

CHAPTER - IX

CHAPTER-IX

SUMMARY AND CONCLUSION

“Empowerment of rural women has emerged as an unintended consequence of NREGS. Women have benefited more as workers than as a community.”

Government has made series of interventions in the past for reduction of rural poverty one such intervention is provision of wage employment for the poor through NREGA. Several wage employment programmes like NREP (1980), RLEGP (1983), JRY (1988), EAS (1993), JGSY (1999) have been in operation in the past for rural poor.

NREGA recently renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is one of the Largest – rights based social protection initiatives in the world. NREGA, having launched on February 2nd 2006, covers all the 614 districts across the country. A total of 200 districts have been covered under the programme in the first phase implemented on February 2,2006 and the same was extended to 130 additional districts in 2007-08. In the third and final phase the programme got implemented in the rest of 274 districts. It is the first ever law internationally, that guarantee wage employment at an unprecedented scale, The programme has also initiated the world’s largest financial inclusion measure for providing poor people access to the formal banking system. NREGA is different from the earlier government employment scheme since it treats employment as a right and is intended to be demand driven.

The national Rural employment scheme (NREGS) is an important strategy in the current economic context of Global economic crisis and national economic slowdown, where raising aggregate demand is a major task for the Government. Fiscal policy that provides more wage income directly to unskilled workers in the rural areas is likely to be much more effective in increasing aggregate income than other forms of public spending.

The primary objective of the act is augmenting wage employment keeping in view the choice of works suggested in the Act addresses causes of chronic poverty like

drought deforestation and soil erosion so that the process of employment generation is maintained on a sustainable basis.

NREGA essentially guarantees employment for the unemployed in rural areas for 100days in a year through work such as building roads, improving water supply and works that are conducive to improve the village infrastructure. The Act emphasized on issues like equality of wages for men and women, elimination of work contracting / middle man, payment of wages only though banks and post office accounts to check corruption, creating transparency in workers muster rolls etc. Any person in respective of his socio economic status can ask for employment (either in writing or verbally) with the Gram Panchayat. The act guarantees that if work is not provided with in a 15 days time frame (including the eligibility verification and issuing of the job cards) then the applicant is eligible for unemployment allowance. Work to be done is being decided by the Gram Panchayat. Importance is attached to unskilled manual labour focusing on building roads and other public village infrastructural facilities water conservation land development, afforestation and drought proofing. All adults in a household are eligible to work. If the work site is not with in 5 kilometers from the applicant's residence then the applicant is eligible for an additional 10% of the wage.

NREGA creates a social safety net for the vulnerable by providing a fall back employment source, when other employment alternatives are scarce or inadequate. It adds a dimension of equality to the process of growth. It creates a right based framework for wage employment programmes by conferring legal entitlements and the right to demand employment upon the workers and makes the government accountable for providing employment in a time bound manner. There by, it would protect rural households from poverty and hunger and enable them to cross the poverty line second it would lead to reduction of rural urban migration. Third guaranteed employment would be a major source of empowerment of women by giving them some economic independence. Fourth, NREGA would provide opportunity to create useful assets in rural areas. There is scope for labour intensive public works in the field of environmental protection watershed development, land regeneration, prevention of soil erosion, restoration of tanks protection of forest etc.

Realising the importance of MGNREGA, the present study has been undertaken primarily to estimate the working of the NREGS programme in Sambalpur district in particular and the State in general. Apart from that it also tries to investigate the working of the programme among the women of the district and the state. The study tries to find out the impact of NREGS programme into the nature of access of women to economy, knowledge and in the political and social sphere.

The first Chapter, "Introduction", highlights the concept of women empowerment and how much it is essential for achieving the inclusive growth and development of a nation like India. It talks about some barriers of women empowerment and for achieving women empowerment by breaking up the barriers and to face the challenges how the MGNREGA works as an overwhelming weapon.

