but surely contributed in encouraging women to participate in MGNREGS and earn wages in Himachal Pradesh.

Table-5.17
Performance of Women in MGNREGA in Himachal Pradesh

(In Lakh)

Sr. No.	District	2016-17		2017-18		2018-19	
		Persondays Generated	Persondays Generated by Women	Persondays Generated	Persondays Generated by Women	Persondays Generated	Persondays Generated by Women
1.	Bilaspur	12.43	7.16	10.29	6.17	11.84	7.45
2.	Chamba	37.14	17.95	34.87	17.61	47.98	24.49
3.	Hamirpur	10.05	7.63	8.99	6.95	11.12	8.71
4.	Kangra	37.68	26.78	37.20	26.41	47.94	35.55
5.	Kinnaur	4.10	2.80	3.44	2.33	7.04	4.85
6.	Kullu	17.32	9.41	18.32	9.96	20.49	11.57
7.	Lahaul & Spiti	1.38	0.94	0.97	0.65	1.06	0.71
8.	Mandi	65.67	48.44	56.04	40.63	72.25	53.42
9.	Shimla	18.38	9.59	19.01	9.82	20.51	10.81
10.	Sirmaur	15.62	6.03	14.74	5.71	21.78	8.81
11.	Solan	7.10	3.10	7.55	3.32	9.80	4.57
12.	Una	9.72	6.39	8.62	5.95	13.38	9.48
Total		236.59	146.22 (61.80%)	220.04	135.51 (61.84%)	285.19	180.42 (63.26%)

Source: Ministry of Rural Development, GoI.



CHAPTER-6

SOCIO ECONOMIC PROFILE OF THE WOMEN BENEFICIARIES

CHAPTER-6: SOCIO ECONOMIC PROFILE OF THE WOMEN BENEFICIARIES

Present chapter attempts profiling socio-economic status of the respondent beneficiaries those were interviewed during the field survey. This will help in giving a better understanding of parameters within which women working under MGNREGS have made progress in improving their lives in Himachal Pradesh.

Socio-Economic Profile of Beneficiaries:

Social Stratification

- 6.1 Of all the women beneficiaries interviewed, the largest number of women beneficiaries of MGNREGA belonged to General Category, which accounted for 40.81% followed immediately by Scheduled Castes (SC) category with 32.49% beneficiaries belonging to this category. The Economically Weaker Sections (EWS) and Scheduled Tribes (ST) categories constituted of 7.05% beneficiaries each. The Other Backward Classes (OBC) beneficiaries accounted for 12.34%. The proportion of SC beneficiaries was more than their share of 25.19% in total population of the State and so was found in case of Scheduled Tribe beneficiaries. The respondents who could not mention the category to which they belonged during the interview were categorized as the beneficiaries who were neutral in responding. The category of women MGNREGA workers belonging to economically weaker sections was not exclusive of general category thereby meaning that representation of women MGNREGA workers in general category increased even more with the inclusion of beneficiaries of category of EWS. The approach followed in Himachal Pradesh in the implementation of MGNREGS has already been inclusive bringing all sections of the society together for generating productive assets by providing employment to the beneficiaries.
- 6.2 If district-wise social stratification (Table-6.1) is seen then it was observed that highest percentage of EWS category beneficiaries was 54.55%, in Bilaspur district. In eight districts, the beneficiaries of this category was zero. The highest percentage of beneficiaries in General category was 70.59%, which were in Kullu district. In

Lahaul & Spiti and Kinnaur districts, there was no beneficiary from this category, being totally tribal areas. The highest percentage of beneficiaries in SC category was 56%, which is in Hamirpur district. In Lahaul & Spiti and Kinnaur districts, there was no beneficiary from this category, being totally tribal areas. The highest percentage of beneficiaries in OBC category was 40%, which was in Kangra district. In Kullu, Lahaul & Spiti, Kinnaur and Shimla districts, there was no beneficiary from this category. The highest percentage of beneficiaries in ST category was 100%, which was in Kinnaur and Lahaul & Spiti districts, being tribal areas. In remaining districts except Chamba, Kangra and Mandi districts, there was no beneficiary from this category. Inter district variations in representation of various social groups in women MGNREGS workers has its explanation in uneven dispersal of population in these districts. The picture at State level, indicates to inclusion of all social groups for empowering them through MGNREGS.

Table-6.1
District-wise Social Stratification

Sr. No.	District	Unit	Neutral	EWS	General	SC	OBC	ST	Total
1.	Bilaspur	%	0.00	54.55	13.64	18.17	13.64	0.00	100.00
2.	Chamba	%	0.00	0.00	29.55	43.18	2.27	25.00	100.00
3.	Hamirpur	%	0.00	0.00	32.00	56.00	12.00	0.00	100.00
4.	Kangra	%	0.00	0.00	17.14	35.72	40.00	7.14	100.00
5.	Kullu	%	0.00	0.00	70.59	29.41	0.00	0.00	100.00
6.	Kinnaur	%	0.00	0.00	0.00	0.00	0.00	100.00	100.00
7.	Lahaul&Spiti	%	0.00	0.00	0.00	0.00	0.00	100.00	100.00
8.	Mandi	%	0.00	9.52	60.96	24.76	3.81	0.95	100.00
9.	Shimla	%	0.00	13.89	41.67	44.44	0.00	0.00	100.00
10.	Sirmaur	%	0.00	0.00	61.90	14.29	23.81	0.00	100.00
11.	Solan	%	7.14	7.14	35.71	42.86	7.15	0.00	100.00
12.	Una	%	0.00	0.00	33.33	40.00	26.67	0.00	100.00
Total		%	0.26	7.05	40.81	32.49	12.34	7.05	100.00

Marital Status

6.3 The responses from respondents show that 92.19% women working in MGNREGA were married and had a living spouse, and 7.05% were widows. Only 0.50% respondents were unmarried. Out of the total respondents, 0.25% respondents had not revealed their marital status. The institution of marriage serves many purposes of family life and society and the women active workers in

MGNREGA seem to have shown faith in this institution. The working in MGNREGA, appear to be fulfilling the economic purpose of marriage. This can be seen in two ways. Either it is after the women become economically independent and then entered into the institution of marriage or the economic compulsion of marriage made women to take up employment. Either way, the end result is economic empowerment of women through MGNREGA. Unmarried women not taking up employment under the provisions of MGNREGA might be attributed to the existence of better opportunities either for wage employment or self-employment. The possibility of women getting married to well off spouses who look after all needs of their wives in a manner that women do not feel a need to take up employment cannot be ruled out entirely. Similarly, girls pursuing higher education may not have been available for wage employment under MGNREGS.

- 6.4 Among the districts, Kullu is the only district to have shown presence of unmarried MGNREGA women workers. All the respondents from Kinnaur and Sirmaur districts were married and had a living spouse. Existence of considerable proportion of widows as MGNREGA workers in Lahaul & Spiti and Solan districts indicates to the important role that MGNREGA can play to empower weaker sections of the society. Total absence of unmarried women from participation in MGNREGA works except in Kullu district, possibly indicates to their determination to pursue education and hence more remunerative employment before they get married. The proportion of unmarried women being MGNREGA workers in Kullu district is also extremely low.

Table-6.2
District-wise Marital Status

Sr. No.	District	Unit	Married	Unmarried	Widow	Neutral	Total
1.	Bilaspur	%	90.91	0.00	9.09	0.00	100.00
2.	Chamba	%	88.64	0.00	9.09	2.27	100.00
3.	Hamirpur	%	92.00	0.00	8.00	0.00	100.00
4.	Kangra	%	91.43	0.00	8.57	0.00	100.00
5.	Kullu	%	88.24	5.88	5.88	0.00	100.00
6.	Kinnaur	%	100.00	0.00	0.00	0.00	100.00
7.	Lahaul&Spiti	%	66.67	0.00	33.33	0.00	100.00
8.	Mandi	%	93.33	0.00	6.67	0.00	100.00
9.	Shimla	%	97.22	0.00	2.78	0.00	100.00
10.	Sirmaur	%	100.00	0.00	0.00	0.00	100.00
11.	Solan	%	85.71	0.00	14.29	0.00	100.00
12.	Una	%	93.33	0.00	6.67	0.00	100.00
Total		%	92.20	0.50	7.05	0.25	100.00

Composition of Beneficiaries by Religion

- 6.5 Considering that 95.32% of the total population of the State comprises of Hindus (Census, 2011), the women's participation in MGNREGA work is negligible from other religions in the State. In fact, not even a single respondent had reported to belonging to the Christian religion. In fact, if the districts are considered for representation from different religions, the districts with relatively greater proportion of population belonging to a particular religion have reported greater participation of women belonging to that particular religion in MGNREGA activities. Kinnaur and Lahaul & Spiti districts have reported largest proportion of women MGNREGA workers following Buddhism. A very large proportion of population residing in these two districts follow Buddhism due to their proximity with the culture prevailing in the neighbouring areas of Tibet and China. No significant interference could be drawn related to participation of women in MGNREGS works on the basis of religion they belonged to as the districts with more population of a particular religion also reported more participating women belonging to that religion in MGNREGS works.

Table-7.3
MGNREGS Workers by Religion

Sr. No.	District	Unit	Hindu	Muslim	Sikh	Buddhist	Total
1	Bilaspur	%	100.00	0.00	0.00	0.00	100.00
2	Chamba	%	93.18	6.82	0.00	0.00	100.00
3	Hamirpur	%	100.00	0.00	0.00	0.00	100.00
4	Kangra	%	100.00	0.00	0.00	0.00	100.00
5	Kullu	%	100.00	0.00	0.00	0.00	100.00
6	Kinnaur	%	87.50	0.00	0.00	12.50	100.00
7	Lahaul&Spiti	%	66.67	0.00	0.00	33.33	100.00
8	Mandi	%	100.00	0.00	0.00	0.00	100.00
9	Shimla	%	100.00	0.00	0.00	0.00	100.00
10	Sirmaur	%	90.48	4.76	4.76	0.00	100.00
11	Solan	%	100.00	0.00	0.00	0.00	100.00
12	Una	%	80.00	0.00	20.00	0.00	100.00
	Total	%	97.48	1.01	1.01	0.50	100.00

Educational Qualification

6.6 About two thirds of the respondents had either finished high school or senior secondary level of education of the Indian System of School Education. However, 31% of the women MGNREGS workers could not go to high school classes out of which about 14% could finish only primary school. Incidence of 30% females dropping out of school and subsequently opting for employment in MGNREGA works after attaining the eligible age for employment needs to be flagged here. The inability of their parents to economically afford education for their girl children and unavailability of educational institutions in the surroundings are the least likely factors for their early drop-out from the school, as girl education in the State is free and the reach of education system in the State is comparable to the best in the world. Early drop-out of girl children and acceptance of relatively less remunerative employment as unskilled or semi-skilled workers by these drop-outs appear to have a weak relationship. Availability of an additional earning hand to support family income can be one of the possible reasons for this incidence of school drop out by girls. The State Government needs to focus on this aspect and to see that all children complete at least high school and also get vocational education to have choice over a larger number of opportunities for

wage employment or self-employment. The neutral responses have been categorized as those responses where the respondents did not say anything about their educational attainments. Though the proportion of illiterate women MGNREGA workers is very less, this particular segment needs to be mainstreamed through appropriate interventions in such a manner that even a single illiterate should be seen as a scope for improvement in the strategy.

- 6.7 Post-Graduate women MGNREGA workers were reported in Kullu, Mandi, Shimla and Sirmaur districts with Kullu having greatest proportion of post-graduate women MGNREGA active workers at about 14%. Post graduate women in these districts taking up unskilled and semi-skilled labour in MGNREGA works is a matter of concern as it indicates to absence of adequate employment opportunities for educated youth in the State. A strange response from the respondents from Kangra, Lahaul & Spiti and Shimla was noticed when they preferred not to disclose their educational status. The possible reason for this behavior can be the fear of facing the embarrassment had they disclosed their educational status of being graduates or post graduates and yet they had taken up unskilled or semi-skilled wage employment in MGNREGA works. However, if the hesitation in disclosing their education level is because of fear of facing embarrassment of being illiterate, they would atleast encourage their children to attend school to avoid the embarrassment. The proportion of such respondents was highest in Lahaul & Spiti at 33%. Hamirpur, Kangra, Kinnaur, Lahaul & Spiti, Shimla and Solan districts had no illiterate female MGNREGA workers. Almost all the districts had distribution of female MGNREGA workers in such a manner that the ones having attained middle school or high school or senior secondary school levels of education together constituted the largest proportion of respondents.

Table-6.4
Educational Qualifications

Sr. No.	District	Unit		Middle	Matric	10+2	Graduate	Post Graduate	Illiterate	Neutral	Total
1.	Bilaspur	%	22.73	13.64	27.26	27.27	4.55	0.00	4.55	0.00	100.00
2.	Chamba	%	27.27	9.09	18.18	29.55	2.27	0.00	13.64	0.00	100.00
3.	Hamirpur	%	12.00	36.00	20.00	32.00	0.00	0.00	0.00	0.00	100.00
4.	Kangra	%	14.29	25.71	32.86	14.29	1.43	0.00	0.00	11.42	100.00
5.	Kullu	%	11.76	11.76	17.65	26.47	11.76	14.72	5.88	0.00	100.00
6.	Kinnaur	%	0.00	12.50	25.00	62.50	0.00	0.00	0.00	0.00	100.00
7.	Lahaul&Spiti	%	0.00	0.00	33.33	0.00	33.34	0.00	0.00	33.33	100.00
8.	Mandi	%	8.57	10.48	37.14	37.14	3.81	0.96	1.90	0.00	100.00
9.	Shimla	%	5.56	19.44	33.33	36.11	0.00	2.78	0.00	2.78	100.00
10.	Sirmaur	%	4.76	28.57	14.29	28.57	14.29	4.76	4.76	0.00	100.00
11.	Solan	%	35.71	28.57	21.44	7.14	7.14	0.00	0.00	0.00	100.00
12.	Una	%	26.67	20.00	33.33	6.67	0.00	0.00	13.33	0.00	100.00
Total		%	13.85	17.63	28.46	27.96	4.03	2.02	3.53	2.52	100.00

Poor Families

6.8 The families living Below Poverty Line(BPL) comprise of those households on this parameter which have been declared so based on certain objective criteria. The status of households on this parameter keeps changing and requires endorsement of Gram Sabha. Any household which progresses and earns more can be removed from the BPL list by replacing a new eligible household. All other households which are not included in the BPL list are termed as households living Above Poverty Line(APL). Surprisingly, a considerably large proportion of female MGNREGA workers belonged to APL families (51%) whereas only 41% of the respondents belonged to BPL households. It is clear that poverty was not the only consideration for women to take up wage employment under MGNREGA. The possible reason for BPL households not taking up MGNREGA wage employment could be that BPL households get preference under all government programmes for getting assistance. Whereas, supplementing the household income seems to be the motivation for women belonging to APL families to take up wage employment.

Table-6.5
Poor Families

Sr. No.	District	Unit	APL	BPL	Neutral	Total
1	Bilaspur	%	40.91	59.09	0.00	100.00
2	Chamba	%	29.54	65.91	4.55	100.00
3	Hamirpur	%	48.00	32.00	20.00	100.00
4	Kangra	%	42.86	38.57	18.57	100.00
5	Kullu	%	73.53	23.53	2.94	100.00
6	Kinnaur	%	75.00	0.00	25.00	100.00
7	Lahaul&Spiti	%	33.33	66.67	0.00	100.00
8	Mandi	%	52.38	47.62	0.00	100.00
9	Shimla	%	72.22	27.78	0.00	100.00
10	Sirmaur	%	76.19	14.29	9.52	100.00
11	Solan	%	57.14	42.86	0.00	100.00
12	Una	%	26.67	40.00	33.33	100.00
Total		%	51.63	40.81	7.56	100.00

6.9 Kullu, Kinnaur, Shimla and Sirmaur districts had about three fourths of total MGNREGA women workers who belonged to APL families. Bilaspur, Chamba and Lahaul&Spiti are the only districts which had about two thirds of women MGNREGA workers who belonged to BPL families. About 33% of the respondents from Una district did not reveal if they belonged to APL or BPL families.

Primary Occupation

6.10 Only 2.5% of the women respondents responded by saying that the wages earned from MGNREGA work are primary source of income indicating to very little existence of abject poverty in the State as about 97.5% of the women respondents worked for earning wages from MGNREGA works to supplement income earned from their primary occupation. About 90% of the women MGNREGA had agriculture as their primary source of earning livelihood. This included both the statuses of being a cultivators and an agricultural labourer. About 2.5% of women MGNREGA workers were earning wages through it to supplement their wages earned through wage employment in sectors other than agriculture. Even the female part time/ casual workers or workers employed on outsourced basis by the Government agencies like motivator is sericulture, PRI members and those employed by Jal

Shakti Vibhag have reported to have been working as labour in the MGNREGA works although all these categories taken together constituted only 2.5% of the total responses. It can safely be concluded that women in Himachal Pradesh take up wage employment under MGNREGA only to supplement income from their primary occupation and the proportion of women who are entirely dependent on MGNREGA works to earn wages is very little. Women workers who are primarily dependent on agriculture for earning their income constitute more than 95% of total women MGNREGA workers in Hamirpur, Kangra and Mandi districts and this proportion is 100% in Kinnaur district. Una district has the largest proportion of female MGNREGA workers that depends entirely on MGNREGA works for earning their livelihoods (27%) followed by Sirmaur district(14%). Lahaul&Spiti district had all the women with primary occupation as wage earners in the sectors other than agriculture who were active MGNREGA workers as well.

