



**Mahatma Gandhi national rural employment guarantee scheme and women empowerment in Jammu and Kashmir
:A case study of District Doda**

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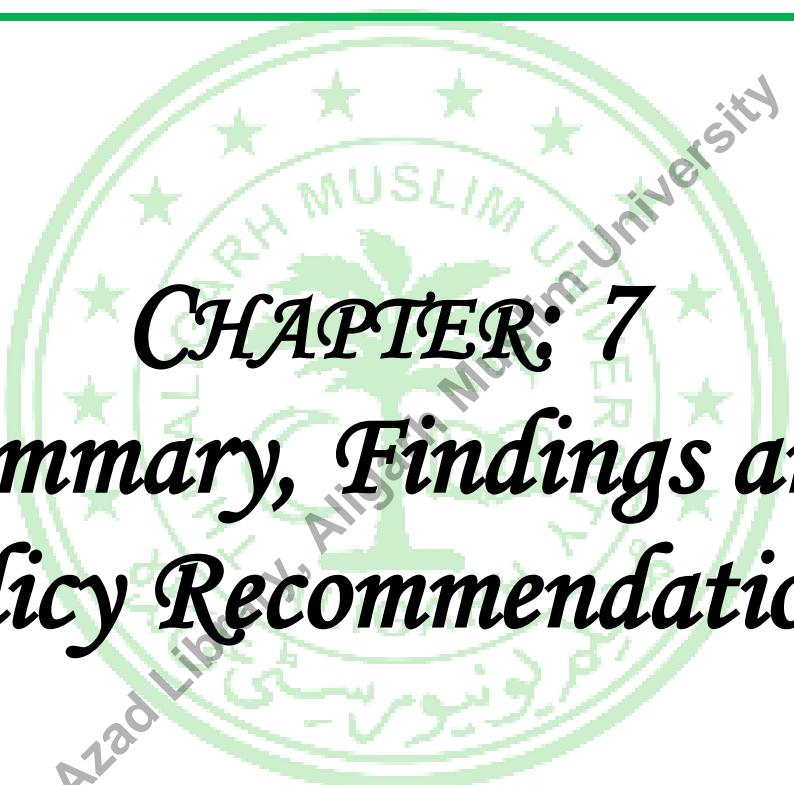
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CHAPTER 7

Summary, Findings and Policy Recommendations

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CHAPTER - 7

SUMMARY, FINDINGS AND POLICY RECOMMENDATIONS

Poverty, unemployment, gender equality, women empowerment are some major issues of every developing country like India in general and rural areas in particular. In India maximum number of poor people lives in rural areas. The rural workforce continuously suffers because of uncontrolled seasonality of employment.

In continuation to the earlier wage employment scheme, MGNREGS was implemented in district Doda of Jammu and Kashmir state since 2006 to get rid of extreme poverty, unemployment by contributing 100 days of guaranteed and demand based employment to every rural household. The primary goal of MGNREGS is to supplement wage employment. Its subordinate objective is to build up the natural management through works that focus on persistent poverty like drought, soil erosion and deforestation and so as to enhance the sustainable development (Ministry Of Rural Development, 2010).

Though women empowerment is not the original intention of MGNREGS, yet it promises from the stand point of women's empowerment as well. For example (i) at least 33 percent of the workers shall be the women (Schedule II, Para 6, NREGS), Wages shall be equal for both men and women (Schedule II, 28), provisions like work within the ambit of 5 kilometers from the residence, flexibility interms of choosing period and months of employment have been exclusively for women workers. Further through accepting a single person as a "household" the Act makes it feasible for widows and other single person to acquire the work(Datta & Singh, 2012). The objective behind these provisions is to assure the empowerment of women.