In this chapter, it explained the need for the study by highlighting the importance of the NREGA programme and genesis of NREGA. Thereafter it describes the various NREGA goals and salient features of the NREGA. It also talks about the mechanism of the NREGA implementation and highlights of NREGA. Finally it explained the women through MGNREGA, where it discussed about the various impacts of MGNREGA on women like, increasing income, consumption smoothing, lower indebtedness, enriching literacy, improved healthcare, poverty neutralization, community level effects and intra-household effects. Lastly, it highlights the objective and outline of the study.

Chapter-II of the study, "Review of Literature", has been enriched with a number of insights and views given by a number of researchers into this overwhelming topic. Broadly, the review of literatures has been categorized into three aspects, such as, 1) Empowerment of Women, 2) Process of Implementation of NREGA and 3) MGNREGA and Women Empowerment.

Under the 'Empowerment of Women' aspect, Evelin Husthas, Upasanamahanta and Samrat Sinha, Prabhat Dutta, Dr. Snehalata Panda, Swetra Mishra, etc. had given their views regarding the empowerment of women.

The views underlined in the 'Process of Implementation of MNREGA' are, G.B Pant, Jayati Ghosh and C.P. Chandrasekhar, Nikhil Dey, Latha Anantharaman, Justice

K.G. Balakrishnan, R. jhaetal, Himansu, Jean Dreze and Christian Oldiges, SudhaVenuMenan, BimalJalan, DithhiBhattacharya, TanushreeSood, N. Bhaskara Rao, Pamela Philipose, KiranBhatt, Amir Ullah Khan and M.R. Saluja, LalitMathur, L.C. Nagraj, Sunetra Ghosh, B. Johnson Lyndon, V.V. Krishnan, AtanuDey, Chandra, Vikram, ParshuramRai, SubodhGhildiyal, Ashim Roy, Dr. N.C. Nayak, Dr. B. Behera and Dr. P. Mishra, Mathur, etc. Apart from that various studies and reports prepared and observed by various organisations also gave their views about the process of implementation of MNREGA.

Finally, under the 'MGNREGA and Women Empowerment', Ramesh Gudenti, Dr. T. Krishna Kumar, D. Chandra Bhaskar Rao, P. Sainath, T.K. Rajalakshmi, Amrita Chatterjee, Vinita Arora, Prof. L.R. Kulshreshtha, Prof. V. Upadhyay, Ambasta, Jandu, Kelkar, Dasgupta and Sudarshan, Kanan, Jain, Jacob, Roy and Mehta, Buzz, Rai, Shah and Pramathesh, etc. expressed their views regarding the MGNREGA and women empowerment and also highlighted its scope and functions.

The third Chapter "Database and Methodology", presented the analysis of data on the implementation of NREGA in the study area particularly for women. The analysis has been carried out in three phases, i.e., the State as a whole, the District under study and the study of villages. The study is based on secondary source of data for the State and District level and primary data through survey methods for village level data. The primary data have been collected through questionnaire method from selected villages and the secondary data are collected from different government publications and NREGA websites.

The present chapter comprises of the methodology of selection of Districts and villages, techniques for analysis, which includes the Regression analysis used to estimate growth. In this regard models like, linear, semi-linear, semi-log, multiple regression, dummy variable semi-log models are used to analyse the time series data on structural change in the development of different sectors of the economy in general and agricultural development in particular. Apart from that, for analysing the household behaviour, variance, logit and probit models has been utilized. It also highlights the two fold purpose of Anova.