Table-6.6

Primary Occupation of Women MGNREGS Workers

Sr. No.	District	Unit	Agriculture	MGNREGA	Shopkeeper	Labourer	Pvt. Job	Daily Wage Worker	Neutral	Others	Total
1.	Bilaspur	%	68.17	4.55	4.55	9.09	9.09	0.00	0.00	4.55	100.00
2.	Chamba	%	88.64	2.27	0.00	6.82	0.00	2.27	0.00	0.00	100.00
3.	Hamirpur	%	96.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00	100.00
4.	Kangra	%	98.57	0.00	0.00	0.00	0.00	1.43	0.00	0.00	100.00
5.	Kullu	%	91.18	2.94	0.00	0.00	0.00	0.00	0.00	5.88	100.00
6.	Kinnaur	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
7.	Lahaul&Spiti	%	0.00	0.00	0.00	0.00	0.00	66.67	0.00	33.33	100.00
8.	Mandi	%	98.10	0.00	0.00	0.00	0.00	0.95	0.00	0.95	100.00
9.	Shimla	%	83.33	0.00	2.78	0.00	2.78	0.00	2.78	8.33	100.00
10.	Sirmaur	%	80.95	14.29	0.00	0.00	0.00	0.00	0.00	4.76	100.00
11.	Solan	%	85.72	0.00	7.14	0.00	0.00	0.00	0.00	7.14	100.00
12.	Una	%	73.33	26.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Total		%	90.42	2.52	0.76	1.26	0.76	1.26	0.50	2.52	100.00

Financial Literacy and Use of Digital Mode of Financial Transactions

6.11 Despite the fact that the wages earned under MGNREGA are directly deposited into the bank accounts held by the

beneficiaries, only about 25% of the women MGNREGA workers have reported to be using Debit Cards and ATMs for making financial transactions. The highest proportion of such women MGNREGA workers was reported in Lahaul&Spiti district at 67%, which incidentally, also happens to be one of the districts with highest per capita income in the State.

Table-6.7
Use of ATM/ Debit Card

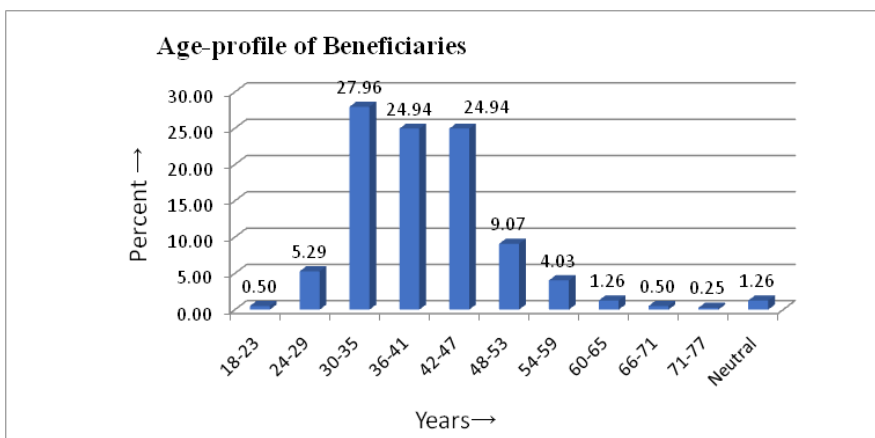
Sr. No.	District	Unit	Yes	No	Neutral	Total
1.	Bilaspur	%	22.73	77.27	0.00	100
2.	Chamba	%	15.91	79.55	4.55	100
3.	Hamirpur	%	12.00	88.00	0.00	100
4.	Kangra	%	37.14	61.43	1.43	100
5.	Kullu	%	20.59	79.41	0.00	100
6.	Kinnaur	%	37.50	62.50	0.00	100
7.	Lahaul&Spiti	%	66.67	33.33	0.00	100
8.	Mandi	%	29.52	69.52	0.95	100
9.	Shimla	%	19.44	69.44	11.11	100
10.	Sirmaur	%	33.33	66.67	0.00	100
11.	Solan	%	21.43	71.43	7.14	100
12.	Una	%	0.00	100.00	0.00	100
Total		%	25.44	72.29	2.27	100

Age Profile of Beneficiaries

6.12 The age of women beneficiaries for whole State was in the range of 23 years to 74 years. The maximum concentration of women MGNREGA beneficiaries was in the age group of 30 years to 47 years as around 78% beneficiaries fell in this range. From the age of 48 years upwards, the proportion of women MGNREGA beneficiaries was small. However, the beneficiaries above the age of 60 years also worked in MGNREGA and a worker/ beneficiary at the age of 74 years was also there. The women after acquiring education must have tried for better jobs but in the meantime might have got married off and noticing poor conditions of family may have resorted to work in MGNREGA to support the family. That the women worked above the age of 48 years in MGNREGA showed that either they were living in the family trapped in abject poverty or their children had not been looking after them or their

children must have grown up and had been earning their livelihoods in far off places. The Gram Panchayats in which such beneficiaries are residing should identify and support them with the available benefits under the schemes of Government started for eradication of poverty. They should also help in resolving the issues/ disputes which made them overlooked by their children. Although, there is no upper age limit for employment in MGNREGA, but the senior women can not be expected to work equal to young ones. Interventions at the level of Government are required to reach such families and support them through various government schemes related to social security and food security.

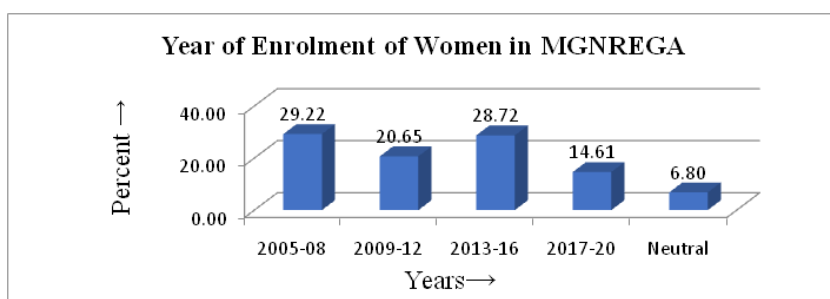
Bar Diagram-6.1



Year of Enrollment in MGNREGA

6.13 The year of enrolment of beneficiaries in MGNREGS is as old as 2005 and as new as 2020. Although, the base year for drawing sample of active women workers was taken as 2019, questionnaires have been filled telephonically in 2020 and first quarter of 2021, so in the sample of beneficiaries, active women workers of 2020 have also been taken for information. The maximum concentration of enrolment of women in MGNREGA was in the periods of 2005-08 and 2013-16. This is an indication that the awareness about employment opportunities under MGNREGA had always been there among women of Himachal Pradesh and also that they are progressive and achieving self-reliance.

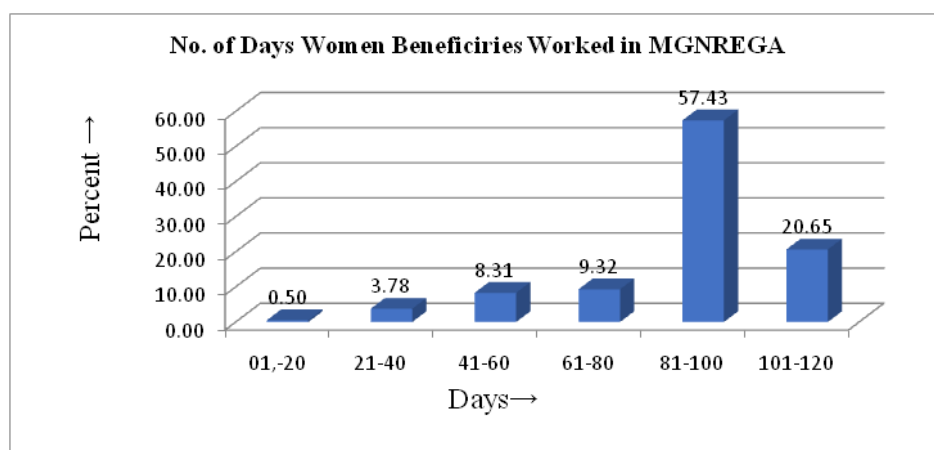
Bar Diagram-7.2



Days for which Beneficiaries Worked

6.14 The minimum and maximum days for which the women beneficiaries were worked under MGNREGA 17 days and 120 days, respectively. Himachal Pradesh has also provided an opportunity to work beyond 100 days upto 120 days. The additional financial burden of wages and material components for additional 20 days is borne by the State from its own resources. More than 57% women MGNREGA workers had worked between 81 to 100 days in a year. The proportion of women MGNREGA workers who had worked beyond 100 days is around 21%. Around 79% of women workers have either not agreed to work beyond 100 days or there were not enough works to provide employment beyond 100 days under MGNREGA.

Bar Diagram-7.3



Land Holdings

6.15 The women respondents were not willing to share any information with regard to land holdings owned either by them or by the household. It was unlikely that they did not have knowledge about land ownership. The only possible reason for their reluctance in showing information about land ownership was an attempt to conceal the asset ownership.

Nature of assets created by respondent beneficiaries

6.16 The information retrieved from the office of the Gram Panchayats from which the respondent beneficiaries were interviewed revealed that the nature of assets created by providing employment to these beneficiaries ranged from water tanks, village paths & roads, ambulance paths, cattle sheds, cow sheds, drains, parks, mahila mandal bhawans, kuhls, play grounds, retaining walls besides plantations and land development. Most of the works started during a year were completed in the year they were started and the average cost per work ranged from Rs.35,000/- to Rs.8 lakh. A strange phenomenon that came into knowledge during survey was that none of the respondent beneficiary could tell anything about the nature of asset for the construction of which they worked as unskilled labour. The women MGNREGS workers were interested in only providing their services in return of wages without bothering for getting the knowledge of assets for the creation of which they worked as unskilled labour. The inference does not appear to be holding in real life. It is difficult within the scope of present study to explore into the reasons for the respondents' reluctance in revealing the nature of assets they worked for as unskilled labour.

A photograph of a concrete path that curves into a dense, lush green forest. The path is light grey and occupies the lower half of the frame. The forest is composed of various green plants and trees, filling the upper half. The lighting is bright, suggesting a sunny day.

CHAPTER-7

WAGE PAYMENT, SAVINGS BEHAVIOUR AND EXPENDITURE

CHAPTER-7: WAGE PAYMENT, SAVINGS BEHAVIOUR AND EXPENDITURE

Based on the responses to a series of questions received from the beneficiaries, this Chapter has been attempted to confirm if the beneficiaries received MGNREGA wages through DBT and also to profile savings behavior and expenditure preferences out of the earned wages of the women MGNREGA beneficiaries in the State. The questions were designed and put to the beneficiaries in such a manner that the preference for savings or expenditure was attempted to be assessed against the incremental income received by the beneficiaries out of MGNREGA wages only.

- 7.1 All the beneficiaries confirmed that they had been receiving their wages through DBT into their own bank accounts- both individual and joint accounts. This confirmed the success of the programme to ensure that the wages earned are actually received by the beneficiaries without any commissions and cuts by the middlemen.
- 7.2 The beneficiaries were asked to indicate their preference for expenditure they would like to incur out of eight choices in order of priority. Inclusion of expenditure on luxury items was not rational and justified at all because of the very fact that women working as unskilled or semi-skilled workers under MGNREGA would not be in any position to buy luxury items. However, it was included to attract attention of the respondents to it and record their reaction in terms of their preference for spending on luxury items. All the beneficiaries, without any exception, had last preference for purchasing luxury items out of the wages earned from MGNREGA works and the results were on the expected lines.
- 7.3 Weights were assigned to the preferences indicated by the beneficiaries to obtain cumulative scores. There were eight items of expenditure against which the respondents were asked to indicate their preference in order of their priority. The first preference was ranked as 1 and second as 2 and so on. The weights assigned were such that the first preference (1) was assigned the weight of 8, the second preference(2) was assigned the weight of 7, the third preference(3) was assigned the weight of 6 and so on. Looking at the cumulative scores, the clear preference for the

beneficiaries with the highest score was the expenditure on food items. Second preference for expenditure out of earned wages was given to the expenditure on education of children. These were followed by expenditure on health, expenditure on non-food items, expenditure on purchase of livestock, expenditure on construction/ renovation of house, expenditure on repayment of old loans/ debts and expenditure on luxury items in that order. The pattern of preference for various items of expenditure that has come up through the present study clearly shows that after fulfilling basic needs like food, the women MGNREGA workers would spend on education of their children to make sure that their children become capable of adopting more remunerative means of earning livelihood than what these women have been following. Relatively low preference indicated for expenditure on construction of house or its renovation established that either these women already owned a house irrespective of area and quality or they already had been living in a rented house and they were satisfied doing so. Living healthy lives was among the top three preferences of these women beneficiaries. Similarly, it can easily be inferred from a relatively low preference for expenditure on repayment of loan/ old debt that either women beneficiaries did not have any loan/ old debt to repay or if there was one, it was being taken care of by other members of the family or by the spouse or through some other source of income. Same pattern of preferences for items of expenditure was observed across all the districts with minor variations.

- 7.4 Women in the districts of Sirmaur and Una indicated their first preference for expenditure on education of children followed by the expenditure on food items. Clearly, their requirement of food consumption was already being met through some other sources or by other members of their family. For women MGNREGA beneficiaries from Bilaspur, Mandi, Shimla and Solan districts, expenditure on non-food items had a preference over expenditure on family health. Construction and renovation of house had a third preference for women beneficiaries from Una district as an item of expenditure out of the MGNREGA wages earned indicating to existence of housing problem for women workers under MGNREGA in the districts.

Table 7.1
Preferences of Beneficiaries for Spending Incremental Income

Item	Score/ Rank	Districts												
		Total	—	Chamba	Hamirpur	Kangra	Kullu	Kinnaur	L&S	Mandi	Shimla	Sirmaur	Solan	Una
On Food Items	Score	2922	162	329	199	533	227	45	24	783	278	136	104	102
	Rank	1	1	1	1	1	1	1	1	1	1	2	1	2
On Non-Food Items	Score	2027	127	214	100	264	132	39	12	690	221	87	89	52
	Rank	4	3	4	5	5	5	4	4	2	3	5	3	6
Education of Children	Score	2609	150	292	169	486	212	52	19	655	232	146	91	105
	Rank	2	2	2	2	2	2	2	2	3	2	1	2	1
Family Health	Score	2122	115	233	151	432	177	47	19	523	175	108	68	74
	Rank	3	4	3	3	3	3	3	2	4	5	3	4	4
Purchase of Livestock	Score	1724	105	195	120	353	128	24	16	389	179	94	68	53
	Rank	5	5	5	4	4	6	7	3	5	4	4	4	5
Repayment of Loans/ Old Debts	Score	1092	66	133	67	194	104	26	7	229	108	63	42	53
	Rank	7	6	6	6	6	7	6	5	7	6	7	5	5
Construction/ Renovation of House	Score	1154	44	127	60	167	168	34	7	306	72	64	28	77
	Rank	6	7	7	7	7	4	5	5	6	7	6	6	3
Buy Luxury Items	Score	597	22	57	34	91	63	21	4	205	36	32	14	18
	Rank	8	8	8	8	8	8	8	6	8	8	8	7	7

Note: For obtaining cumulative scores, the weights were assigned in the reverse order of preferences.

Saving Behaviour

7.5 About 97% of the total women beneficiaries were saving some money out of the wages earned under MGNREGA through atleast one mode of savings. Una and Sirmaur districts had the higher proportion of women beneficiaries who were not saving any money (20% and 19%, respectively). 94% of the women workers were found to be saving either in a bank account or in a post office account or in both. About 10% of the women beneficiaries had invested in insurance both life and others, however, a very small proportion out of these beneficiaries had invested in insurance other than for life. Hamirpur and Lahaul&Spiti districts had all the women beneficiaries who were saving money in a bank account only. Highest reach through post office accounts was at 30% in Mandi district. Considerable proportion of women beneficiaries in Sirmaur and Una districts were saving money at home, with the self-help groups and cooperative societies also. The savings behaviour of respondent beneficiaries clearly indicates to their high preference for relatively liquid mode of savings in a bank account which would mean ready availability of cash in the hour of need.

Table-7.2
Mode of Savings

Sr. No.	District	Unit	Response					No Savings
			Bank	Post Office	LIC	Other Insurance	Other (Specify)	
1.	Bilaspur	%	68.18	22.73	0.00	0.00	0.00	0.00
2.	Chamba	%	75.00	9.09	6.82	2.27	0.00	6.82
3.	Hamirpur	%	100.00	0.00	0.00	0.00	0.00	0.00
4.	Kangra	%	97.14	0.00	0.00	0.00	0.00	0.00
5.	Kullu	%	82.35	14.71	8.82	0.00	2.94	5.88
6.	Kinnaur	%	100.00	12.50	0.00	0.00	0.00	0.00
7.	Lahaul&Spiti	%	100.00	0.00	0.00	0.00	0.00	0.00
8.	Mandi	%	74.29	30.48	26.67	0.00	0.00	0.00
9.	Shimla	%	72.22	5.56	0.00	2.78	0.00	0.00
10.	Sirmaur	%	71.43	9.52	0.00	0.00	14.29	19.05
11.	Solan	%	64.29	7.14	7.14	0.00	0.00	7.14
12.	Una	%	40.00	20.00	13.33	0.00	13.33	20.00
Total		%	79.09	13.85	9.32	0.50	1.51	3.27

A photograph of a concrete road that curves through a dense, green forest. The road is light gray and occupies the lower half of the frame. The forest is composed of various green trees and bushes, filling the upper half. The lighting suggests a bright, sunny day.