A comprehensive study has been done on the literature related to MGNREGS. More than hundred research papers were reviewed in order to provide the base for the whole research work. It was found that in Jammu and Kashmir, MGNREGA was first implemented in Poonch, Kupwara and Doda which were considered as the most backward districts of the country in the year 2006, and later in 2008 - 09 it was extended to the whole state of Jammu and Kashmir. The objective of MGNREGS is to increase the rural peoples' livelihood security by making available 100 days of wage employment in a year to those rural adult members who voluntarily to do the

unskilled manual work. The main aim of the Act is to produce durable assets and to make strong the livelihood resource base of the rural masses. The Act suggested that the permissible works under it addresses the causes of chronic poverty like deforestation, drought and soil erosion.

Certain research gaps were found after conducting the review of literature. The most important gaps found were that very few empirical based study on empowerment was found in Jammu and Kashmir. Further, no evidence of perception based study was found in District Doda that too specifically on women.

After conducting review on MGNREGA, it was found that MGNREGA workers face both positive impacts as well as they face certain issues related to the proper implementation of MGNREGA. It is concluded that the performance of MGNREGA is different in various states of India. For example in U.P, West Bengal, Bihar, Jharkhand, Rajasthan, Himachal Pradesh and Telangana various factors were held responsible for the low participation of women. These factors are exclusion of single women, divorced women and old women in work places (Pankaj & Tanka 2010), social cultural norms that goes against women's wage work (Social taboos), delays in wage payment, inadequate worksite facilities, low wages, unawareness, illegal presence of contractors at the worksite, hard labour like digging of well and absence of Aaya (female worker facility at the worksite is neglected which had discouraged participation of those women worker who have children below six year of age at worksite). In Jammu and Kashmir, it was observed in 2008- 09 that a large gap exists among those who demanded employment and those who provided employment. For example only 50 percent of job card holders were provided employment (Bhat & Wani (2015). In Telangana, 80 percent of respondents were of the opinion that work was not provided on demand in the financial year 2013-14(Ravinder 2015). In Orissa, women were paid less wages than their male counterpart. In U.P. district of Faizabad, 99 per cent did not work under MGNREGA because of non-cooperation from family members. 38 per cent were unable to get 100 days of employment. 7 per cent were not registered and 44 per cent were not having job card with their name (Tiwari & Upadhyay (2012). In Rajasthan and Himachal Pradesh, it was observed that women's leisure time had reduced due to MGNNREGA work. Women having young and lactating women confronted emotional and physical strain as they remain away from

their children during work time. Some adolescent girls have left their studies to avail the job opportunity under MGNREGA (Rukmini & Ashok, 2010).

Besides having certain issues, there are several positive impacts of MGNREGA which women beneficiaries confronted after coming in to MGNREGA work. For example, after switching from cash to bank payments of wages in October 2008, the scheme has been approved by the government of India as the world's largest financial inclusion scheme. The financial inclusion had lead to substantial check against the robbing of NREGA wages. In Tamil Nadu, Andhra Pradesh, Kerela and Karnataka, the implementation of MGNREGA was better as compared to north Indian states. For example in Tamil Nadu, the participation rate of women was highest i.e. 75 per cent in the financial year 2012 -13. This participation rate was even higher than the national level rate of 53 per cent. Moreover, MGNREGA wages was higher than the wage rate of agricultural labour in the state of Tamil Nadu in 2012 -13. Women are the real gainers of MGNREGA in Tamil Nadu. In the initial year of its implementation, there were around 80 per cent of women workers in it and 41 percent revealed it as a source of income. In short it was an “employment opportunity” for them (Narayan, 2008). In Karnataka rural poverty had come down from 37.5 per cent in 2004-05 to 24.5 per cent in 2009-10. Moreover the demand for MGNREGA work was enhanced due to drought condition in Karnataka in the year 2009 -10. In Ernakulam district of Kerala MGNREGA has empowered women economically, socially and politically. In Kerela, 91 percent of women respondents revealed the enhancement of women empowerment after coming into MGNREGA work (Dreze & Khera 2009). By comparing two year periods of study i.e. 2011-12 and 2006-07 in Dhar district of Madhya Pradesh, it was observed that the employment had doubled due to MGNREGA. Further, it was observed that an addition in expenditure on food, clothes, health products and education has occurred due to the work in MGNREGA (Shasidhar,2017). In Cuttack district of Odisha, 70 percent of women respondents spent MGNREGA wages on food and consumer good and 44 per cent spent their MGNREGA wages on children’s education (Sahoo, 2014).