Chapter-IV "Development Profile of Odisha Economy", highlighted the changing structure of the State's economy. It talks about the structure of Odisha economy, which has been analysed through sectoral composition and growth rates of GSDP and NSDP of Odisha which comprises the whole period 1980-81 to 2012-13. By analysing the sectoral composition of GSDP in Odisha, it can be find out that, in Odisha, the share of agriculture in Gross State Domestic Product (GSDP) has declined significantly during the last two decades. This decline was mainly due to significant increase in the share of service sector. The estimation of the composition of GSDP highlights that, in the overall years the percentage share of Primary sector GSDP is higher in comparison to Secondary & service sector. But the percentage share is gradually declined for primary sector and it's gradually increased in secondary and service sectors during the years under considerations. Similarly, in case of NSDP it is found that, the percentage share of primary sector in NSDP has a decreasing trend over the years. In case of secondary sector it has an increasing trend in the initial phase, while during the last phase it shows a drastic declining trend. However, the service sector witnessed a somehow constant trend in the initial phase, thereafter it shows a slight declining tendency in the middle phase and in the last phase it also gives a fluctuating trend by increasing and again declining. In the analysis of percentage growth rate of GSDP and NSDP, it is observed that growth rates of GSDP for all sectors are found higher than that of corresponding sectors for NSDP excepting in case of Tertiary and Services sectors. To examine and analyse the location of growth to specific time period and factor, an attempt has been made to conduct a period-wise analysis using a dummy variable model. The time span is divided into three periods' viz., Preglobalisation period, 1st phase post-globalisation and 2nd Phase Post-globalisation period. The growth profile in Odisha has been undertaken for different sectors by using the Dummy Variable regression analysis. The estimation shows that, there is a positive growth coefficients for all the overall GSDP and all the four sectors during the 1st period (1980-81 to 1989-90). However, one noticed highest growth coefficient in case of secondary, followed by tertiary and fin&services and very low positive coefficient in case of primary. All the coefficients are found statistically significant. It is noticed that during the 2nd period there is a tendency of acceleration immediately after onset of globalization in overall GSDP as well as sectorally in case of primary and fin&services.

However, one noticed a tendency of significant deceleration in case of secondary sector and a tendency of stagnation in tertiary sector. The third period however, witnessed revival with positive increments in case of GSDP as well as all the sectors excepting secondary sector. The coefficients are found positive and statistically significant. However, the tendency of deceleration in secondary sector is found statistically not significant indicating a tendency of stagnation. Similarly, in case of NSDP it is found that, there is a positive growth coefficient for all the overall NSDP and all the four sectors during the 1st period like in case of GSDP. Here too, one noticed highest growth coefficient in case of secondary, followed by tertiary and fin&services and very low positive coefficient in case of primary. All the coefficients are found statistically significant. It is noticed that during the 2nd period there is a tendency of acceleration immediately after onset of globalization in overall NSDP as well as sectorally in case of primary and fin&services. However, one noticed a tendency of deceleration in case of secondary sector, which however is statistically not significant. The positive coefficient in case of tertiary sector is also found statistically not significant. The third period however, witnessed positive and significant increments in case of NSDP as well as all the sectors excepting secondary sector. It is interesting to note that secondary sector has witnessed a tendency of deceleration.

The occupational structure of the state has been analysed by taking the census data on the working force, by rural and urban areas for inter-temporal as well as cross-sectional comparisons. It examined the composition of total workers during three census periods 1991, 2001 and 2011 and analysed the decadal variations of total workers, main workers and marginal workers in percentage among different category, i.e., male and female. However, if we compare male-female worker participation in household sector, it absorbed proportionately more female as compared to male in all census years. So, household industry is dominantly a female oriented occupation. In case of total workers and male workers, declining importance of Cultivators and those engaged in household industry over the census years, increasing importance of Agricultural labour as well as others category constituting non-agricultural labour. However, in case of female workers one finds low level of cultivators which registered a fluctuating trend, sharp rise in the category of agricultural labour and declining importance of other labour, indicating a shift of

female labour away from non-agriculture to agriculture. However, in case of Main workers and both male and female workers, declining importance of Cultivators and those engaged in household industry as well as agricultural labour over the census years, and clear increasing importance of others category constituting non-agricultural labour. It is found that, the occupational structure of female has higher proportion of agricultural labour compared to that of males. Here also one finds relatively higher importance of household industrial sector for females compared to males. In case of Marginal workers and male workers, declining importance of Cultivators and those engaged in household industry as well as agricultural labour over the census years, and clear increasing importance of others category constituting non-agricultural labour. However, in case of female workers, there is marginal increasing importance of cultivators, those engaged in household industry and other labour and clear declining importance of agricultural labour.