CHAPTER-8

IMPACT ASSESSMENT

CHAPTER-8: IMPACT ASSESSMENT

- 8.1 This chapter is devoted to analyzing the opinion of respondents about various inputs of MGNREGA on different aspects of their lives. The mathematical and statistical tools have been used for analyzing opinions of the respondents. The analysis is given in the paras to follow. For analysis, parametric and non-parametric tests of applied statistics have been performed and responses of respondents have been mapped on 3 Point Likert Scale. The tables containing the responses with results are at Annexure-I to this report. Other tools like Standard deviation, measure of skewness and Chi Square Test have also been used to arrive at inferences from data collected. The description of statistical tools used in this study are as under:-
- 8.1.1 The 3 Point Likert Scale communicates two pieces of information i.e. neutrality and direction. This scale offers 'agree' and 'disagree' as two polar points along with a neutral option. As we move up from 2 to 3, the magnitude of agreement keeps on increasing and magnitude of disagreement increases as we move down from 2 to 1 on Likert Scale. The value of mean lies between 1 and 3, and it reveals the magnitude of agreement or disagreement about a statement of the respondents. Thus, mean value (\bar{x}) greater than 2 at 3 point scale shows positive impact of MGNREGA on the parameter under analysis.
- 8.1.2 A Standard Deviation(S) is a measure of how dispersed the data is in relation to the mean. Low standard deviation means data are clustered around the mean and high standard deviation indicates data are more spread out. It means a low standard deviation indicates that the data points tend to be close to the mean of the data set, while high standard deviation indicates that the data points are spread out over a wider range of values. There is no single value that can be used to tell whether or not a standard deviation is “good” or “bad” or even “high” or “low” because it depends on the situation. However, Coefficient of Variation ($CV=S/\bar{x}$) gives us an approximate idea of variations in the data collected. $CV \geq 1$ indicates a relatively high variation/ deviation, while a $CV < 1$ can

be considered as an indication of low variation/ deviation. This means that distributions with a coefficient of variation higher than 1 are considered to be having high variance/ deviation whereas those with a CV lower than 1 are considered to be having low-variance/ deviation.

- 8.1.3 The negative value of Skewness (Sk) indicates concentration of opinion of respondents on the higher side of mean. High magnitude shows that concentration of opinion is on very high side of mean whereas negative value shows concentration of opinion away from mean. The value of Sk between -0.5 and 0.5 shows data is fairly symmetrical, while data between -1 and -0.5, 0.5 and 1 show that data is moderately negatively and moderately positively skewed, respectively. Similarly, value of Sk less than -1 and greater than 1 shows that data is highly negatively and highly positively skewed, respectively.
- 8.1.4 Chi Square(χ^2) is used for determining goodness of fit and homogeneity of data set. This test is one of the simplest and most widely used non-parametric tests, that is, where the parameters of the population are not known normally. The Chi-Square Test as a test of goodness of fit is used to analyze the magnitude of difference in the opinion of respondents between observed distribution and the expected distribution under the assumption that it is equally distributed on 3-point scale. This test helps to find out whether the distribution of opinion of respondents differs significantly or not on this scale. This test has been applied to study whether or not significant difference exists in the distribution of opinion of respondents with regard to different statements concerning impact of MGNREGA. The difference in distribution of opinion on 3-point scale has been treated as significant if the calculated value of chi-square is greater than the relevant table value at 5 per cent level of significance. The greater value of Chi Square(χ^2) Test(goodness of fit) than the table value at 5% level of significance indicates significant difference in the opinions of respondents on 3 point scale and gives an impression that opinion of respondents is not equally distributed and as such it rejects the null hypothesis.

8.2 Socio-Economic Status of Beneficiaries

Impact on Income

8.2.1 More than 2 score at 3 point scale of the opinions of women beneficiaries supported that majority of them had witnessed increase in their income. It means MGNREGA had positive impact on their income. The little dispersion of the responses of women beneficiaries from the mean score showed that majority of these beneficiaries had experienced increase in their income. The negative value of the skewness of responses with high magnitude supported that concentration of the opinions of beneficiaries witnessing increase in income was very high. Also, significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not helped women beneficiaries in increasing their income. More than 90% women beneficiaries in Bilaspur, Hamirpur, Kangra, Kullu, Lahaul & Spiti, Mandi, Shimla and Sirmaur admitted that their income had increased while employed under MGNREGA. Solan and Una districts were in little disagreement with this hypothesis, however, a large proportion of the women beneficiaries in these districts were neutral and did not share their opinion. MGNREGA employment has certainly helped in adding up to the earnings of women unskilled/ semi-skilled workers.

Impact on Savings

8.2.2 The responses of women beneficiaries showed that their savings had increased. The score of opinions of respondents more than 2 on 3 point scale helped to prove that MGNREGA had positive impact on their savings. The deviation of the responses of women beneficiaries from the mean score showed that majority of these beneficiaries had experienced increase in their savings too like in income. The negative value of skewness indicated that concentration of opinions of respondents was towards higher side of mean but nearer to it. The responses of the respondents were moderately skewed. It means women beneficiaries had experienced increase in their savings but not in equal proportion as that of income. The significant difference in the opinions of women beneficiaries rejected the hypothesis that MGNREGA had

not helped women beneficiaries in increasing their savings. Overall responses revealed that MGNREGA had increased the savings of more than half of the women beneficiaries. The women beneficiaries of Kullu, Kinnaur, Shimla, Sirmour and Una had opined strongly that MGNREGS had increased their savings. In Bilaspur, Chamba, Lahaul & Spiti, Mandi and Una districts, more than or equal to one-fourth women beneficiaries were in disagreement, and in two districts, Hamirpur and Kangra, were strongly in disagreement with the statement MGNREGA had increased their savings. A very little proportion of the women beneficiaries in Lahaul & Spiti district were neutral and did not share their opinion.

Self-Dependency

8.2.3 The self-dependency of respondents who had worked in MGNREGA had also been ascertained during the analysis of collected information. The score of the opinions of the women beneficiaries was more than 2 at 3 point scale revealed that their earnings from MGNREGA works had made them self-dependent. The little deviation of the responses of women beneficiaries from the mean score showed that majority of these beneficiaries had a feeling of self-dependency. The negative value of skewness with high value indicated that concentration of respondents feeling self-dependent was very high. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not helped women beneficiaries in making them self-dependent. In all the district, there was high agreement that MGNREGA had made the women beneficiaries self-dependent. In Hamirpur, Kangra and Shimla districts, 100% respondents agreed to admit that MGNREGA had made them self-dependent and in remaining districts more than 85% respondents supported it too. Women MGNREGA workers have developed a sense of being self-dependent after getting employment under MGNREGS.

Say in Family's Economic Matters

8.2.4 The score above 2 at 3 point scale showed that say of women beneficiaries in family's economic matters had improved. It

showed that there was a positive impact of MGNREGA on women beneficiaries for asserting their opinion in family's economic matters. The deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had felt that they had say in family's economic matters. The highly negatively skewed value indicated that women beneficiaries strongly felt that their say in family's economic matters had improved significantly. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not helped women beneficiaries to improve their in family's economic matters. The responses from women beneficiaries in all districts showed strong agreement with the hypothesis that MGNREGA had improved their say in family's economic matters. In all districts except Lahaul & Spiti, more than 85% respondents agreed to that MGNREGA had improved their say in family's economic matters. Economic empowerment of women MGNREGS workers has helped them gaining participation in decisions related to family matters.

Freedom to Spend Money

- 8.2.5 The standard average score of more than 2 at 3 point scale showed that women beneficiaries experienced freedom to spend money. It meant that there was a positive impact of MGNREGA to provide freedom to women beneficiaries to spend their money. The deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had experienced freedom to spend their money. Like say in family's economic matters, the highly negatively skewed value of this indicator too indicated that women beneficiaries' opinion about freedom to spend their money was very strong. The deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had freedom to spend their money. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not provided freedom to spend their money. In Hamirpur, Kinnaur and Lahaul & Spiti, 100% women beneficiaries had agreed that MGNREGA provided them freedom to spend their money and in

remaining districts, its range was between 85% and 97%. It showed strong agreement of respondent beneficiaries to the hypothesis that the women workers of MGNREGA had freedom to spend their money.

Minimum 100 Days Employment

8.2.6 The standard average score of more than 2 on 3 point scale revealed that majority of women beneficiaries were provided minimum 100 days' employment. The deviation of the responses of women beneficiaries from the mean score supported that majority of these beneficiaries had been provided minimum 100 days' employment. The highly negatively skewed value with small magnitude indicated that majority of the women beneficiaries had been provided 100 days' employment under MGNREGA, but their concentration above mean was less. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had not been provided minimum 100 days' employment under MGNREGA. In all the districts, more than 62% women beneficiaries were in agreement that they were provided minimum 100 days' employment under MGNREGA except Lahaul & Spiti district where proportion of disagreement was high. It showed high agreement that the women workers of MGNREGA had been provided 100 days' employment under MGNREGA. The analysis established that not all (about one thirds) of the women MGNREGA beneficiaries had received full hundred days of employment as envisaged in the Act.

Social Transformation

8.2.7 The mean of score of the opinions of the women beneficiaries more than 2 at 3point scale supported that they observed social transformation. It meant MGNREGA had positive impact on social transformation of women beneficiaries. The standard deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had observed social transformation. The highly negatively skewed value with high magnitude indicated that majority of the women beneficiaries observed social transformation to greater extent after employment under MGNREGA. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had

not observed social transformation after employment under MGNREGA. In Kullu and Kinnaur districts, 100% respondents are observed social transformation and in remaining districts its range was 50% to 96%. It showed high agreement that the women beneficiaries of MGNREGA had observed social transformation. A very little proportion of the women beneficiaries in Chamba, Hamirpur, Mandi and Shimla districts were neutral and did not share their opinion on this indicator. The questions related to social transformation were aimed at assessing the changes in the status of women within their family and local community after wage employment under MGNREGS. The respondents strongly felt that MGNREGS employment had helped them improving their social status.

Say in Social Matters

8.2.8 The standard average score of more than 2 on 3 point scale revealed that majority of the women beneficiaries had theirsay in community's social matters. The standard deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had say in community's social matters. The highly negatively skewed value with small magnitude indicated that majority of the women beneficiaries had say in community's social matter after employment under MGNREGA, however, the opinion was not very strong. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had no say in community's social matters. In all districts, about 11% women beneficiaries were in disagreement on this indicator. The maximum around 28% women beneficiaries were in disagreement in Solan district. It showed high agreement that the women workers of MGNREGA had say in community's social matters across the districts.

Feeling of Equality and Self-Identity

8.2.9 MGNREGA had positive impact on women beneficiaries' feeling of equality and self-identity as more than 2 score of standard average on 3 point scale supported it. The lesser dispersion of the responses of women beneficiaries from the mean score too

supported that majority of these beneficiaries had feeling of equality and self-identity. The highly negatively skewed value with high magnitude indicated that majority of the women beneficiaries strongly felt that employment under MGNREGA had brought equality and helped them to establish an identity of theirs. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had no feeling of equality and self-identity. In Hamirpur, Kullu, Kinnaur, Lahaul & Spiti and Solan districts, 100% respondents were in agreement with having the feeling of equality and self-identity, and in remaining districts, its value was more than 90%. It showed high agreement that the women beneficiaries of MGNREGA had feeling of equality and self-identity.

Average of Means of Indicators

8.2.10 The mean score (average) of respondents' opinion was 2.768, which was more than the standard average score of 2 at 3 point scale. Thus, there was an impact of MGNREGA on improving socio-economic conditions of women beneficiaries after employment in it. It supported the hypothesis that there is a change in socio-economic conditions of women beneficiaries after employment in MGNREGA. Wage employment under MGNREGS not only supplemented the income of women workers but also helped in encouraging them to participate in family and community affairs where their opinion matters. The direct transfer of wages to beneficiaries' bank accounts gave them the freedom to save or spend their earnings on items of their choice. Economic empowerment of women beneficiaries triggered their social empowerment. Indirect questions were asked from the respondents to make an assessment of the awareness level of the beneficiaries with regard to various provisions of MGNREGA.

8.3 Awareness about Provisions of MGNREGA

Awareness is a really an important part of one's actions in real life activities. The MGNREGA workers need awareness about this programme for proactive participation and reaping gains from the scheme. This section is culmination of an attempt to assess the awareness level of women workers of MGNREGA about its

various provisions.

Procedure for Registration

8.3.1 When women beneficiaries were asked if they initiated the application of registration by themselves in MGNREGA, then majority of them responded affirmatively as standard average score was more than 2 in 3 point scale. The dispersion of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had applied themselves for employment under MGNREGA. The highly negatively skewed value too indicated that majority of the women beneficiaries had applied themselves for employment under MGNREGA. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had not applied themselves for employment under MGNREGA. In Hamirpur and Lahaul&Spiti districts, 100% women workers had applied themselves for registration for employment under MGNREGA. Only Kangra district had a small proportion of neutral respondents as they did not share the information. The proportion of disagreement around 40% was from the women beneficiaries of Chamba, Kullu, Solan and Una districts. The question was asked from the respondents to know if they had an idea about the procedure for registration. As the majority of the respondents had applied for registration themselves, it implied that either they were aware of the procedure or they came to know about it from a specific source. However, finding that 40% of the beneficiaries in four districts had not applied themselves for registration under MGNREGS (Chamba, Kullu, Solan and Una) indicates to lack of awareness of registration procedure among a sizeable proportion of beneficiaries. This also indicates to possibility of existence of proxy registrations in these districts.

Job Card

8.3.2 Majority of the women beneficiaries had awareness about possession of job card for work under MGNREGA. The indirect question that was asked from the beneficiaries was if they were still possessing the Job Card issued by the authorities. An affirmative response from the respondents was taken as existence of awareness about the need to possess a job card. The standard

average score of more than 2 in 3 point scale supported it. The standard deviation of the responses of women beneficiaries from the mean score too supported that majority of these beneficiaries had awareness about the requirement of possession of job card for work under MGNREGA. The highly negatively skewed value indicated that majority of the women beneficiaries had awareness about the possession of job card. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had no awareness about requirement of a job card for employment under MGNREGA. In Hamirpur, Kangra, Kullu, Kinnaur, Lahaul & Spiti, Sirmaur and Una districts, all women beneficiaries were aware about possession of job cards for work under MGNREGA. However, in Bilaspur and Shimla districts, 100% respondents were unaware about the possession of job cards for work in MGNREGA and in Chamba and Solan districts, these beneficiaries were 50% and 85.71%, respectively. Surprisingly, they did not know who in their family was in possession of the job card once it was issued.

Mandatory Employment of 100/120 Days to Beneficiary

8.3.3 More than 2 score of standard average on 3 point scale supported that majority of the women beneficiaries were actually provided 100/120 days' work under MGNREGA. The standard deviation of the responses of women beneficiaries from the mean score too supported that there was little variation in their responses, so majority of these beneficiaries were provided 100/120 days' work. The highly negatively skewed value of data set too indicated that majority of the women beneficiaries were provided 100/120 days' work. The beneficiaries were found to be knowing about the provision of Act that ensures minimum 100/120 days of employment. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries were not provided 100/120 days employment under MGNREGA. In all districts, except Lahaul & Spiti district, more than 60% women beneficiaries were provided 100/120 days employment in MGNREGA. There was very little proportion of women beneficiaries, who didn't share information on this indicator.

Time Limit for Providing Employment

8.3.4 The standard average around 2 on 3 point scale revealed that around half of the women workers were aware about the time limit for providing employment under MGNREGA. The standard deviation value of the responses of women beneficiaries from the mean score too supported that there was low variation in their responses. The fairly symmetrical value of data set too indicated that concentration of the opinions women beneficiaries were around mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries were not aware about this provision under MGNREGA. Only in Kinnaur district, 100% respondents were aware about this provision of MGNREGA and in Bilaspur, Shimla and Solan districts too, more than 90% women beneficiaries were unaware about this provision. In view of this finding, the possible reasons for about 40% beneficiaries not getting minimum 100/120 days of employment can be- first, other members of the household may have got the employment; second' there was unavailability of more work; and third, women beneficiaries themselves were unwilling to take employment beyond a period that they already had got.

Unemployment Allowance

8.3.5 The standard average score of the opinions of women beneficiaries was less than 2 on 3 point scale supported that majority of them were unaware about the provision of unemployment allowance under MGNREGA. The standard deviation value of the responses of women beneficiaries from the mean score too supported that there was low variation in their responses. The fairly symmetrical value of data set too indicated that concentration of the opinions women beneficiaries were around mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were not aware about this provision under MGNREGA. In Bilaspur and Shimla districts, 100% respondents were unaware about this provision and in Chamba, Solan and Una districts, more than 80% respondents too unaware about this provision. The maximum awareness about this provision was in Hamirpur district where

72% respondents were aware about it. Near absence of awareness about employment allowance under MGNREGS among women beneficiaries can possibly attributed to that the government always had available with it the works which could generate mandated number of days of employment.

Awareness about Minimum Wage Rate

8.3.6 Majority of the women beneficiaries were aware about the provision of minimum wage rate given under MGNREGA. It was supported by the fact that standard average score of the responses of the women beneficiaries was more than 2 in 3 point scale. The standard deviation value of the responses of women beneficiaries from the mean score also revealed that there was low variation in their responses. The highly negatively skewed value of data set too indicated that concentration of the opinions women beneficiaries wastowards very higher side of mean of the observations on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were not aware about this provision under MGNREGA. In Kinnaur and Una districts, 100% respondents had awareness about provisions of minimum wage rate given in MGNREGA and in Bilaspur, Hamirpur, Mandi and Shimla districts, more than 80% respondents too had awareness about this provision. More than half of the women beneficiaries only in Chamba, Kangra and Lahaul & Spiti were in disagreement. Incidentally, Chamba is also the district where women beneficiaries did not have knowledge of registration procedure.