District Doda was selected for the study as in this district; the MGNREGS was implemented in Ist phase since 2006. At that time district Doda was considered among the 200 most backward districts of the country. District Doda lies in east side of Jammu and Kashmir state. Most of the population of district Doda lives in rural areas.

It is evident from the study that agriculture is the main occupation of the rural population. In urban area of the district, the agricultural activity is negligible. The main agricultural products which were produced are wheat, pulses and paddy. Major source of irrigation is canals. The rearing of livestock is also the major activity in the economic profile of the district. District has large cover area of forests of which district ranks second in the J&K state. Female labour force is high and is half of the male labour force in the district. The deficiencies are evident in terms of insufficient infrastructure like transport and communication, banking, irrigation and education. In terms of education the district ranks 15th in terms of female literacy rate in the state. The illiteracy is much more severe among rural females than rural males. The industrial backwardness had lead to further the problem of backwardness of the district. The structure of the economy evidently stipulates the absence of diversification of income and employment. Due to single cropping agriculture the given average employment is only for six months in a year. Further around 90 percent of the district population has provide livelihood support through agriculture. This depicts the insecurity in both income and employment. Therefore the Scheme like MGNREGS has become privilege for the people particularly for the rural women.

In the fourth chapter various economic , social and political indicators have been used in order to measure the impact of MGNREGS on women empowerment. The various economic indicators like increase in employment opportunity, increase in income and expenditure, improvement in living standard and satisfaction, increase in savings and investment activities, equal wage rate for men and women, repayment of family debt and more financial inclusion have been used. It was found that around 70 per cent respondents agree that employment opportunity increased due to MGNREGA. 10 per cent disagree that there is no increase in income and expenditure after earning from MGNREGA. 38 per cent remains neutral about the improvement in living standard and satisfaction. 27 per cent agree about increase in savings and investment activities after earning from MGNREGA. 47 per cent agree that equal wages have been provided to them under MGNREGA. Only 19 percent agree that they are able to repay the family debt. Around 85 percent have MGNREGA bank account and have more financial inclusion after MGNREGA.

Various social indicators like improvement in enrolment ratio, improved health care, improvement in self esteem, improvement in social status, increase in social

interaction, improved control rights of women in earning, increased role in household decision making and enhancement of choices and capability have been used. It was found that 21.9 per cent agree that MGNREGS wages lead to the improvement in enrollment ratio. 15 per cent respondents agree that they took medicine from MGNREGA wages. 51 per cent remains neutral upon asking that whether MGNREGA work had improved their self esteem and confidence. 66 per cent remains neutral in terms of improvement in social status. 47.2 per cent agree that due to MGNREGA social interaction has increased. 76.1 per cent agree that there is an improvement in control rights of women in earning. Around 52 per cent agree that after coming into MGNREGA, their role in household decision making process has increased.

Various political indicators like increase in political awareness, interaction with officials, participation in meetings of gram sabha and participation in decision making have been used. It was found out that only 13.9 per cent agree that due to MGNREGA political awareness has increased. 16 per cent disagree that they don't interact with their representative due to poor implementation of MGNREGA. 28 per cent agree that they have participated in meetings of gram sabha and 25 per cent agree that they participated in the decision making process of gram sabha.