Muster Roll

8.3.7 The standard average score of the data set more than 2 at 3 point scale indicated that majority of the women beneficiaries checked the muster roll as per the provision of MGNREGA and had awareness about it. The standard deviation value of the responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The highly negatively skewed value of data set too indicated that concentration of the opinions of women beneficiaries was towards higher side of mean of the observations on the scale. The significant difference in the

opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were not aware about this provision under MGNREGA and had not checked themselves muster roll. Only in Kinnaur district, 100% respondents had shown awareness about this provision in MGNREGA and checked muster roll, and in Bilaspur, Hamirpur, Kangra, Sirmaur and Una districts, equal and more than 80% respondents too had awareness about this provision. The maximum proportion of women workers who were not aware of the provision was observed in Chamba district.

Worksite Facilities

8.3.8 More than 2 mean score of the opinions of the women beneficiaries for this provision revealed that majority of the women beneficiaries had awareness of worksite facilities. The standard deviation value of the responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The moderately negatively skewed value of data set too indicated that concentration of the opinions of women beneficiaries was towards higher side of mean of the responses on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were not aware about this provision under MGNREGA. Only in Kinnaur district, 100% respondents had shown awareness about this provision in MGNREGA, and in Kangra, Kullu, Sirmaur and Una districts, more than 70% respondents too had awareness about this provision. The awareness about this provision among women beneficiaries in other districts were in the range of 35% and 67%. In Solan district, 64.29% respondents were unaware about this provision, which was highest among all districts. More efforts are required to be made to educate about the facilities that are mandatory to be provided at the worksite. This will motivate more women to seek employment under MGNREGS.

Extra Wages for Having Worked Beyond 5 kms

8.3.9 Less than 2 mean score of the opinions of women beneficiaries in 3 point scale indicated that majority of the women beneficiaries were unaware about this provision of MGNREGA. The standard deviation value of the responses of women beneficiaries from the

mean score revealed that there was low variation in their responses. The highly positively skewed value of observations too indicated that concentration of the opinions of women beneficiaries were towards lower side of mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were aware about this provision under MGNREGA. In Solan district, 54.55% respondents had awareness about the work beyond 5 km from their home for which extra wages were paid, which was highest among all districts and in remaining districts this proportion was very low. However, the proportion of women beneficiaries who had awareness about the work beyond 5 km from their home for which extra wages were paid, were in the range of 45.45% to 93.33%. Efforts are required to be made by the implementing agencies to make women aware of this provision to ensure payment of appropriate amount of wages to them.

One Third Representation of Women Workers

8.3.10 Three-fourth women beneficiaries were aware about the provision of one third women workers in MGNREGA as mean standard score was more than 2 in 3 point scale. The standard deviation of the responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The highly negatively skewed value of data set too indicated that concentration of the opinions of women beneficiaries was towards higher side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that all women beneficiaries were not aware about this provision under MGNREGA. In Kinnaur district, 100% respondents had shown awareness about the provision in MGNREGA. However, in Lahaul & Spiti district, 100% women were unaware about this provision. The proportion of women with lack of knowledge on this aspect in Hamirpur and Lahaul & Spiti districts was marginally higher than other districts. There was very little proportion of women, who were neutral and didn't share their views on it.

Availability of Free Medical Facilities

8.3.11 The standard average score was more than 2 on 3 point scale, so majority of women beneficiaries were aware about the provision of free medical facilities in case of injuries in MGNREGA. The standard deviation value of the responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The highly negatively skewed value of data set too indicated that concentration of the opinions of women beneficiaries was towards higher side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that many women beneficiaries were not aware about this provision of MGNREGA. In Kinnaur district, 87.50% respondents had shown awareness about the provision in MGNREGA, which was highest among all districts. In Bilaspur, Chamba, Hamirpur and Solan districts, unawareness about this provision was marginally higher than other districts.

Accident Allowance

8.3.12 Around one-half of women beneficiaries were aware about this provision as mean score of the opinions of the respondents was more than 2 in 3 point scale. The standard deviation value of the responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution of data set indicated that concentration of the opinions of women beneficiaries were towards higher side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that many women beneficiaries were not aware about this provision of MGNREGA. In all districts, 13% to 78% respondents were aware about this provision of MGNREGA. 100% respondents in Lahaul & Spiti district had shown unawareness about the provision of MGNREGA.

RTI Act

8.3.13 More than one-half of women beneficiaries didn't have awareness about the provision of RTI Act in MGNREGA as mean score was more than 2 on 3 point scale. The standard deviation value of the

responses of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution of data set indicated that concentration of the opinions of women beneficiaries was towards lower side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that many women beneficiaries were aware about this provision of MGNREGA. In Kinnaur and Una districts, 100% and 93.33% women beneficiaries respectively, had shown lack of awareness about the provision of RTI Act in MGNREGA and in remaining districts its range was between 36% and 75%. The awareness about this provision of MGNREGA amongst all districts was between 6% and 63%. Despite reasonably high awareness amongst masses about RTI Act, women beneficiaries of MGNREGA were still unaware about it. It is important to make MGNREGS workers aware of various provisions of RTI related to MGNREGS to make the entire implementation of programme transparent.

Institution of Ombudsman

8.3.14 Around one-half of women beneficiaries had awareness about the provision of Institution of Ombudsman in MGNREGA. This was supported by the fact that standard average score was slightly more than 2 in 3 point scale. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution of data set indicated that concentration of the opinions of women beneficiaries were towards higher side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that many women beneficiaries were not aware about this provision of MGNREGA. In all districts, around 13% to 74% respondents had awareness about this provision of MGNREGA. In Una district, 100% respondents had shown unawareness about the Institution of Ombudsman in MGNREGA and in remaining districts, this unawareness was between around 25% and 75%. The inference that a little less than one half of the women beneficiaries were not aware of the existence of institution of ombudsman under

MGNREGA is a matter of concern and requires attention of the implementing agencies.

Prohibition of Contractors and Use of Heavy Machinery

8.3.15 Three-fourths women beneficiaries were unaware about the provision of non-involvement of contractors/ heavy machinery in MGNREGA. It was supported by the fact that standard average score of the opinions of respondents was less than 2 in 3 point scale. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The moderately positively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards lower side of the mean of the data set on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that many women beneficiaries were aware about this provision of MGNREGA. In Hamirpur, Kangra, Kinnaur and Una districts, 100% respondents were unaware of this provision of MGNREGA and in remaining districts, this proportion varied between 10.48% and 97.06%. In Hamirpur, Kangra, Kinnaur, Lahaul & Spiti and Una districts no respondents had awareness about this provision of MGNREGA and in remaining districts the proportion ranged between around 3% and 22%.

Average of Means of Indicators

8.3.16 The mean score (average) of the means of all indicators covered under the awareness of provisions of MGNREGA to women beneficiaries was more than 2 on 3 point scale implied that majority of women beneficiaries had awareness of the provisions of MGNREGA. It supported the acceptance of hypothesis that there was awareness of MGNREGA and its facilities to women beneficiaries. The awareness of the provisions of the scheme, under which these women beneficiaries were working, was the foremost step towards enhancement of women status. However, the interpretation of inference needs to be used with a little caution as it gives an idea about the level of awareness of overall provisions of the MGNREGA. The preceding paras clearly established that a considerable proportion of women still lacked awareness about the

provisions related to payment of extra wages in case the work is available beyond a distance of five kilometers, free medical facilities, RTI Act, accident allowance, ombudsman, contractors and use of heavy machinery in MGNREGA works etc. It can also not be said with certainty that all the beneficiaries had the knowledge of all the provisions of the MGNREGA. Universal coverage of MGNREGA workers in terms of awareness about its various provisions would help in protecting right of these workers and further increasing their empowerment.

Source of Information for Employment in MGNREGA

- 8.4.1 When asked about the sources of information about the employment in MGNREGA around 91% women beneficiaries of MGNREGA responded by saying that they had come to know from the Members of Gram Panchayats. The officials of Panchayati Raj/ Rural Development Department, mass media relatives/ friends and self-awareness had also helped women beneficiaries about employment in MGNREGA, but the proportion of women workers having become aware of provisions of MGNREGS through these sources was very small. The reach of the executing agency to the women folk in rural areas in providing awareness about various provisions of MGNREGS was very poor. The role of executing agencies in creating awareness assumes more importance considering their presence at the grass root level.
- 8.4.2 Around 94% women beneficiaries had one source of information which supports inference related to poor reach of executing agencies to the existing and potential MGNREGA workers.

8.5 Changes in Living Standard

The living standard implies the quality of housing, material comfort, and wealth experienced by an individual or group. According to Encyclopedia Britannica, standard of living, in social science, may be defined as the aspirations of an individual or group for goods and services. Alternatively, the term is applied specifically to a measure of the consumption of goods and services by an individual or group, sometimes called “level of living” (what is) as opposed to “standard” (what is desired). Some social

scientists maintain that a person's desired standard of living is strongly influenced by the consumption patterns of his or her income peers. An individual's standard of living may be expected to change as income changes. In this section, an attempt has been made to assess the changes in living standard of women workers of MGNREGA by capturing a few indicators.

Possession of Additional Assets

- 8.5.1 Majority of the respondents opined that MGNREGA wages had not helped them to acquire additional assets. This was also supported by the fact that mean score was less than 2 on 3 point scale. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The highly positively skewed distribution indicated that concentration of the opinions of women beneficiaries on this indicator were towards lower side of mean and high magnitude showed that concentration of opinion was on very lower side of mean on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that there was women beneficiaries after having worked under MGNREGA had acquired additional assets. In Chamba, Mandi, Shimla and Sirmaur districts, more than 90% women beneficiaries had responded that they had not acquired additional assets. Across all districts, not more than 44% respondents had claimed acquisition of additional assets. In Kangra and Lahaul & Spiti districts, around 30% respondents were neutral and they didn't share their views on it. This question was asked from the beneficiaries to confirm if the wages earned from MGNREGA was supplementing other sources of income as an individual getting minimum wages a day can not be expected to purchase assets out of these wages only. More than half of the respondents could not acquire out of the wages earned from MGNREGS. However, about 44 percent of women also indicated that they were able to acquire new assets after employment in MGNREGS. The MGNREGS has not only helped women in Himachal Pradesh in securing minimum wages for atleast 100 days in a year but has also been supplementing income of a large proportion of women which they were earning from some other means of employment.

Use of Modern Appliances

8.5.2 More than 2 mean score on 3 point scale revealed that MGNREGA had helped women beneficiaries for using modern appliances. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly skewed distribution indicated that concentration of the opinions of women beneficiaries on this indicator was towards higher side of mean and small magnitude showed that concentration of opinion was on little higher side of mean on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that there was women beneficiaries after having worked under MGNREGA had not used modern appliances. In Bilaspur, Chamba and Kangra districts, few respondents were neutral and had given no opinion on it. However, the responses on agreement and disagreement from women beneficiaries were almost in the same range across all districts. It showed that opinions of respondents for use of modern appliances after working in MGNREGA were around the median agreement and disagreement. Although the proportion of women which felt that MGNREGS wages had helped them in buying modern appliances was not large, it is sufficient to indicate again that MGNREGS has supplemented the incomes of women workers as they could spare the wages earned through MGNREGS for purchasing modern appliances.

Cleanliness and Hygiene

8.5.3 Majority of the women beneficiaries opined that their cleanliness and hygiene had improved to a greater extent after working in MGNREGA. This was also supported by the fact that mean score was more than 2 on 3 point scale. The standard deviation of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The highly negatively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards higher side of mean and high magnitude showed that concentration of opinion was on very high side of mean on the scale. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not improved their cleanliness and hygiene. In Hamirpur, Kinnaur,

Lahaul& Spiti and Mandi districts, 100% women beneficiaries were in agreement and in Kullu, Sirmaur and Una districts, more than 90% respondents also agreed. In remaining districts too, opinions of women beneficiaries on agreement were more than 50%. The awareness generated through mutual interaction among companion MGNREGS workers at the work place and the facilities provided at work place may also helped in improving the hygiene of these workers.

Average of Means of Indicators

- 8.5.4 The average of the means of all indicators covered under the changes in living standard of women beneficiaries after employment in MGNREGA was above the standard average score of 2 at 3 point scale. It implied that MGNREGA had positive impact on the women beneficiaries in terms of indicators as elaborated above for improving living standard after employment in MGNREGA.

8.6 Education of Children

All children have the right to go to school and learn, regardless of who they are, where they live or how much money their family has. Quality learning requires a safe and friendly environment, qualified and motivated teachers, and instructions in languages students can understand. This platform exposes them to new ideas and helps them achieve success through their dream careers. The women beneficiaries of MGNREGA also try to give best education to their children as per their affordability. In this chapter, an attempt has been made to understand and analyze the role of MGNREGA in imparting education to children of MGNREGA workers irrespective of their sex. It is worth mentioning that the neutral responses had surpassed favourable and dis-favourable responses in all the tables. This was because either respondents did not have any children; or children were still studying in primary section; or they only had infants. This section is an attempt to understand if the wages from MGNREGS have actually enabled women workers to afford continuous education to their boy and girl children separately. Chi Square Test was also run on the observed workers to see if boy children were given preferential treatment over girl children in imparting education to them.

Children Education beyond 10th Standard (Boys)

8.6.1 The majority of respondents opined that income generation from MGNREGA had helped them for giving education to their boys after 10th standard. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrically skewed distribution indicated that concentration of the opinions of women beneficiaries was towards higher side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not helped them in giving education to their boys after 10th standard. In Kangra, Kullu and Sirmaur districts, more than 50% respondents were in agreement on this indicator. In remaining districts, its range was between 18% and 49%. The highest disagreement was from Shimla district. However, around 44% respondents were neutral and had given no opinion on it. As this question was specifically asked about boys, the neutral responses may have been because of the possibility that the women did not have any boy child. However, it can safely be inferred that MGNREGS has helped women workers in sending their children to school beyond 10th standard.

Children Education beyond 10th Standard (Girls)

8.6.2 The majority of the respondents were of the opinion that income generation from MGNREGA had helped them in giving education to their girls after 10th standard. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrically skewed distribution indicated that concentration of the opinions of women beneficiaries were towards higher side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had not helped them for giving education to their girls after 10th standard. In Kangra and Una districts, more than 50% respondents were in agreement on this indicator. In remaining districts, its range was between 8% and 43%. The highest disagreement was from Shimla district. However, around 56% respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of girls in the family and their

responses only for girls.

- 8.6.3 While the responses of the women beneficiaries for both boys and girls, given in above paras, were analyzed it had been found that there was unequal treatment for boys and girls. The application of chi square(χ^2) for homogeneity showed that the value of χ^2 is 11.18, which is greater than the table value at 5% level of significance and thereby indicated significant difference in the opinions of respondents towards boys and girls for providing education after 10th standard.

Children to take Private Tuitions (Boys)

- 8.6.4 The majority of the respondents were of the opinion that after working in MGNREGA and generating income out of it, they had not sent their boys to take private tuitions. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The moderately positively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards lower side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had helped them for sending their boys to take private tuitions. In Hamirpur, Kangra, Mandi and Sirmaur districts, more than 60% women beneficiaries were in disagreement with the question. The highest proportion of agreement was around 32%, from Kullu district. However, 39.80% respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of boys in the family and their responses only for boys. The analysis clearly and strongly infers that either the wages earned by women workers were not enough addition to their income to afford private tuitions to their boy children or the rural women do not have preference for private tuitions to their children.

Children to take Private Tuitions (Girls)

- 8.6.5 The majority of the respondents revealed that after working in MGNREGA and generating income out of it, they had not sent their girls to take private tuitions. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical

distribution indicated that concentration of the opinions of women beneficiaries was towards lower side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that MGNREGA had helped them for sending their girls to take private tuitions. In Hamirpur and Kangra districts, more than 55% women beneficiaries were in disagreement. The highest proportion of agreement was around 32%, from Kullu district. However, more than 53% respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of girls in the family and their responses only for girls.

- 8.6.6 While the responses of the respondents for both boys and girls, in the foregoing paras, were analyzed for providing private tuitions to them then it had been found that there was unequal treatment for boys and girls. The application of chi square(χ^2) for homogeneity showed that the value of χ^2 was 16.34, which was greater than the table value at 5% level of significance and thereby indicated significant difference in the opinions of respondents towards boys and girls for taking private tuitions.

Children guided to opt for Professional Courses (Boys)

- 8.6.7 More than 2 mean score on 3 point scale supported that majority of the women beneficiaries after working under MGNREGA had guided their boys to opt for professional courses. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution indicated that concentration of the opinions of women beneficiaries were towards higher side of the mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had not guided their boys to opt for professional courses. In Mandi district, more than 60% women beneficiaries were in agreement with the statements which was the highest. However, 47.86% respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of boys in the family and their responses only for boys.

Children guided to opt for Professional Courses (Girls)

- 8.6.8 More than 2 mean score on 3 point scale supported that majority of the women beneficiaries after working under MGNREGA had guided their girls to opt for professional courses. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution indicated that concentration of the opinions of women beneficiaries was anywhere towards higher side of the mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had not guided their girls to opt for professional courses. In Kullu district, around 35% respondents had shown agreement on this indicator. The highest proportion of agreement was around 29%, from Kullu district. However, 61.21% respondents were neutral and had given no opinion on it. Here, significant neutrality of women beneficiaries was also because of absence of girls in the family and their responses only for girls.
- 8.6.9 While the responses of the women beneficiaries for both boys and girls, in foregoing paras, were analyzed for guiding them to opt for professional courses then it had been found that there was unequal treatment for boys and girls. The application of chi square(χ^2) for homogeneity showed that the value of χ^2 is 16.09, which was greater than the table value at 5% level of significance and thereby indicated significant difference in the opinions of respondents towards boys and girls for guiding them for opting professional courses.