From composite empowerment index it is concluded that there are some positive impacts of MGNREGA on women in district Doda. It minimizes the exploitative phenomena like gender discrimination because equal wages are paid to both male and female workers. For example, above 85 per cent women respondents agree that equal wage rate for both male and female have been provided to them. A well known feature of rural women in district Doda is that most of the women does unpaid work at home. MGNREGS become an opportunity for them and so that they came out of their homes and does paid work. It is through MGNREGS that their income and employment opportunity has been increased. Only 10 per cent of respondents disagree that employment and income have not increased due to MGNREGS. The purchasing power of women has increased due to MGNREGS. MGNREGS has fulfilled the basic needs of rural women. Thus MGNREGS break the vicious circle of deprivation among rural women. It is through MGNREGS wages, women also contribute some money in the family. They have full control over their earnings. They have accounts in banks which lead to greater transparency in distributing wages. Above 80 per cent

of women respondents have MGNREGA bank account. The women respondents of block Jackyas, Bhalessa and Gundna have been economically more empowered than other blocks like block Daliudhyanpur, Assar and Chiralla because the highest difference of index value between beneficiaries and non beneficiaries of MGNREGA was found in block Gundna (0.152) followed by block Bhalessa (0.135) and block Jackyas (0.1). Though the index value of all beneficiaries of MGNREGS in block Daliudhyanpur, Assar and Chiralla are higher than the index value of non beneficiaries of MGNREGS in these blocks but it is found that the difference between beneficiaries and non beneficiaries of block Daliudhyanpur, Assar and Chiralla is lower i.e. 0.076, 0.017 and 0.078 respectively as compared to block Jackyas, Gundna and Bhalessa. It is because of the reason that women from block Jackyas, Bhalessa and Gundna are participating more under the programme than the women of other blocks.

MGNREGS has benefitted rural women not only from economic front but it has benefitted women from social and political fronts also. From the social empowerment index, the positive impact of MGNREGAS is visible in all the blocks because the index value of all the beneficiaries is higher than the index value of all non beneficiaries of MGNREGA. Furthermore, the index value of the beneficiaries in district Doda was found to be 0.542, which is higher than the index value of non-beneficiaries (0.462) of MGNREGS. That means women beneficiaries have become socially empowered. From the political empowerment index, it is found out that beneficiaries in all the blocks are getting the positive impact of MGNREGA because the index value of MGNREGA beneficiaries in all the blocks are higher than the index value of non- beneficiaries . Furthermore, the index value of the beneficiaries in whole district Doda was found to be 0.410, which is higher than the index value of non-beneficiaries (0.356) of MGNREGA. That means women beneficiaries have also become politically empowered. Above 20 per cent respondents agree that their political awareness has increased and around 30 per cent participate in meetings of village panchayat and Gram sabha. In short due to MGNREGS ,women unitedly affirmed that it has increased their living standard by supporting them to initiate more livelihood options from their surroundings by making work accessible to every adult rural people, preferably women and aged, with in the ambit of 5 kilometers radius..

From fifth chapter, it was found that most of the women respondents are from Muslim population. It was around 63.05 per cent of Muslim women respondents and only 36.95 per cent of Hindu women respondents. In terms of marital status, 86.38 per cent of women respondents are married and only 13.16 per cent of women respondents are unmarried. In all the sampled blocks of district Doda number of BPL (below poverty line) respondents are more than APL (above poverty line) respondents. It was found out that due to land property, cultivation remains one of the major source of income. 78.98 percent of respondents possess land property and only 21.11 percent of respondents do not possess any land. Maximum number of women respondents are from the R.B.A (Resident of Backward Area) category. Moreover 44.72 per cent of women respondents are from the family size of 5 to 10 members. Education, one of the important factor of personal development of individual. It was observed that 71.38 per cent of respondents were illiterate. Most of the illiterate women are from block Bhalessa (81.76 per cent) followed by block Chiralla (80 per cent).

Further the fifth chapter helps in finding the factors that affect the women participation under MGNREGS in the study area that is district Doda. The whole analysis is done through logit model which helps to find out the factors that either encourages or discourages women to take part in MGNREGS. In personal factors, the variables like Monthly Income, Family size, Land and Occupation reject the null hypothesis and are statistically significant at 1 per cent level of significance. The variable marital status is significant at 5 per cent level of significance. In the interactive effect of two variables, It was found out those SC (Schedule Castes) women respondents who are under BPL category are positively influencing the women participation under MGNREGS and are highly statistically significant at 1 per cent level of significance and those literate who have monthly income less 5000 per month are also participating under MGNREGS in order to fulfil their needs.

Under facilitating factors various variables which influence women participation under MGNREGS have been used. These variables are Minimum wages, Mode of payment, Timely wages, Worksite facilities, Work taken up on their own land, Timely employment, Assets created which are beneficial, Self esteem, Support from family, Group work and Equal wages. It is around 81.66 per cent of respondents who responded that it is due to the assets which have been created under MGNREGS are

promoting them to take part in MGNREGS and 73.33 per cent responded that due to the work that is taken up on their own land is the factor which facilitate them to take part in MGNREGS. 55.55 per cent respondents responded that bank payment also facilitate them to take part in MGNREGS. The variable like Equal wages and Work taken up on their own land and Support from family are statistically significant at 1 per cent level of significance. The variable like Assets created which are beneficial are statistically significant at 5 per cent level of significance and Minimum Wages are statistically significant at 10 per cent level of significance.

In hindering factors several variables like Delayed payment, Group arrangement, Harassment at worksite, Health problems, Household work load, Lower than market wages, Own agricultural works, Harsh winter and Untimely employment have been used. Around 62.22 per cent of respondents responded that delayed payment under MGNREGA become one of the hindering factor which restrain women participation under it. 68.61 per cent responded that due to lower wages under MGNREGS that they are not participating under it. Moreover, it is around 63.33 per cent respondents who responded that due to household work load, they are not able to take part in work under MGNREGA. 66.66 and 42.22 per cent respondents responded that own agriculture work and harsh winter also become one of the important hindering factors, which hinder their participation. Among several hindering variables, Delayed payment, Health problems, Household work load, Lower than market wages, Own agricultural works and Harsh winter are statistically significant at 1 per cent level of significance. The variable like Group arrangement, Harassment at worksite, and Untimely employment are positively related to the participation of women under MGNREGA and are statistically insignificant.

From sixth chapter it was concluded that the overall implementation of MGNREGS is not good. The works are not physically authenticated by the field investigator. All the respondents are not given work within 15 days as per rules and norms under MGNREGS. Only 30 per cent respondents fulfill their basic needs through MGNREGS wages. Payments of wages are delayed. There is not even the awareness among respondents about unemployment allowance. No employment allowance is provided to the respondents. Worksit facilities are not given to the respondents. Around 50 percent of sample respondents get their job cards after 30 days from the date of registration. Though all workers have banking inclusion but they face certain

problems in withdrawing cash because of over crowdedness in the banks. More over having banks at a distant place, they feel unsecure in withdrawing cash and it does not become possible for them to withdraw cash frequently as per their needs. MGNREGS effect on migration is very less. It is visible only in one block i.e. in block Chiralla where 10 percent of respondents migrate in search of job after the implementation of MGNREGS which was 16.6 per cent before its implementation. Thus the reduction in migration is 6 per cent in block Chiralla .But in other blocks of district Doda , there is no reduction in migration because even after the implementation of MGNREGS, there is an upward trend of migration.

7.2 Major Findings

The major factors which influence women respondents to take part under MGNREGS are divided into three category. These categories are :

- **Personal Factors:** Among personal factors like large family size, households having monthly income less than 5000, illiterate, marriage, housewives are positively related to participation under MGNREGA. It is also found out that high age, households having land, ST and religion have negatively related to participation under MGNREGS. Moreover it is found out that those SC households who come under BPL category and literate having monthly income less than 5000 are actively participating under MGNREGA.
- **Facilitating factors :** Among facilitating factors like Assets created which are beneficial, Equal wages between men and women, Minimum wages, Mode of payment, Support from family members are positively related to women participation under MGNREGA in District Doda.
- **Hindering Factors:** Hindering factors like Delayed payments, Health problems, Own agricultural works and Household workload have become obstacle in taking decision to take part under MGNREGA.
- Those women who are working under MGNREGA are among those households who do not possess land.
- In order to know the impact of MGNREGA on women empowerment, we have constructed Composite Women Empowerment Index which includes Economic, Social and Political index of different blocks among beneficiaries and non beneficiaries in district Doda. It is found out that women have become

economically ,socially and politically empowered due to MGNREGA because the value of all the three empowerment index of women beneficiaries are greater than non beneficiaries in District Doda.