Children Education in Private Schools (Boys)

- 8.6.10 The majority of the women beneficiaries were of the opinion that after earning income from working in MGNREGA, they had not sent their boys to private schools. It was also supported by the fact that mean score of the opinions of women beneficiaries on 3 point scale was less than 2. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The moderately positively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards lower side of the mean. The

significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had sent their boys to private schools. In Hamirpur, Kangra, Lahaul & Spiti, Mandi and Sirmaur districts, more than 64% women beneficiaries were in disagreement with the question. The highest proportion of agreement was around 50%, from Kinnaur district. However, 33.50% respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of boys in the family and their responses only for boys.

Children Education in Private Schools (Girls)

8.6.11 The majority of the women beneficiaries were of the opinion that after earning income from working in MGNREGA, they had not sent their girls too to private schools. It was also supported by the fact that mean score of the opinions of women beneficiaries on 3 point scale was less than 2. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution indicated that concentration of the opinions of women beneficiaries was towards lower side of the mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had sent their girls to private schools. In Lahaul & Spiti, Sirmaur and Una districts, more than 60% women beneficiaries were in disagreement. The highest proportion of agreement was around 37%, from Kinnaur district. However, 49.87 % respondents were neutral and had given no opinion on it. Here, significant neutrality of respondents was also because of absence of girls in the family and their responses only for girls.

8.6.12 While the responses of the respondents for both boys and girls, in forgoing paras, were analyzed for sending their children to private schools then it had been found that there was unequal treatment for boys and girls. The application of chi square (χ^2) for homogeneity showed that the value of χ^2 was 21.41, which was greater than the table value at 5% level of significance and thereby indicated significant difference in the opinions of respondents towards boys and girls for sending them to private schools.

Average of Means of Indicators

8.6.13 The average of the means of all indicators covered under education of children after employment in MGNREGA was below the standard average score of 2 at 3 point scale. It implied that MGNREGA had not a positive impact on the education of children of the women beneficiaries in terms of indicators as elaborated above for education of children after employment in MGNREGA. An important inference that can be drawn from the above analysis is that there has been a relatively low preference for girl children to impart continuous education to them. Relatively greater neutrality of respondents to the questions related to education of girl children also indicates to possibility of either existence of more families with boy children or hesitation on part of the respondents in revealing preference for boy children for their education.

8.7 Change Occurred in Family Structure

Each person in a household may belong to only one family. A family includes, either a couple (married or not) and, if applicable, their children; or a person without a spouse and his/her children (single parent family). The child of the family is counted as such, regardless of his/her age. This may be the child of both parents, of one of the parents, an adopted child, or a child under the guardianship of one or other parent. No age limit is set to be a child of the family. A grandson or granddaughter is not considered to be a "child of the family". On the basis of this composition of the family, three distinct types of family organization emerge i.e. Nuclear family, Polygamous family and Extended family or Joint Family. A host of inter-related factors, viz., economic, educational, legal and demographic like population growth, migration and urbanization, etc., have been affecting the structure of the family in India. In this section, an attempt has been made relating to some components of family structure for the women beneficiaries of MGNREGA.

Joint to Nuclear Family

8.7.1 More than 2 score of the responses of the women beneficiaries on 3 point scale supported that two-thirds of them had moved from Joint family to Nuclear family. The standard deviation value of the opinions of women beneficiaries from the mean score revealed that

there was low variation in their responses. The moderately negatively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards higher side of the mean, but small magnitude showed that concentration of opinion was not on very high side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries had not moved from Joint family to Nuclear family after working under MGNREGA. Only in Una district, more than 90% respondents were in agreement and in remaining districts, its range was between 25% and 76%. The neutral responses were from Chamba, Kinnaur and Solan districts only as they didn't share any opinion on this indicator. In Hamirpur, Kinnaur and Lahaul & Spiti districts, more than 50% women beneficiaries had shown disagreement on this indicator. It showed that there was a positive impact of MGNREGA in the movement of women beneficiaries from Joint family to Nuclear family, but had affected the traditional family structure.

Help from Husband/ Parents-in-Law for Daily Chores

- 8.7.2 Around two-thirds of women beneficiaries opined that they were helped by their husband/ parents-in-laws in their daily chores, while they worked under MGNREGA. It was also supported by the fact that mean score of the opinions of women beneficiaries was more than 2 on 3 point scale. The standard deviation of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The moderately negatively skewed distribution indicated that concentration of the opinions of women beneficiaries was towards higher side of the mean, but small magnitude showed that concentration of opinions was not on very high side of mean. The significant difference in the opinions of the beneficiaries rejected the hypothesis that women beneficiaries were not helped by their husband/ parents-in-laws in their daily chores. Only in Lahaul & Spiti district, 100% women beneficiaries were in agreement on this indicator and its range was between 50% and 92% except Mandi district, where it was around 36%. In Kullu and Mandi districts, disagreement on this indicator was above 50%.

Kids are looked-after by Husband/ Parents-in-Laws

8.7.3 The mean score of the opinions of the women beneficiaries was little more than 2 on 3 point scale, so agreement and disagreement of the opinions of the women beneficiaries on this indicator was almost equal. The standard deviation of the opinions of women beneficiaries from the mean score revealed that there was low variation in their responses. The fairly symmetrical distribution of data set indicated that concentration of the opinions of women beneficiaries was towards higher side of the mean, but small magnitude showed that concentration of the opinions were near to mean. There is no significant difference in the opinions of the women beneficiaries. It gave an impression that opinions of respondents were equally distributed and as such the null hypothesis was accepted. In all the districts, the agreement was in the range of 13% and 66% while disagreement was in the range of 1.43% and 86% except Bilaspur, Hamirpur and Lahaul & Spiti districts, where it was null. The neutrality of one-fourths of women beneficiaries implied lack of confidence among the women beneficiaries to reveal the facts. Thus, it was perceived that women beneficiaries of MGNREGA were facing problem/ hardship in looking-after of their kids, while working. This leaves a scope for greater role of the executing agencies to ensure that kids of the women working under MGNREGS make full use of the facilities made available by the Anganwadi Centers and on site crèche facilities.

Average of Means of Indicators

8.7.4 The mean score (average) of women beneficiaries' opinions was 2.241, which was more than the standard average score of 2 at 3 point scale. Thus, the changes in family structure had occurred after employment in MGNREGA. It implied that MGNREGA had an impact on women workers making them to move from joint families to nuclear families although other facts which contribute to bringing about changes in family structure could not be considered as they were well outside the scope of present study. A shift towards nuclear family has also resulted in the problems

being faced by women workers in looking after their kids as the kind of support available while living in a joint family may not be available in a nuclear family. Women workers need to be motivated to make full use of facilities available on site and also in Anganwadi centers.

CHAPTER-9

SUMMING UP



CHAPTER-9: SUMMING UP

9.1 Before summing up the findings of the study. This section of the chapter summarily makes a mention of the suggestions made by the women MGNREGS workers during interaction with them. These suggestions are those which were solely made by the women beneficiaries and may not necessarily have endorsement of the members of team who have done the field survey and written the report. The suggestions made by the women workers ranged from increasing the number of days for which employment is available to individual workers in a year under the provisions of MGNREGA to spreading awareness in rural areas about all the provisions of MGNREGA. All the suggestions received have been summed up in the following four paras.

- 9.1.1 A good proportion of women MGNREGA workers made a suggestion to allocate more budget, so that more works are undertaken under MGNREGS resulting in providing employment for more number of days. This certainly indicates to success of the programmes in Himachal Pradesh in respect of improving economic status of women and making women to yearn for more economic empowerment through this programme.
- 9.1.2 A considerable proportion of the respondents also suggested to ensure that materials used in execution of MGNREGS works is not made available in time resulting in frequent and temporally delays in execution of these works. All the respondents were in unanimity in saying that the delay in supply in materials has often resulted in delay in payment of wages to them. A good proportion of respondents have also expressed the apprehension that the frequent delays in supply of materials, if not checked, might cost them by corresponding reduction in number of days for which employment is available to them.
- 9.1.3 The respondents when were told about the facilities that shall be made available as per provisions of the MGNREGA, expressed ignorance about them and very strongly impressed upon the need to spread the awareness about the available facilities so that they press upon the executing agencies to provide them in an eventuality if they are not available.

- 9.1.4 Experiencing the difficulties during outbreak of COVID recently, the respondents also suggested that protective and preventive kits that prevent spread of COVID may be provided mandatorily to the workers and their children while working on site. They also admitted that despite government's initiative to provide employment during COVID, there was a general sense of insecurity among the workers that resulted in hesitation among registered workers in taking up MGNREGS workers. A small proportion of the respondents also refrained themselves from giving any suggestions.

9.2 Main Findings

- ☞ The women MGNREGS workers belonging to general category were 40.81% followed immediately by Scheduled Castes (SC) category 32.49%. The economically weaker sections (EWS) and Scheduled Tribes (ST) comprised of 7.05% each. The other backward classes (OBC) accounted for 12.34%. The share of SCs was more than their share of 25.19% in total population of the State. Not only that women have benefitted from MGNREGS, all sections of the society have been included in the programme. 99.50% women workers under MGNREGS were married and their working in MGNREGS fulfilled the economic purpose of the institution of marriage. Although women from all religions participated in MGNREGS, the percentage of beneficiaries working in MGNREGS was less than their population in respect of Muslim, Sikh and Buddhist religions.
- ☞ The proportion of illiterate active women workers was very low as compared to literates. Majority of them had passed matric and 10+2, however, graduates and post graduates women have also been reported to be working under MGNREGS.
- ☞ The proportion of beneficiaries belonging to APL was higher than BPL. The primary occupation of majority of beneficiaries was agriculture, but women working as labourer, daily wage worker, privately employed etc. have also been reported to be working.
- ☞ The women with the age in the range of 23 years to 74 years were reported to be employed in MGNREGS. The earliest woman enrolled in MGNREGS was reported in the year 2005 and the latest year in which the women were enrolled under the

programme was 2020. Himachal Pradesh has been providing an employment of extra 20 days than the provision of mandatory 100 days in a year. Women with full 120 days of employment have been reported, however, women with just 20 days of employment in a year have also been reported.

- ☞ About three fourths of women workers didn't use ATM/ Debit Card despite having a bank account in their names. The expenditure of first preference out of wages earned from MGNREGS had been food items and luxury items were reported to be having least preference for expenditure out of MGNREGS wages. Expenditure on education of their children and on health services ranked high in order of preference for expenditure out of MGNREGS wages. Analysis of collected information confirmed with certainty that employment under MGNREGS has increased income and savings of women working as unskilled or semi-skilled labour.
- ☞ The women workers under MGNREGS were of the opinion that their say not in family matters but also in community matters has increased after getting employment. Employment has helped them gaining self-esteem and they were free to make a decision with regard to expenditure to be incurred out of earned wages. Although, when envisaged, empowerment of women had never been an explicit goal of the MGNREGA, it has certainly become a programme that has helped in empowering- economically and socially, the women workers in Himachal Pradesh.
- ☞ A large proportion of women were aware of the registration procedure and also the requirement of self-application. However, possibility of existence of proxy registrations in a few districts (as the women in these districts also indicated that they had not applied for registration under MGNREGS themselves) needs to be looked into separately. Almost, all the women came to know about the opportunity for employment under MGNREGA through ward members rather than departmental officials telling them about it which indicates to poor reach of executing agencies to beneficiaries. The women were also not aware of all the facilities available on site as per the provisions of the MGNREGA. They strongly recommended to hold a special campaign to make people aware of all the provisions of MGNREGA.

- ☞ The wages earned were not enough for women to acquire new assets, however, a large proportion of women were able to save some money to buy modern home and kitchen appliances. The facilities provided at work site and mutual interaction among women workers at workplace has certainly helped women workers in improving general hygiene and cleanliness. These findings can be indicative of improvement in living conditions and the resulting status of women MGNREGA workers in Himachal Pradesh.
- ☞ Women workers exhibited confidence in ability to impart better and higher/ professional education to children which they acquired after wage employment in MGNREGS. However, a clear preference for education to boys and girls were observed during the analysis of information gathered. Private tuition to their children was not a preferred service for women workers of MGNREGS.
- ☞ A certain shift in the family structure from joint to nuclear families was observed among the families of MGNREGS women workers although there are other factors which are out of scope of present study, have also had influence over this shift. However, the best thing that was observed was that the spouses and parent-in-laws still extend help in the day to day household works. Women workers expressed their concern over non-availability of creches at work site and were worried about the need to look after their children during working hours.
- ☞ The average of means of indicators, which support women status and empowerment are as under:-

Table-9.1

**Average of Means of Hypothesis/ Factors Supported Enhancement in
Women Status through MGNREGA**

Sr. No.	Item	Mean Value
1.	Socio-Economic Status of Beneficiaries	2.768
2.	Awareness about Provisions of MGNREGA	2.202
3.	Changes in Living Standard	2.299
4.	Education of Children	1.843
5.	Change Occurred in Family Structure	2.241
Average		2.271

The mean score of women beneficiaries' opinions on the five factors of the women status is 2.271, which is more than the standard average score of 2 at 3 point scale. **It shows that there is enhancement in the status of the women beneficiaries of MGNREGA in Himachal Pradesh.** This is also supported by the findings of the analysis as elaborated in previous sections.

☞ Even secondary data of MGNREGA has supported enhancement of women workers of MGNREGA in the State.

9.3 Recommendations

1. The officials of Panchayati Raj/ Rural Development Department, Himachal Pradesh may ensure awareness and implementation of the provisions of MGNREGA in an effective manner, so that women workers of MGNREGA and men workers as well get benefitted from this demand driven employment programme of Government of India.
2. The elected representatives and government officials must also educate the MGNREGA workers about the importance of their contribution in creating community assets and how they help in giving pace to the development process.
3. A fool-proof mechanism to assess the quality of assets, being constructed under MGNREGA, their subsequent maintenance and their life needs to be established, so as to ensure their benefits to the community.
4. Communities need to be educated about all the provisions of MGNREGA that ensure on site facilities for MGNREGA workers so that workers can demand them in case they are not made available. This specifically holds for providing day care to children of women workers through on site creches.
5. As there is a demand of more mandays of employment from a large proportion of women workers, convergence with other schemes may be explored to enable executing agencies to meet costs and provide more mandays of employment.

9.4 Conclusion

For the past many years, equality between men and women in the realm of work place has remained an issue, particularly in rural areas. Despite the fact that there are other factors that determine parity

between men and women, MGNREGS in Himachal Pradesh has helped in mitigating this inequality as is evident from the findings of present study. Not only women but women belonging to all sections of society have participated in MGNREGS which is a sign of inclusive development in Himachal Pradesh. Economic and social progress of women through MGNREGS, which were unintended outcomes of the programme, have improved position of women in the society by providing additional and assured employment opportunities which are likely to be sustained atleast till the continuation of programme. The programme has not only ensured livelihood security to rural women of Himachal Pradesh, it has also resulted in self-confidence in them, which could be seen oozing out of them when they were interviewed during field survey. The executing agency needs to converge with other initiatives like Deen Dayal Upadhyaya Grameen Kaushal Yojana, Jan-Dhan Yojana, Mudra Loan etc. to see that this confidence does not fade away and to see how empowered women do wonders when it comes to enterprise. Women's active participation at every stage right from planning stages to implementation, monitoring and evaluation is an imperative to give a sense of belongingness to the rural women.