- The value of composite women empowerment index is highest for Gundna 0.573 in case of beneficiaries and 0.468 in case of non beneficiaries followed by block Bhalessa 0.629 in case of beneficiaries and 0.547 in case of non beneficiaries. The lowest composite women empowerment index is found to be in Daliudyanpur (0.047).The value is 0.439 in case of beneficiaries and 0.392 in case of non beneficiaries. Thus the impact of MGNREGS is less visible in block Daliudyanpur as compared to blocks Gundna and Bhalessa. It further means that MGNREGA have not been implemented properly in block Daliudyanpur and Assar as compared to Gundna and Bhalessa.
- When a comparison is made between overall economic, social and political empowerment index. It is found out that women have become more economically empowered due to MGNREGA rather than social and political empowerment, because the value of economic empowerment (i.e 0.093) is found to be higher than social (i.e 0.08)and political (i.e 0.054) empowerment.
- From focus group discussion, it is found out that women in hilly areas are less participating under MGNREGS because of very harsh climatic condition which remains cold during winter seasons.
- The results on the sources of information about the MGNREGS indicates that the Village Level Worker (VLW) had played a key role in generating awareness about MGNREGS //which is followed by Panchayats and friends and relatives respectively. Media and N.G.O had negligible role in creating any kind of information about the Scheme in district Doda.
- More respondents reported that in order to fulfill the basic needs of daily lives that compel them to work under MGNREGS. And 40 per cent reported that work easily available near the door step is the main reason of working under MGNREGS.
- It is found out that women beneficiaries have very less information about various provisions of MGNREGA. About 77.78 per cent of women workers did not know about the minimum wages. 87.78 per cent of women workers did not know about the unemployment allowance and 73.34 per cent of women

workers did not know about the provision of worksite facilities. These respondents claim that Government did not provide any comprehensive programme related to information on such provisions of MGNREGS.

- The results on the distribution of job card revealed that some blocks like Bhalessa, Daliudhyapur and chiralla failed in distributing job card to every women respondents. Furthermore as for as the time gap between registration and job card is concerned only 50 per cent of women beneficiaries were provided job card within the stipulated time period of 15 days.
- The results on the distribution of work among women beneficiaries households reveals that 68.3 per cent respondents were provided late employment in district Doda and the time taken by Panchayat is more than two weeks .Only 10 per cent were given unemployment allowance. All the respondents work within the 5 kms radius from their residence and almost all the worksite facilities were denied to them.
- It is found out that women are involved in land development work followed by road connectivity under MGNREGS in district Doda.
- It is found that MGNREGS has provided financial inclusion and minimum wages of Rs. 179 per day are given without any gender discrimination. These wages are provided through the mode of banking facility. But the important issue is that 90 per cent claim that they have given late payments. Focus group discussion reveals that because of late measurement of work is also one of the reasons of late wage payments. Though MGNREGS provided banking inclusion in district Doda, but the respondents claimed that they faced several problems in withdrawing cash from the banks because banking facilities are available at distant places.
- MGNREGA have curbed the migration of 6 percent in Chiralla block. In other blocks migration takes place even after the implementation of MGNREGS. There fore MGNREGS do not curb the migration in other blocks of district Doda except in one block i.e Chiralla block.

Table 7.1: Summary of Hypotheses testing:

S. No.	Null Hypotheses	Alternate Hypotheses	Accept/Reject
1	Sub Hypotheses of personal factors		
1(a)	HO: There is no significant impact of women's age on the participation in MGNREGS	H1: Otherwise	Accept
1(b)	HO: There is no significant impact of households' monthly income on the participation in MGNREGS	H1: Otherwise	Reject
1(c)	HO: There is no significant impact of ST on the participation in MGNREGS	H1: Otherwise	Accept
1(d)	HO: There is no significant impact of women's education on the participation in MGNREGS	H1: Otherwise	Accept
1(e)	HO: There is no significant impact of family size on the participation in MGNREGS	H1: Otherwise	Reject
1(f)	HO: There is no significant impact of land on the participation in MGNREGS.	H1: Otherwise	Reject
1(g)	HO: There is no significant impact of women's marital status on the participation in MGNREGS	H1: Otherwise	Reject
1(h)	HO: There is no significant impact of women's occupation on the participation in MGNREGS	H1: Otherwise	Reject
1(i)	HO: There is no significant impact of religion on the participation in MGNREGS	H1: Otherwise	Accept

2	Sub Hypotheses of facilitating factors		
2(a)	HO: There is no significant impact of assets created which are beneficial on the participation in MGNREGS	H1: Otherwise	Reject
2(b)	HO: There is no significant impact of equal wages on the participation in MGNREGS	H1: Otherwise	Reject
2(c)	HO: There is no significant impact of group work on the participation in MGNREGS	H1: Otherwise	Accept
2(d)	HO: There is no significant impact of minimum wages on the participation in MGNREGS.	H1: Otherwise	Reject
2(e)	HO: There is no significant impact of mode of payment on the participation in MGNREGS	H1: Otherwise	Accept
2(f)	HO: There is no significant impact of self esteem on the participation in MGNREGS	H1: Otherwise	Accept
2(g)	HO: There is no significant impact of support from family on the participation in MGNREGS.	H1: Otherwise	Reject
2(h)	HO: There is no significant impact of timely employment on the participation in MGNREGS.	H1: Otherwise	Accept
2(i)	HO: There is no significant impact of timely wages on the participation in MGNREGS.	H1: Otherwise	Accept
2(j)	HO: There is no significant impact of work taken up on their own land on the participation in MGNREGS.	H1: Otherwise	Reject

2(k)	HO: There is no significant impact of worksite facilities on the participation in MGNREGS.	H1: Otherwise	Accept
3	Sub Hypotheses of hindering factors		
3(a)	HO: There is no significant impact of delayed payment on the participation in MGNREGS.	H1: Otherwise	Reject
3(b)	HO: There is no significant impact of group arrangement on the participation in MGNREGS	H1: Otherwise	Accept
3(c)	HO: There is no significant impact of harassment at worksite on the participation in MGNREGS.	H1: Otherwise	Accept
3(d)	HO: There is no significant impact of women's health problems on the participation in MGNREGS	H1: Otherwise	Reject
3(e)	HO: There is no significant impact of women's household workload on the participation in MGNREGS	H1: Otherwise	Reject
3(f)	HO: There is no significant impact of lower than market wages on the participation in MGNREGS.	H1: Otherwise	Reject
3(g)	HO: There is no significant impact of women's own agriculture works on the participation in MGNREGS	H1: Otherwise	Reject
3(h)	HO: There is no significant impact of harsh winter on the participation in MGNREGS.	H1: Otherwise	Reject
3(i)	HO: There is no significant impact of untimely employment on the participation in MGNREGS.	H1: Otherwise	Accept

4.	HO: There is no significant difference between beneficiaries and non beneficiaries of MGNREGS on the basis of economic empowerment in district Doda.	H1: Otherwise	Reject
5.	HO: There is no significant difference between beneficiaries and non beneficiaries of MGNREGS on the basis of social empowerment in district Doda.	H1: Otherwise	Reject
6.	HO: There is no significant difference between beneficiaries and non beneficiaries of MGNREGS on the basis of political empowerment in district Doda.	H1: Otherwise	Reject

Source: Prepared by Research Scholar.