Socio-Economic Status of Beneficiaries

Table-8.2.1
Impact on Income

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	20.00	0.00	2.00	90.91	0.00	9.09				
2.	Chamba	38.00	0.00	6.00	86.36	0.00	13.64				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	69.00	1.00	0.00	98.57	1.43	0.00				
5.	Kullu	33.00	0.00	1.00	97.06	0.00	2.94				
6.	Kinnaur	7.00	0.00	1.00	87.50	0.00	12.50				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	97.00	0.00	8.00	92.38	0.00	7.62				
9.	Shimla	36.00	0.00	0.00	100.00	0.00	0.00				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	12.00	0.00	2.00	85.71	0.00	14.29				
12.	Una	11.00	0.00	4.00	73.33	0.00	26.67				
Total		370.00	1.00	26.00	93.20	0.25	6.55	2.867	0.497	-3.467	642.62

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.2.2
Impact on Savings

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	16.00	0.00	6.00	72.73	0.00	27.27				
2.	Chamba	33.00	0.00	11.00	75.00	0.00	25.00				
3.	Hamirpur	6.00	0.00	19.00	24.00	0.00	76.00				
4.	Kangra	28.00	0.00	42.00	40.00	0.00	60.00				
5.	Kullu	31.00	0.00	3.00	91.18	0.00	8.82				
6.	Kinnaur	7.00	0.00	1.00	87.50	0.00	12.50				
7.	L&S	1.00	1.00	1.00	33.33	33.33	33.33				
8.	Mandi	77.00	0.00	28.00	73.33	0.00	26.67				
9.	Shimla	34.00	0.00	2.00	94.44	0.00	5.56				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	11.00	0.00	3.00	78.57	0.00	21.43				
12.	Una	11.00	0.00	4.00	73.33	0.00	26.67				
Total		274.00	1.00	122.00	69.02	0.25	30.73	2.383	0.924	-0.828	282.81

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.2.3
Self-Dependency

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	21.00	0.00	1.00	95.45	0.00	4.55				
2.	Chamba	40.00	1.00	3.00	90.91	2.27	6.82				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	70.00	0.00	0.00	100.00	0.00	0.00				
5.	Kullu	32.00	0.00	2.00	94.12	0.00	5.88				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	97.00	0.00	8.00	92.38	0.00	7.62				
9.	Shimla	36.00	0.00	0.00	100.00	0.00	0.00				
10.	Sirmour	20.00	0.00	1.00	95.24	0.00	4.76				
11.	Solan	12.00	0.00	2.00	85.71	0.00	14.29				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		378.00	1.00	18.00	95.21	0.25	4.53	2.907	0.419	-4.296	685.18

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.2.4
Say in Family's Economic Matters

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	20.00	1.00	1.00	90.91	4.55	4.55				
2.	Chamba	38.00	1.00	5.00	86.36	2.27	11.36				
3.	Hamirpur	24.00	0.00	1.00	96.00	0.00	4.00				
4.	Kangra	68.00	2.00	0.00	97.14	2.86	0.00				
5.	Kullu	31.00	0.00	3.00	91.18	0.00	8.82				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	2.00	1.00	0.00	66.67	33.33	0.00				
8.	Mandi	101.00	0.00	4.00	96.19	0.00	3.81				
9.	Shimla	35.00	1.00	0.00	97.22	2.78	0.00				
10.	Sirmour	18.00	0.00	3.00	85.71	0.00	14.29				
11.	Solan	12.00	0.00	2.00	85.71	0.00	14.29				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		371.00	6.00	20.00	93.45	1.51	5.04	2.884	0.451	-3.772	646.40

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.2.5
Freedom to Spend Money

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	21.00	0.00	1.00	95.45	0.00	4.55				
2.	Chamba	41.00	1.00	2.00	93.18	2.27	4.55				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	68.00	2.00	0.00	97.14	2.86	0.00				
5.	Kullu	33.00	0.00	1.00	97.06	0.00	2.94				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	100.00	0.00	5.00	95.24	0.00	4.76				
9.	Shimla	35.00	0.00	1.00	97.22	0.00	2.78				
10.	Sirmour	18.00	0.00	3.00	85.71	0.00	14.29				
11.	Solan	13.00	0.00	1.00	92.86	0.00	7.14				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		379.00	3.00	15.00	95.47	0.76	3.78	2.917	0.390	-4.584	690.22

Note: For χ^2 Test, d.f. =2; P<0.05; Table Value=5.991

Table-8.2.6
Minimum 100 Days Employment

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	19.00	0.00	3.00	86.36	0.00	13.64				
2.	Chamba	33.00	0.00	11.00	75.00	0.00	25.00				
3.	Hamirpur	22.00	0.00	3.00	88.00	0.00	12.00				
4.	Kangra	54.00	0.00	16.00	77.14	0.00	22.86				
5.	Kullu	24.00	0.00	10.00	70.59	0.00	29.41				
6.	Kinnaur	5.00	0.00	3.00	62.50	0.00	37.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	75.00	0.00	30.00	71.43	0.00	28.57				
9.	Shimla	24.00	1.00	11.00	66.67	2.78	30.56				
10.	Sirmour	15.00	0.00	6.00	71.43	0.00	28.57				
11.	Solan	11.00	0.00	3.00	78.57	0.00	21.43				
12.	Una	13.00	0.00	2.00	86.67	0.00	13.33				
Total		296.00	1.00	100.00	74.56	0.25	25.19	2.494	0.869	-1.134	340.66

Note: For χ^2 Test, d.f. =2; P<0.05; Table Value=5.991

Table-8.2.7
Social Transformation

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	11.00	0.00	11.00	50.00	0.00	50.00				
2.	Chamba	31.00	1.00	12.00	70.45	2.27	27.27				
3.	Hamirpur	24.00	1.00	0.00	96.00	4.00	0.00				
4.	Kangra	64.00	0.00	6.00	91.43	0.00	8.57				
5.	Kullu	34.00	0.00	0.00	100.00	0.00	0.00				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	2.00	0.00	1.00	66.67	0.00	33.33				
8.	Mandi	98.00	1.00	6.00	93.33	0.95	5.71				
9.	Shimla	30.00	1.00	5.00	83.33	2.78	13.89				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	10.00	0.00	4.00	71.43	0.00	28.57				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		345.00	4.00	48.00	86.90	1.01	12.09	2.748	0.657	-2.252	519.96

Note: For χ^2 Test, d.f. = 2; $P < 0.05$; Table Value = 5.991

Table-8.2.8
Say in Social Matters

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	17.00	0.00	5.00	77.27	0.00	22.73				
2.	Chamba	34.00	0.00	10.00	77.27	0.00	22.73				
3.	Hamirpur	20.00	1.00	4.00	80.00	4.00	16.00				
4.	Kangra	61.00	1.00	8.00	87.14	1.43	11.43				
5.	Kullu	32.00	0.00	2.00	94.12	0.00	5.88				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	2.00	1.00	0.00	66.67	33.33	0.00				
8.	Mandi	99.00	1.00	5.00	94.29	0.95	4.76				
9.	Shimla	32.00	1.00	3.00	88.89	2.78	8.33				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	10.00	0.00	4.00	71.43	0.00	28.57				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		348.00	5.00	44.00	87.66	1.26	11.08	2.766	0.634	-2.377	532.96

Note: For χ^2 Test, d.f. = 2; $P < 0.05$; Table Value = 5.991

Table-8.2.9
Feeling of Equality and Self-Identity

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	21.00	0.00	1.00	95.45	0.00	4.55				
2.	Chamba	42.00	0.00	2.00	95.45	0.00	4.55				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	69.00	1.00	0.00	98.57	1.43	0.00				
5.	Kullu	34.00	0.00	0.00	100.00	0.00	0.00				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	102.00	1.00	2.00	97.14	0.95	1.90				
9.	Shimla	34.00	2.00	0.00	94.44	5.56	0.00				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	14.00	0.00	0.00	100.00	0.00	0.00				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		385.00	4.00	8.00	96.98	1.01	2.02	2.950	0.297	-6.024	723.69

Note: For χ^2 Test, d.f. = 2; $P < 0.05$; Table Value = 5.991

Table-8.2.10
Average of Mean of Indicators under Socio-Economic Status of Beneficiaries

Sr. No.	Item	Mean Value
1.	Increase in Income	2.867
2.	Increase in Savings	2.383
3.	Self-Dependency	2.907
4.	Say in Famil's Economic Matters	2.884
5.	Freedom to Spend Money	2.917
6.	Minimum 100 Days Employment	2.494
7.	Social Transformation	2.748
8.	Say in Social Matters	2.766
9.	Feeling of Equality and Self Identity	2.950
Average		2.768

Awareness about Provisions of MGNREGA

Table-8.3.1
Procedure for Registration

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	18.00	0.00	4.00	81.82	0.00	18.18				
2.	Chamba	24.00	0.00	20.00	54.55	0.00	45.45				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	69.00	1.00	0.00	98.57	1.43	0.00				
5.	Kullu	21.00	0.00	13.00	61.76	0.00	38.24				
6.	Kinnaur	6.00	0.00	2.00	75.00	0.00	25.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	101.00	0.00	4.00	96.19	0.00	3.81				
9.	Shimla	29.00	0.00	7.00	80.56	0.00	19.44				
10.	Sirmour	16.00	0.00	5.00	76.19	0.00	23.81				
11.	Solan	8.00	0.00	6.00	57.14	0.00	42.86				
12.	Una	8.00	0.00	7.00	53.33	0.00	46.67				
Total		328.00	1.00	68.00	82.62	0.25	17.13	2.655	0.755	-1.731	450.93

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.2
Job Card

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	0.00	0.00	22.00	0.00	0.00	100.00				
2.	Chamba	22.00	0.00	22.00	50.00	0.00	50.00				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	70.00	0.00	0.00	100.00	0.00	0.00				
5.	Kullu	34.00	0.00	0.00	100.00	0.00	0.00				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	104.00	1.00	0.00	99.05	0.95	0.00				
9.	Shimla	0.00	0.00	36.00	0.00	0.00	100.00				
10.	Sirmour	21.00	0.00	0.00	100.00	0.00	0.00				
11.	Solan	2.00	0.00	12.00	14.29	0.00	85.71				
12.	Una	15.00	0.00	0.00	100.00	0.00	0.00				
Total		304.00	1.00	92.00	76.57	0.25	23.17	2.234	0.845	-1.262	365.32

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.3
Mandatory Employment of 100/120 Days to Beneficiary

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	18.00	0.00	4.00	81.82	0.00	18.18				
2.	Chamba	36.00	0.00	8.00	81.82	0.00	18.18				
3.	Hamirpur	22.00	0.00	3.00	88.00	0.00	12.00				
4.	Kangra	55.00	0.00	15.00	78.57	0.00	21.43				
5.	Kullu	21.00	0.00	13.00	61.76	0.00	38.24				
6.	Kinnaur	6.00	0.00	2.00	75.00	0.00	25.00				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	75.00	0.00	30.00	71.43	0.00	28.57				
9.	Shimla	31.00	0.00	5.00	86.11	0.00	13.89				
10.	Sirmour	16.00	8.00	8.00	76.19	38.10	38.10				
11.	Solan	10.00	0.00	4.00	71.43	0.00	28.57				
12.	Una	13.00	0.00	2.00	86.67	0.00	13.33				
Total		301.00	1.00	95.00	75.82	0.25	23.93	2.519	0.854	1.213	55.85

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.4
Time Limit for Providing Employment

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	1.00	0.00	21.00	4.55	0.00	95.45				
2.	Chamba	15.00	0.00	29.00	34.09	0.00	65.91				
3.	Hamirpur	20.00	0.00	5.00	80.00	0.00	20.00				
4.	Kangra	45.00	4.00	21.00	64.29	5.71	30.00				
5.	Kullu	18.00	0.00	16.00	52.94	0.00	47.06				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	1.00	1.00	1.00	33.33	33.33	33.33				
8.	Mandi	63.00	0.00	42.00	60.00	0.00	40.00				
9.	Shimla	2.00	0.00	34.00	5.56	0.00	94.44				
10.	Sirmour	16.00	5.00	5.00	76.19	23.81	23.81				
11.	Solan	1.00	0.00	13.00	7.14	0.00	92.86				
12.	Una	7.00	0.00	8.00	46.67	0.00	53.33				
Total		197.00	5.00	195.00	49.62	1.26	49.12	2.01	0.995	-0.01	183.80

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.5
Unemployment Allowance

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	0.00	0.00	22.00	0.00	0.00	100.00				
2.	Chamba	5.00	0.00	39.00	11.36	0.00	88.64				
3.	Hamirpur	18.00	0.00	7.00	72.00	0.00	28.00				
4.	Kangra	36.00	5.00	29.00	51.43	7.14	41.43				
5.	Kullu	10.00	0.00	24.00	29.41	0.00	70.59				
6.	Kinnaur	5.00	0.00	3.00	62.50	0.00	37.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	63.00	0.00	42.00	60.00	0.00	40.00				
9.	Shimla	0.00	0.00	36.00	0.00	0.00	100.00				
10.	Sirmour	10.00	0.00	11.00	47.62	0.00	52.38				
11.	Solan	1.00	0.00	13.00	7.14	0.00	92.86				
12.	Una	3.00	0.00	12.00	20.00	0.00	80.00				
Total		152.00	5.00	240.00	38.29	1.26	60.45	1.778	0.970	0.454	213.04

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.6
Awareness about Minimum Wage Rate

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	19.00	0.00	3.00	86.36	0.00	13.64				
2.	Chamba	21.00	0.00	23.00	47.73	0.00	52.27				
3.	Hamirpur	21.00	0.00	4.00	84.00	0.00	16.00				
4.	Kangra	34.00	0.00	36.00	48.57	0.00	51.43				
5.	Kullu	24.00	1.00	9.00	70.59	2.94	26.47				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	92.00	0.00	13.00	87.62	0.00	12.38				
9.	Shimla	31.00	0.00	5.00	86.11	0.00	13.89				
10.	Sirmour	16.00	0.00	5.00	76.19	0.00	23.81				
11.	Solan	9.00	0.00	5.00	64.29	0.00	35.71				
12.	Una	15.00	0.00	0.00	100.00	0.00	0.00				
Total		291.00	1.00	105.00							

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.7
Muster Roll

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	20.00	0.00	2.00	90.91	0.00	9.09				
2.	Chamba	26.00	0.00	18.00	59.09	0.00	40.91				
3.	Hamirpur	24.00	0.00	1.00	96.00	0.00	4.00				
4.	Kangra	56.00	0.00	14.00	80.00	0.00	20.00				
5.	Kullu	25.00	0.00	9.00	73.53	0.00	26.47				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	2.00	0.00	1.00	66.67	0.00	33.33				
8.	Mandi	94.00	0.00	11.00	89.52	0.00	10.48				
9.	Shimla	28.00	0.00	8.00	77.78	0.00	22.22				
10.	Sirmour	18.00	1.00	2.00	85.71	4.76	9.52				
11.	Solan	11.00	0.00	3.00	78.57	0.00	21.43				
12.	Una	13.00	0.00	2.00	86.67	0.00	13.33				
Total		325.00	1.00	71.00	81.86	0.25	17.88	2.640	0.768	-1.663	439.27

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.8
Worksite Facilities

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	11.00	0.00	11.00	50.00	0.00	50.00				
2.	Chamba	22.00	0.00	22.00	50.00	0.00	50.00				
3.	Hamirpur	15.00	0.00	10.00	60.00	0.00	40.00				
4.	Kangra	55.00	2.00	13.00	78.57	2.86	18.57				
5.	Kullu	24.00	0.00	10.00	70.59	0.00	29.41				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	2.00	0.00	1.00	66.67	0.00	33.33				
8.	Mandi	71.00	0.00	34.00	67.62	0.00	32.38				
9.	Shimla	19.00	0.00	17.00	52.78	0.00	47.22				
10.	Sirmour	20.00	0.00	1.00	95.24	0.00	4.76				
11.	Solan	5.00	0.00	9.00	35.71	0.00	64.29				
12.	Una	13.00	0.00	2.00	86.67	0.00	13.33				
Total		265.00	2.00	130.00	66.75	0.50	32.75	2.340	0.939	-0.722	261.41

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.9
Extra Wages for Having Worked Beyond 5 kms

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	12.00	0.00	10.00	54.55	0.00	45.45				
2.	Chamba	7.00	2.00	35.00	15.91	4.55	79.55				
3.	Hamirpur	8.00	0.00	17.00	32.00	0.00	68.00				
4.	Kangra	12.00	0.00	58.00	17.14	0.00	82.86				
5.	Kullu	7.00	0.00	27.00	20.59	0.00	79.41				
6.	Kinnaur	1.00	0.00	7.00	12.50	0.00	87.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	4.00	0.00	101.00	3.81	0.00	96.19				
9.	Shimla	14.00	1.00	21.00	38.89	2.78	58.33				
10.	Sirmour	7.00	0.00	14.00	33.33	0.00	66.67				
11.	Solan	5.00	2.00	7.00	35.71	14.29	50.00				
12.	Una	1.00	0.00	14.00	6.67	0.00	93.33				
Total		79.00	5.00	313.00	19.90	1.26	78.84	1.411	0.801	1.457	390.67

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.10
One Third Representation of Women Workers

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	20.00	2.00	0.00	90.91	9.09	0.00				
2.	Chamba	42.00	0.00	2.00	95.45	0.00	4.55				
3.	Hamirpur	13.00	0.00	12.00	52.00	0.00	48.00				
4.	Kangra	38.00	6.00	26.00	54.29	8.57	37.14				
5.	Kullu	33.00	0.00	1.00	97.06	0.00	2.94				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	0.00	1.00	2.00	0.00	33.33	66.67				
8.	Mandi	102.00	0.00	3.00	97.14	0.00	2.86				
9.	Shimla	35.00	0.00	1.00	97.22	0.00	2.78				
10.	Sirmour	18.00	0.00	3.00	85.71	0.00	14.29				
11.	Solan	9.00	2.00	3.00	64.29	14.29	21.43				
12.	Una	15.00	0.00	0.00	100.00	0.00	0.00				
Total		333.00	11.00	53.00	83.88	2.77	13.35	2.705	0.690	-1.985	463.09

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.11
Availability of Free Medical Facilities

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	8.00	0.00	14.00	36.36	0.00	63.64				
2.	Chamba	22.00	1.00	21.00	50.00	2.27	47.73				
3.	Hamirpur	12.00	1.00	12.00	48.00	4.00	48.00				
4.	Kangra	49.00	4.00	17.00	70.00	5.71	24.29				
5.	Kullu	27.00	0.00	7.00	79.41	0.00	20.59				
6.	Kinnaur	7.00	0.00	1.00	87.50	0.00	12.50				
7.	L&S	2.00	0.00	1.00	66.67	0.00	33.33				
8.	Mandi	82.00	1.00	22.00	78.10	0.95	20.95				
9.	Shimla	26.00	0.00	10.00	72.22	0.00	27.78				
10.	Sirmour	15.00	0.00	6.00	71.43	0.00	28.57				
11.	Solan	3.00	0.00	11.00	21.43	0.00	78.57				
12.	Una	9.00	0.00	6.00	60.00	0.00	40.00				
Total		262.00	7.00	128.00	65.99	1.76	32.24	2.338	0.933	-0.716	245.90

Note: For χ^2 Test, d.f. =2; $P < 0.05$; Table Value=5.991

Table-8.3.12
Accident Allowance

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1	Bilaspur	3.00	0.00	19.00	13.64	0.00	86.36				
2	Chamba	17.00	5.00	22.00	38.64	11.36	50.00				
3	Hamirpur	17.00	0.00	8.00	68.00	0.00	32.00				
4	Kangra	29.00	0.00	41.00	41.43	0.00	58.57				
5	Kullu	25.00	0.00	9.00	73.53	0.00	26.47				
6	Kinnaur	7.00	0.00	1.00	87.50	0.00	12.50				
7	L&S	0.00	0.00	3.00	0.00	0.00	100.00				
8	Mandi	82.00	0.00	23.00	78.10	0.00	21.90				
9	Shimla	24.00	0.00	12.00	66.67	0.00	33.33				
10	Sirmour	15.00	0.00	6.00	71.43	0.00	28.57				
11	Solan	4.00	0.00	10.00	28.57	0.00	71.43				
12	Una	9.00	0.00	6.00	60.00	0.00	40.00				
Total		232.00	5.00	160.00	58.44	1.26	40.30	2.181	0.978	-0.368	203.37