7.3 Policy Recommendations / Suggestions

- Most of the women workers are not aware about some provisions of the programme. Women are not aware about the minimum wages, unemployment allowance, grievance redressal mechanism etc. Most of the women respondents did not know about the mechanism of job application. They are not even aware the need of application to get work under it. An awareness play an important role in a right based employment and lacks of that, the basic features of this scheme gets dysfunctional. Hence a small part of MGNREGS budget can be allocated to awareness drive so that people become aware about their right to work. Therefore there is a need of awareness programmes, which in turn motivate and encourage the women workers to participate in its planning and implementation.
- During field study, it was declared that the wage payments are not given to the workers on time. Most of the women respondents stated that they have to wait for MGNREGS wages for several months. It becomes very difficult for the daily wage earners to wait for wages because their basic requirements depend

only on it. They lost interest in MGNREGS works due to this reason It is therefore recommended to ensure the release of timely payment of wages by the government.

- The study found out that average employment given under the Programme is below 60 days per household during a year. Very few households cope to perform 100 days of employment under the programme. This indicated that there is a large unmet demand of work. So it is suggested to fulfill the employment demand under the Programme.
- For the successful implementation of the Scheme, Gram Sabha play an important role because 50 per cent of work is executed through this body. They require special trainings so that they can function properly for the effective implementation of the Scheme. It is therefore suggested that special training programmes should be conducted in the village Panchayats so that these functionaries get real training for the proper execution of the works.
- During field visit, the implementing body expressed that there is severe scarcity of staff because the present staff which deals with MGNREGS works is overburdened. Further they stated that besides MGNREGS works, they have to perform other works like election duty etc. Hence it is recommended that additional staff should be allocated which perform NGREGS works only.
- In order to curb the fund leakages, the Government should provide new biometrics card and supporting IT systems that should cover the whole MGNREGA process beginning from registration up to the payment of wages. This will be helpful in providing timely payments.
- There should be a women centric group in district Doda, which will pay attention on the issues and problems of women faced under MGNREGA just like Kudumbashree in Kerela. MGNREGA should have link with Kudumbashree that will sought to reduce absolute poverty among women.
- Government should made provision of 200 days of work for those who are living under below poverty line category .

- Government should increase the MGNREGA minimum wages for those workers who work in hilly areas.
- Government should link the MGNREGA with other social welfare programmes such as rural health mission, literacy programme, Anganwadi scheme which will ensure basic human entitlements to the workers.
- In general, every year a best performing block should be awarded and honoured and in particular women workers who completed 100 days of work should also be awarded which in turn makes them to perform better under the scheme.
- Hard manual work should be replaced by machines .Hence government should allow the use of machines in some cases, which in turn make MGNREGA a powerful instrument for inclusive growth in rural India by making its impact on social protection and livelihood security.
- Most of the women workers have banks at a very distant place. Some workers have bank at a distance of 40 km away from their residence. Having frequent withdrawals of cash have become very difficult for the women workers. Hence nearby banking facility should be the need of hour. Government should provide the banking facilities in every block.
- Special programme should be held for women representatives of Gram Panchayats which should focus the importance of empowerment and their rights and duties for the society as a whole.
- It is found that no worksite facilities are provided to the women workers. In order to encourage participation all worksite facilities like first aid, drinking water and rest shade should be given.
- Women friendly work like vegetable and fruit cultivation should be taken under the programme and preference should be given to aged women.
- Social infrastructure should be constructed which fulfill the social needs of women i.e. building of health centers.

- It is recommended that the MGNREGA should also be extended to skilled and semi skilled work like handicrafts and weaving.
- Government should disburse MGNREGA with other departments so that women workers feel easy to work because women hardly could do hard labour under MGNREGA. The other departments like animal husbandry should be linked where women should be promoted for rearing of livestock.

7.4 Future Scope of the Study: There is a requirement to carry out more research studies thoroughly in analyzing the impact of MGNREGS on all section of population because this research work is confined to women population only.

Further, there is a need to evaluate the performance of MGNREGS in other districts of Jammu and Kashmir which may help to adopt the proper policies to implement the scheme successfully in the state.

There is a need to study the implementation of MGNREGS in achieving the goal of sustainable growth.