Table-8.3.13
RTI Act

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	7.00	0.00	15.00	31.82	0.00	68.18				
2.	Chamba	7.00	5.00	32.00	15.91	11.36	72.73				
3.	Hamirpur	9.00	0.00	16.00	36.00	0.00	64.00				
4.	Kangra	28.00	0.00	42.00	40.00	0.00	60.00				
5.	Kullu	11.00	0.00	23.00	32.35	0.00	67.65				
6.	Kinnaur	2.00	0.00	6.00	25.00	0.00	75.00				
7.	L&S	0.00	0.00	3.00	0.00	0.00	100.00				
8.	Mandi	67.00	0.00	38.00	63.81	0.00	36.19				
9.	Shimla	19.00	0.00	17.00	52.78	0.00	47.22				
10.	Sirmour	9.00	0.00	12.00	42.86	0.00	57.14				
11.	Solan	8.00	0.00	6.00	57.14	0.00	42.86				
12.	Una	1.00	0.00	14.00	6.67	0.00	93.33				
Total		168.00	5.00	224.00	42.32	1.26	56.42	1.859	0.985	0.285	195.63

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.14
Institution of Ombudsman

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1	Bilaspur	14.00	0.00	8.00	63.64	0.00	36.36				
2	Chamba	6.00	5.00	33.00	13.64	11.36	75.00				
3	Hamirpur	17.00	0.00	8.00	68.00	0.00	32.00				
4	Kangra	52.00	0.00	18.00	74.29	0.00	25.71				
5	Kullu	9.00	0.00	25.00	26.47	0.00	73.53				
6	Kinnaur	2.00	0.00	6.00	25.00	0.00	75.00				
7	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8	Mandi	70.00	0.00	35.00	66.67	0.00	33.33				
9	Shimla	18.00	0.00	18.00	50.00	0.00	50.00				
10	Sirmour	6.00	0.00	15.00	28.57	0.00	71.43				
11	Solan	9.00	0.00	5.00	64.29	0.00	35.71				
12	Una	0.00	0.00	15.00	0.00	0.00	100.00				
Total		204.00	5.00	188.00	51.39	1.26	47.36	2.040			

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.15
Prohibition of Contractors and Use of Heavy Machinery

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	3.00	1.00	18.00	13.64	4.55	81.82				
2.	Chamba	7.00	5.00	32.00	15.91	11.36	72.73				
3.	Hamirpur	0.00	0.00	25.00	0.00	0.00	100.00				
4.	Kangra	0.00	0.00	70.00	0.00	0.00	100.00				
5.	Kullu	1.00	0.00	33.00	2.94	0.00	97.06				
6.	Kinnaur	0.00	0.00	8.00	0.00	0.00	100.00				
7.	L&S	0.00	1.00	2.00	0.00	33.33	66.67				
8.	Mandi	94.00	0.00	11.00	89.52	0.00	10.48				
9.	Shimla	8.00	2.00	26.00	22.22	5.56	72.22				
10.	Sirmour	1.00	0.00	20.00	4.76	0.00	95.24				
11.	Solan	2.00	2.00	10.00	14.29	14.29	71.43				
12.	Una	0.00	0.00	15.00	0.00	0.00	100.00				
Total		116.00	11.00	270.00	29.22	2.77	68.01	1.612	0.908	0.840	256.48

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.3.16
Average of Means of Indicators under Awareness about Provisions of MGNREGA

Sr. No.	Indicator	Mean Value
1.	Procedure for Registration	2.655
2.	Job Card	2.234
3.	Mandatory Employment of 100/120 Days to Beneficiary	2.519
4.	Time Limit for Providing Employment	2.010
5.	Unemployment Allowance	1.778
6.	Awareness about Minimum Wage Rate	2.469
7.	Muster Roll	2.640
8.	Worksite Facilities	2.340
9.	Extra Wages for Having Worked Beyond 5 kms	1.411
10.	One Third Representation of Women Workers	2.705
11.	Availability of Free Medical Facilities	2.338
12.	Accident Allowance	2.181
13.	RTI Act	1.859
14.	Institution of Ombudsman	2.040
15.	Prohibition of Contractors and Use of Heavy Machinery	1.612
Average		2.186

Source of Information about Employment in MGNREGA
Table-8.4.1

Sr. No.	District	Unit	Response				
			Gram Panchayat Members	Officials	Mass Media	Relatives/ Friends	Any Other
1.	Bilaspur	%	81.82	0.00	0.00	27.27	0.00
2.	Chamba	%	86.36	0.00	0.00	18.18	2.27
3.	Hamirpur	%	100.00	0.00	4.00	0.00	0.00
4.	Kangra	%	95.71	0.00	0.00	4.29	0.00
5.	Kullu	%	94.12	0.00	2.94	2.94	0.00
6.	Kinnaur	%	100.00	0.00	0.00	0.00	0.00
7.	Lahaul& Spiti	%	100.00	0.00	0.00	0.00	0.00
8.	Mandi	%	88.57	0.00	3.81	9.52	0.00
9.	Shimla	%	91.67	2.78	0.00	5.56	2.78
10.	Sirmour	%	95.24	0.00	0.00	4.76	0.00
11.	Solan	%	92.86	0.00	0.00	0.00	7.14
12.	Una	%	86.67	0.00	0.00	20.00	0.00
Total		%	91.44	0.25	1.26	8.56	0.76

Table-8.4.2
No. of Sources of Information for Employment in MGNREGA

Sr. No.	District	Unit	Response					
			No Source	One Source	Two Sources	Three Sources	Four Sources	Five Sources
1.	Bilaspur	%	0.00	4.40	0.44	0.00	0.00	0.00
2.	Chamba	%	6.82	81.82	11.36	0.00	0.00	0.00
3.	Hamirpur	%	0.00	96.00	4.00	0.00	0.00	0.00
4.	Kangra	%	1.43	97.14	1.43	0.00	0.00	0.00
5.	Kullu	%	0.00	100.00	0.00	0.00	0.00	0.00
6.	Kinnaur	%	0.00	100.00	0.00	0.00	0.00	0.00
7.	Lahaul& Spiti	%	0.00	100.00	0.00	0.00	0.00	0.00
8.	Mandi	%	0.00	98.10	1.90	0.00	0.00	0.00
9.	Shimla	%	5.56	88.89	5.56	0.00	0.00	0.00
10.	Sirmour	%	0.00	100.00	0.00	0.00	0.00	0.00
11.	Solan	%	7.14	92.86	0.00	0.00	0.00	0.00
12.	Una	%	0.00	93.33	6.67	0.00	0.00	0.00
Total		%	1.76	94.71	3.53	0.00	0.00	0.00

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Changes in Living Standard

Table-8.5.1

Possession of Additional Assets

Sr. No.	District	Response			Response (%)			x ²	S	Sk	
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	4.00	1.00	17.00	18.18	4.55	77.27				
2.	Chamba	3.00	1.00	40.00	6.82	2.27	90.91				
3.	Hamirpur	11.00	2.00	12.00	44.00	8.00	48.00				
4.	Kangra	9.00	22.00	39.00	12.86	31.43	55.71				
5.	Kullu	12.00	0.00	22.00	35.29	0.00	64.71				
6.	Kinnaur	3.00	0.00	5.00	37.50	0.00	62.50				
7.	L&S	1.00	1.00	1.00	33.33	33.33	33.33				
8.	Mandi	4.00	0.00	101.00	3.81	0.00	96.19				
9.	Shimla	1.00	0.00	35.00	2.78	0.00	97.22				
10.	Sirmour	2.00	0.00	19.00	9.52	0.00	90.48				
11.	Solan	3.00	0.00	11.00	21.43	0.00	78.57				
12.	Una	0.00	0.00	15.00	0.00	0.00	100.00				
Total		53.00	27.00	317.00	13.35	6.80	79.85	1.335	0.701	1.766	389.10

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.5.2

Use of Modern Appliances

Sr. No.	District	Response			Response (%)			x ²	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	14.00	1.00	7.00	63.64	4.55	31.82				
2.	Chamba	16.00	5.00	23.00	36.36	11.36	52.27				
3.	Hamirpur	14.00	0.00	11.00	56.00	0.00	44.00				
4.	Kangra	20.00	13.00	37.00	28.57	18.57	52.86				
5.	Kullu	25.00	0.00	9.00	73.53	0.00	26.47				
6.	Kinnaur	5.00	0.00	3.00	62.50	0.00	37.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	65.00	0.00	40.00	61.90	0.00	38.10				
9.	Shimla	25.00	0.00	11.00	69.44	0.00	30.56				
10.	Sirmour	8.00	0.00	13.00	38.10	0.00	61.90				
11.	Solan	8.00	0.00	6.00	57.14	0.00	42.86				
12.	Una	8.00	0.00	7.00	53.33	0.00	46.67				
Total		209.00	19.00	169.00	52.64	4.79	42.57	2.101	0.972	0.202	151.64

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.5.3
Cleanliness and Hygiene

Sr. No.	District	Response			Response (%)			\bar{x}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	14.00	5.00	3.00	63.64	22.73	13.64				
2.	Chamba	34.00	9.00	1.00	77.27	20.45	2.27				
3.	Hamirpur	25.00	0.00	0.00	100.00	0.00	0.00				
4.	Kangra	60.00	8.00	2.00	85.71	11.43	2.86				
5.	Kullu	32.00	0.00	2.00	94.12	0.00	5.88				
6.	Kinnaur	8.00	0.00	0.00	100.00	0.00	0.00				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	105.00	0.00	0.00	100.00	0.00	0.00				
9.	Shimla	22.00	12.00	2.00	61.11	33.33	5.56				
10.	Sirmour	19.00	0.00	2.00	90.48	0.00	9.52				
11.	Solan	8.00	4.00	2.00	57.14	28.57	14.29				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		344.00	38.00	15.00	86.65	9.57	3.78	2.829	0.467	-2.768	509.84

Note: For χ^2 Test, d.f. =2; $P < 0.05$; Table Value = 5.991

Table-8.5.4
Average of Means of Indicators under
Changes in Living Standard

Sr. No.	Indicator	Mean Value
1.	Increase in Importance in Family	2.932
2.	Possession of Additional Assets	1.335
3.	Use of Modern Appliances	2.101
4.	Cleanliness and Hygiene	2.829
Average		2.299

Education of Children

Table-8.6.1

Children Education beyond 10th Standard (Boys)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	4.00	14.00	4.00	18.18	63.64	18.18				
2.	Chamba	10.00	28.00	8.00	22.73	63.64	18.18				
3.	Hamirpur	12.00	12.00	1.00	48.00	48.00	4.00				
4.	Kangra	39.00	24.00	7.00	55.71	34.29	10.00				
5.	Kullu	19.00	11.00	4.00	55.88	32.35	11.76				
6.	Kinnaur	3.00	4.00	1.00	37.50	50.00	12.50				
7.	L&S	0.00	3.00	0.00	0.00	100.00	0.00				
8.	Mandi	52.00	47.00	6.00	49.52	44.76	5.71				
9.	Shimla	4.00	18.00	14.00	11.11	50.00	38.89				
10.	Sirmour	11.00	10.00	0.00	52.38	47.62	0.00				
11.	Solan	4.00	7.00	3.00	28.57	50.00	21.43				
12.	Una	7.43	5.00	1.00	49.52	33.33	6.67				
Total		167.00	177.00	53.00	42.07	44.58	13.35	2.287	0.688	-0.441	71.72

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.2

Children Education beyond 10th Standard (Girls)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	3.00	16.00	3.00	13.64	72.73	13.64				
2.	Chamba	9.00	23.00	12.00	20.45	52.27	27.27				
3.	Hamirpur	11.00	13.00	1.00	44.00	52.00	4.00				
4.	Kangra	36.00	31.00	3.00	51.43	44.29	4.29				
5.	Kullu	14.00	17.00	3.00	41.18	50.00	8.82				
6.	Kinnaur	1.00	6.00	1.00	12.50	75.00	12.50				
7.	L&S	0.00	3.00	0.00	0.00	100.00	0.00				
8.	Mandi	35.00	68.00	2.00	33.33	64.76	1.90				
9.	Shimla	3.00	21.00	12.00	8.33	58.33	33.33				
10.	Sirmour	9.00	12.00	0.00	42.86	57.14	0.00				
11.	Solan	2.00	10.00	2.00	14.29	71.43	14.29				
12.	Una	10.00	4.00	1.00	66.67	26.67	6.67				
Total		133.00	224.00	40.00	33.50	56.42	10.08	2.234	0.618	-0.197	27.92

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.4
Children to take Private Tutions (Boys)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	1.00	19.00	2.00	4.55	86.36	9.09				
2.	Chamba	2.00	34.00	8.00	4.55	77.27	18.18				
3.	Hamirpur	3.00	7.00	15.00	12.00	28.00	60.00				
4.	Kangra	10.00	10.00	50.00	14.29	14.29	71.43				
5.	Kullu	11.00	7.00	16.00	32.35	20.59	47.06				
6.	Kinnaur	0.00	6.00	2.00	0.00	75.00	25.00				
7.	L&S	0.00	2.00	1.00	0.00	66.67	33.33				
8.	Mandi	6.00	15.00	84.00	5.71	14.29	80.00				
9.	Shimla	0.00	33.00	3.00	0.00	91.67	8.33				
10.	Sirmour	1.00	6.00	14.00	4.76	28.57	66.67				
11.	Solan	0.00	11.00	3.00	0.00	78.57	21.43				
12.	Una	3.00	8.00	4.00	20.00	53.33	26.67				
Total		37.00	158.00	202.00	9.32	39.80	50.88	1.584	0.656	0.680	110.33

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.5
Children to take Private Tutions (Girls)

<	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	1.00	20.00	1.00	4.55	90.91	4.55				
2.	Chamba	2.00	33.00	9.00	4.55	75.00	20.45				
3.	Hamirpur	2.00	9.00	14.00	8.00	36.00	56.00				
4.	Kangra	6.00	22.00	42.00	8.57	31.43	60.00				
5.	Kullu	11.00	12.00	11.00	32.35	35.29	32.35				
6.	Kinnaur	0.00	7.00	1.00	0.00	87.50	12.50				
7.	L&S	0.00	2.00	1.00	0.00	66.67	33.33				
8.	Mandi	7.00	51.00	47.00	6.67	48.57	44.76				
9.	Shimla	0.00	32.00	4.00	0.00	88.89	11.11				
10.	Sirmour	1.00	10.00	10.00	4.76	47.62	47.62				
11.	Solan	0.00	11.00	3.00	0.00	78.57	21.43				
12.	Una	3.00	5.00	7.00	20.00	33.33	46.67				
Total		33.00	214.00	150.00	8.31	53.90	37.78	1.705	0.612	0.269	127.32

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.7
Children are guided to Opt for Professional Courses (Boys)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	2.00	17.00	3.00	9.09	77.27	13.64				
2.	Chamba	8.00	32.00	4.00	18.18	72.73	9.09				
3.	Hamirpur	5.00	17.00	3.00	20.00	68.00	12.00				
4.	Kangra	17.00	40.00	13.00	24.29	57.14	18.57				
5.	Kullu	14.00	6.00	14.00	41.18	17.65	41.18				
6.	Kinnaur	2.00	6.00	2.00	25.00	75.00	25.00				
7.	L&S	0.00	3.00	0.00	0.00	100.00	0.00				
8.	Mandi	65.00	17.00	23.00	61.90	16.19	21.90				
9.	Shimla	2.00	31.00	3.00	5.56	86.11	8.33				
10.	Sirmour	7.00	8.00	6.00	33.33	38.10	28.57				
11.	Solan	2.00	8.00	4.00	14.29	57.14	28.57				
12.	Una	5.00	7.00	3.00	33.33	46.67	20.00				
Total		129.00	190.00	78.00	32.49	47.86	19.65	2.129	0.712	-0.190	47.52

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.8
Children are guided to opt for Professional Courses (Girls)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	3.00	15.00	4.00	13.64	68.18	18.18				
2.	Chamba	4.00	33.00	7.00	9.09	75.00	15.91				
3.	Hamirpur	8.00	15.00	2.00	32.00	60.00	8.00				
4.	Kangra	12.00	48.00	10.00	17.14	68.57	14.29				
5.	Kullu	12.00	12.00	10.00	35.29	35.29	29.41				
6.	Kinnaur	1.00	6.00	1.00	12.50	75.00	12.50				
7.	L&S	0.00	3.00	0.00	0.00	100.00	0.00				
8.	Mandi	35.00	53.00	17.00	33.33	50.48	16.19				
9.	Shimla	2.00	30.00	4.00	5.56	83.33	11.11				
10.	Sirmour	5.00	10.00	6.00	23.81	47.62	28.57				
11.	Solan	1.00	9.00	4.00	7.14	64.29	28.57				
12.	Una	2.00	9.00	4.00	13.33	60.00	26.67				
Total		85.00	243.00	69.00	21.41	61.21	17.38	2.040	0.622	-0.027	139.79

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.10
Children Education in Private Schools (Boys)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	1.00	18.00	3.00	4.55	81.82	13.64				
2.	Chamba	4.00	30.00	10.00	9.09	68.18	22.73				
3.	Hamirpur	4.00	5.00	16.00	16.00	20.00	64.00				
4.	Kangra	18.00	8.00	44.00	25.71	11.43	62.86				
5.	Kullu	11.00	6.00	17.00	32.35	17.65	50.00				
6.	Kinnaur	4.00	2.00	2.00	50.00	25.00	25.00				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	18.00	14.00	73.00	17.14	13.33	69.52				
9.	Shimla	2.00	28.00	6.00	5.56	77.78	16.67				
10.	Sirmour	3.00	1.00	17.00	14.29	4.76	80.95				
11.	Solan	0.00	12.00	2.00	0.00	85.71	14.29				
12.	Una	0.00	9.00	6.00	0.00	60.00	40.00				
Total		66.00	133.00	198.00	16.62	33.50	49.87	1.668	0.746	0.623	65.84

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.11
Children Education in Private Schools (Girls)

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	0.00	19.00	3.00	0.00	86.36	13.64				
2.	Chamba	2.00	30.00	12.00	4.55	68.18	27.27				
3.	Hamirpur	3.00	8.00	14.00	12.00	32.00	56.00				
4.	Kangra	11.00	20.00	39.00	15.71	28.57	55.71				
5.	Kullu	9.00	12.00	13.00	26.47	35.29	38.24				
6.	Kinnaur	3.00	4.00	1.00	37.50	50.00	12.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	12.00	51.00	42.00	11.43	48.57	40.00				
9.	Shimla	0.00	30.00	6.00	0.00	83.33	16.67				
10.	Sirmour	1.00	6.00	14.00	4.76	28.57	66.67				
11.	Solan	1.00	10.00	3.00	7.14	71.43	21.43				
12.	Una	0.00	6.00	9.00	0.00	40.00	60.00				
Total		43.00	196.00	158.00	16.62	49.37	49.87	1.10	0.651	0.370	95.91

Note: For χ^2 Test, d.f. =2; $P<0.05$; Table Value=5.991

Table-8.6.13
Average of Means of Indicators under
Education of Children

Sr. No.	Indicator	Mean Value
1.	Children Education beyond 10 th Standard (Boys)	2.287
2.	Children Education beyond 10th Standard (Girls)	2.234
3.	Children Education to take Private Tuitions (Boys)	1.584
4.	Children Education to take Private Tuitions (Girls)	1.705
5.	Children are guided to opt for Professional Courses (Boys)	2.129
6.	Children are guided to opt for Professional Courses (Girls)	2.040
7.	Children Education in Private Schools (Boys)	1.668
8.	Children Education in Private Schools (Girls)	1.100
Average		1.843

Change Occurred in Family Structure

Table-8.7.1
Joint to Nuclear Family

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	15.00	0.00	7.00	68.18	0.00	31.82				
2.	Chamba	32.00	1.00	11.00	72.73	2.27	25.00				
3.	Hamirpur	12.00	0.00	13.00	48.00	0.00	52.00				
4.	Kangra	39.00	0.00	31.00	55.71	0.00	44.29				
5.	Kullu	26.00	0.00	8.00	76.47	0.00	23.53				
6.	Kinnaur	2.00	1.00	5.00	25.00	12.50	62.50				
7.	L&S	1.00	0.00	2.00	33.33	0.00	66.67				
8.	Mandi	77.00	0.00	28.00	73.33	0.00	26.67				
9.	Shimla	21.00	0.00	15.00	58.33	0.00	41.67				
10.	Sirmour	14.00	0.00	7.00	66.67	0.00	33.33				
11.	Solan	10.00	1.00	3.00	71.43	7.14	21.43				
12.	Una	14.00	0.00	1.00	93.33	0.00	6.67				
Total		263.00	3.00	131.00	66.25	0.76	33.00	2.333	0.940	-0.704	255.44

Note: For χ^2 Test, d.f. =2; $P < 0.05$; Table Value=5.991

Table-8.7.2
Help from Husband/ Parents-in-Law for Daily Chores

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	19.00	2.00	1.00	86.36	9.09	4.55				
2.	Chamba	32.00	2.00	10.00	72.73	4.55	22.73				
3.	Hamirpur	23.00	1.00	1.00	92.00	4.00	4.00				
4.	Kangra	59.00	9.00	2.00	84.29	12.86	2.86				
5.	Kullu	17.00	0.00	17.00	50.00	0.00	50.00				
6.	Kinnaur	7.00	0.00	1.00	87.50	0.00	12.50				
7.	L&S	3.00	0.00	0.00	100.00	0.00	0.00				
8.	Mandi	38.00	0.00	67.00	36.19	0.00	63.81				
9.	Shimla	29.00	4.00	3.00	80.56	11.11	8.33				
10.	Sirmour	13.00	0.00	8.00	61.90	0.00	38.10				
11.	Solan	9.00	3.00	2.00	64.29	21.43	14.29				
12.	Una	10.00	0.00	5.00	66.67	0.00	33.33				
Total		259.00	21.00	117.00	65.24	5.29	29.47	2.358	0.906	-0.764	216.69

Note: For χ^2 Test, d.f. =2; $P < 0.05$; Table Value=5.991

Table-8.7.3
Kids are looked-after by Husband/ Parents-in-Laws

Sr. No.	District	Response			Response (%)			\bar{X}	S	Sk	χ^2
		Yes	Neutral	No	Yes	Neutral	No				
1.	Bilaspur	9.00	13.00	0.00	36.36	59.09	0.00				
2.	Chamba	19.00	12.00	13.00	43.18	27.27	29.55				
3.	Hamirpur	17.00	8.00	0.00	68.00	32.00	0.00				
4.	Kangra	32.00	37.00	1.00	45.71	52.86	1.43				
5.	Kullu	14.00	0.00	20.00	41.18	0.00	58.82				
6.	Kinnaur	4.00	1.00	3.00	50.00	12.50	37.50				
7.	L&S	2.00	1.00	0.00	66.67	33.33	0.00				
8.	Mandi	30.00	3.00	72.00	28.57	2.86	68.57				
9.	Shimla	5.00	30.00	1.00	13.89	83.33	2.78				
10.	Sirmour	12.00	0.00	9.00	57.14	0.00	42.86				
11.	Solan	3.00	7.00	4.00	21.43	50.00	28.57				
12.	Una	2.00	0.00	13.00	13.33	0.00	86.67				
Total		149.00	112.00	136.00	37.53	28.21	34.26	2.033	0.848	-0.062	5.32

Table-8.7.4
Average of Means of Indicators under Change
Occurred in Family Structure

Sr. No.	Item	Mean Value
1.	Joint to Nuclear Family	2.333
2.	Help from Husband/ Parents-in-Law for Daily Chores	2.358
3.	Kids are looked-after by Husband/ Parents-in-Law / Crèche/ Anganwadi	2.033
Average		2.241

ANNEXURE-II

QUESTIONNAIRE

PART-A

**Collection of Data for the Role of MGNREGA in the
Enhancement of Women Status in Himachal Pradesh
Works Executed under MGNREGA**

1. Details of Assets

Question	Reply
Nature of Asset	
Dimensions of Asset	
Estimated Cost of Asset(Rs.)	
Year of Starting of Construction	
Total Expenditure Incurred on Completion(Rs.)	
Year of Completion	
Cost of Material Component (Rs.)	
Labour Component(Rs.)	
Number of Mandays Generated for Completion of this Asset	

**2. Investigator may procure a copy of Muster Roll to know details of
MGNREGA beneficiaries**

**SCHEDULE
PART-B**

**Collection of Data for the Role of MGNREGA in the Enhancement
of Women Status in Himachal Pradesh**

Personal Information of Beneficiary

1. Respondent and Her Family Details:

Name of Respondent	Beneficiary	Family Members							
		1.	2.	3.	4.	5.	6.	7.	8.
Sex (M/F)									
Age									
Relationship with Respondent									
Marital Status(married/ unmarried/ widow)(M/U/W)									
Category (SC/ST/OBC/EWS/ other Specify									
Religion (Hindu/Muslim/Sikh/ any other Specify									
Education Level (Pry/ Middle/Matric/+2/ Graduate/PG									
Family Status (BPL/ APL)									
Primary Occupation of only Adult Members									
Land Holdings (Landless/ Own land in bigha)									
If landless then, land Leased in (Bighas)									
If own land then, land Leased out (Bighas)									
Job Cardholder in MGNREGA									
Year of enrollment in MGNREGA									
If have Job Card then number of working days provided in MGNREGA during Year?									
ATM/Debit Card for Money Transactions (Yes/ No)									

2. Where incremental income is spent (Give Preferences like 1,2,3....8):

1. On food items ()
2. On non-food items ()
3. Education of Children ()
4. Family Health ()
5. Purchase of livestock ()
6. Repayment of Loans/ old debts ()
7. Construction/ renovation of house ()
8. Buy luxury items ()

Impact of MGNREGA on Beneficiary

3. Opinion regarding following statements:

Question	Yes	No
Has increased income		
Has increased savings		
Made Self-dependent		
Improved Say in family's economic matters		
Provided freedom to spend money		

4. Opinion regarding following statements:

Question	Yes	No
Has it provided minimum 100 days employment		
Has it brought social transformation		
Enhanced Say in community social matters		
Has it Inculcated a feeling of equality and self-identity		
Question	Yes	No

5. Mode of saving:

Bank	Post Office	LIC	Other Insurance	Other (Specify)

6. Awareness about the provisions of MGNREGA:

1. How did you come to know about MGNREGA?

- (i) Gram Panchayat Members (ii) Officials (iii) Mass Media
(iv) Relatives/ Friends (v) Any Other (specify)

2. Awareness Level about following Provisions under MGNREGA:

Question	Yes	No
Did you apply by yourself for registration		
Are you still possessing your Job card		
Have you got 100/120 Days of Employment		
If No then you know about the time limit for providing employment		
If Yes then you know about the Unemployment Allowance		
Did you apply by yourself for Employment		
Are you aware about the minimum wage rate		
Have checked the Muster Roll anytime		
Worksite facilities (water, crèche facilities, first aid etc.)		
Have you worked beyond 5 kms and got extra wages		
One third of workers should be women		
Free Medical Facilities in Case of Injuries		
Accidental Allowance		
RTI Act		
Institution of Ombudsman		
Non-involvement of contractors/ heavy machinery		

7. Change in living standard after employment in MGNREGA:

Question	Yes	No
Increase in importance in the family		
Possession of additional assets		
Use of Modern Appliances (Smart phone/Fridge/TV/Washing machine etc.)		
Cleanliness and Hygiene		

8. Education of children after employment in MGNREGA:

Question	Boys		Girls	
	Yes	No	Yes	No
Whether income generation from MGNREGA helped your children to study beyond 10 th standard				
Whether income generation from MGNREGA helped children to take private tuitions				
After working in MGNREGA, whether you are guiding your Children to opt for Professional Courses				
Whether income generation from MGNREGA helped you to send your children to Private Schools				

9. Changes occurred in family structure after employment in MGNREGA:

Question	Yes	No
Moved from Joint to Nuclear Family		
Help from Husband/ Parents-in-Law for daily chores		
Kids are looked after by Husband/ Parents-in-Law/ Crèche/ Anaganwadi		

10. Information about payment of wages to beneficiary:

1. In how many days wages received after working under MGNREGA
2. Wages received in Cash/ Bank Account
3. If in cash then who paid it

11. Suggestions for improvement in the implementation of MGNREGA for enhancing women Status:

.....

12. Details relating to Location of Respondent:

State:..... District:.....Block:.....
 Gram Panchayat:..... Village:.....

**Training Manual for Enumerators
'Role of MGNREGA in the Enhancement of
Women Status in Himachal Pradesh'**

This training is very important for primary data collection and it needs to be planned in advance. This training trains enumerators as how quality data is collected with limited resources in given time frame. The survey firm must try to organize such trainings before hand with more clarity, so that a sense of ownership of study may develop amongst enumerators.

1. Overview of the Study alongwith Objectives:

The Mahatma Gandhi National Rural Employment Guarantee Act, 2005 was notified on September 7, 2005. The mandate of the Act is to provide atleast 100 days of guaranteed ways employment in a financial year to every rural household whose adult member volunteers to do unskilled manual work. This Act was notified in 200 districts in the first phase with effect from February 2nd, 2006 and then extended additional 130 districts in the financial year 2007-08. The remaining districts have been notified with effect from April 1st, 2008. Thus, the MGNREGA covers the entire country with the exception of the districts that have a hundred percent urban population. This scheme was launched to provide social protection, livelihood security and democratic empowerment to the most vulnerable people living in rural India by proving employment opportunity. Thus, distinct goals of MGNREGA are protective, preventive and promotive.

In Indian society, woman plays pivotal role for the upliftment of family and a society as a whole. Mostly the women are engaged in household chores and have less access to economic activities. The Government of India has launched MGNREGS to provide demand driven employment to unskilled workers irrespective of gender bias. This scheme provides opportunity for women for wage employment and to earn money. Amongst the vulnerable group, woman is foremost and whole face of family, so to see change in the living

standard, financial literacy and capability to take decisions in family matters by the women, this study is being conducted. It has following objectives:-

- (i) To analyze the Socio-Economic conditions of MGNREGA Women Beneficiaries.
- (ii) To ascertain the awareness about the various benefits and processes about getting registered under MGNREGA Scheme among selected Women Beneficiaries.
- (iii) To analyze the improvement in living standard of selected Women Beneficiaries.
- (iv) Assessment of the quality education of the children of the selected Women Beneficiaries.
- (v) To analyze the change in family structure.
- (vi) To give suggestions for effective implementation of MGNREGA for women beneficiaries.

2. Survey Instrument (Schedule): The schedule for seeking information from respondents, a schedule is at **Annexure-'A'**.

3. Roles and Responsibilities: Since this survey is being conducted telephonically in view of COVID-19 threat, so there will be no physical proximity of enumerators and respondents. The enumerators are solely responsible for filling up the questionnaires and tabulating the information. They also responsible for quality data, so that findings of the study will prove beneficial to the government and society as well.

4. Survey Protocols: These are very crucial for enumerators for ensuring high quality data. The protocols to be followed are as under:-

- (i) **Respondent Selection:** In this survey, respondents have already been selected and their telephonic contacts are there, so there is no need to go for alternate respondent.
- (ii) **Number of Revisits:** In this telephonic survey, enumerators are required to contact respondent time and again till the scheduled are filled up.
- (iii) **Tracking:** As said above, respondents are to be contacted till schedule is not filled up, but in case if the contact number of the respondent goes unattended or switched-off after tracking many

times, then enumerators are to contact the Research Unit for another respondent.

(iv) Drops: It will be the sole responsibility of enumerators to fill up the schedule, but if respondents are unable to exhibit proper information, then that can be dropped. In such situation, respondents are to contact Research Unit.

(v) Replacements: Replacement of respondent will be done by Research Unit, if the purpose of data collection is failed or interrupted due to one or more reasons.

5. Standard Instructions: The background of the study alongwith objectives has already been given. The brief instructions are as under:-

- (i) The enumerators must not forget that they are also the part of the society to which the respondents belong.
- (ii) The respondents are women and only those women who are needy and poor, working in MGNREGA for their livelihoods, so enumerators are to be more careful for their behavior and good conduct.
- (iii) While contacting respondents, enumerators are required to salute them as “Namaskar Madam” and try to speak in local language, if possible, and attract attention, so that she becomes comfortable for answering questions.
- (iv) If the respondents do not have time for interview then take another time when they are free and able to answer questions comfortably.
- (v) Some respondents are likely to have confidentiality concerns, so it is of utmost importance that the enumerators make it clear throughout the interview that there is no risk for them in answering as everything will be anonymized and kept confidential.
- (vi) The respondents are also make understand that the aim of the interview is to learn from them, capture their personal thoughts, opinions and beliefs, and not the official or sanctioned version.
- (vii) The important aspect of interviewing the respondents is time management. The enumerators must ensure as to how

much time is to be spent on each respondent.

- (viii) The enumerators are also required to assess/ judge the fatigue of respondents; otherwise it can impact the data quality and affect the result of the study. It can result from respondents becoming bored, tired or uninterested with the interview and begin to respond at a substandard level. The enumerators can prevent this from happening by ensuring the respondents are fully aware of the value of participation by keeping the interview within a reasonable time and by interacting with the respondents in an engaging and interested manner.
- (ix) The schedules are to be filled up telephonically, so enumerators are to make sure that their phones are fully recharged while interviewing respondents.
- (x) Never ask irrelevant questions, but questions can be made simple and lucid language if they are unable to understand the questions of schedule, so that enumerators are able to answer.
- (xi) Once the schedule is filled up, then avoid contacting respondents again.

6. Key Terms:

- (i) Assets mean Tangible structure made.
- (ii) Dimensions mean length, breath, height etc.
- (iii) Material Component means cement, sand, stone, etc.
- (iv) Mandays Generated mean number of days on which beneficiary worked.
- (v) SC means Scheduled Caste.
- (vi) ST means Scheduled Tribe.
- (vii) EWS means Economically Weaker Section.
- (viii) BPL means Below Poverty Line.
- (ix) APL means Above Poverty Line.
- (x) Landless means who does not have land.
- (xi) Job Card means a card is issued to beneficiary by Gram

Panchayat for working under MGNREGA.

- (xii) Luxury Item means items of use in house other than food like TV, Refrigerator, Bike, Car etc.
- (xiii) Renovation means repair of existing structure.
- (xiv) Social Transformation means restructuring of all aspects of life; from culture to social relations; from politics to economy; from the way we think to the way we live etc.
- (xv) Enhanced say means boldness in expressing own thoughts.
- (xvi) Professional Courses mean a variety of education and training which match the specific needs of an Industry.
- (xvii) Nuclear family means a family which has husband, wife and their children only.

7. Assessment of Enumerators: The enumerators will be assessed orally about the questions of schedule, way of interacting with respondents on real time basis, understanding of the questions of the schedule etc.

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