The distribution of operational land holding in odisha has also been analysed in this chapter. The prevalence of inequality in the distribution of land in odisha is analysed from the composition of the percentage distribution of number of holding with percentage distribution of total area operated. The distribution of cultivators has been categorised as, marginal, small, semi-medium, medium and large. It is estimated that, in marginal farmer categories, the proportionate increase in operated area is less than proportionate increase in holding. In small farmer categories the decline in holding is greater than the increase in operated area. Thus one seemingly notices declining importance of medium and large farming in Odisha and one would expect a declining in the rate of concentration in land ownership pattern in the state. We observed that the aggregate agricultural labourers and percentage of agricultural labourers in rural labour increasing overtime. It reflects that the dependence of labourer in agriculture is continuously growing. It may imply that they are not getting any alternative occupation for their livelihood. The decrease in the non-agricultural employment in rural Odisha may be attributable to dis-integration of traditional economic basis of rural life. For example, the decline of native and cottage industries and handicrafts threw artisans into the ranks of labourers.

It also discussed about the development profile of agriculture in odisha. In this section the growth profile of odisha's agriculture has been studied by using the time series data on some aggregate indices of agricultural output viz., index of NAS, index of GCA, index of Intensity of cultivation. The average agricultural index in different decades has been analysed. Apart from that the different cropping patterns, growth rate of area, yield and production of different crops has also been examined. The chapter also explained the composition and growth rates of rural labour in odisha by examining the patterns of growth of money wage in different decades and the linear and semi-linear regression of money wages of various categories of labour. It is clear from the above estimation that, only rice has shown positive growth rate of area, yield and production at different period of time. Similarly only pulses has negative growth rate of area, yield and production at different points of time. The crops which witnessed negative growth rate in area but yet positive growth rates in yield and production are cereals, foodgrains, vegetables and condiments & spices. Thus on the whole one observes that agriculture in Odisha does not represent a high growth profile for different crops including the dominant crop rice and the food-grains. Before globalization there did not exist any growth component for most of the crops. However, one noticed the stagnating character again for most crops during the 1st phase of post-globalisation. One noticed a tendency of recovery for some crops such as fibres, vegetables, condiments and sugarcane during the 2nd phase of post-globalisation.

Again, it is found that the money wage of different rural labor was increasing over the succeeding period mainly possibly as an effect of liberalization in the 80's but the declining increasing rate in the 1st phase of post-globalisation and still lower increasing rate during the 2nd phase of Post-globalisation. One finds that slope co efficient of all the categories of labor are positive and statistically significant reflecting the positive growth of wages over time (from 1980-81 to 2010-11). Similarly, in semi-log regression analysis the slope coefficients are positive and statistically significant in case of all categories of labor.

The fifth Chapter "Development Profile of Sambalpur District", represents the demographic profile of sambalpur district, composition of District Domestic Product, which gives the share of different sectors in Sambalpur and State of Odisha for two

points of time such as, 1993-94 and 2010-11. Over the period in Sambalpur there has been a decline of about 18% share for agriculture in GDDP which has been compensated by a rise in the share of industries by 10% and that of services by nearly 7%. In contrast at the State level there is decline in agriculture by 15% of which about 5% has been compensated by industries and nearly 10% by services. Thus the nature of growth of industries is at a higher level for the district compared to the State situation. The pattern is similar in case of DNDP though decline in agriculture is relatively less pronounced.

The land utilization pattern in the district has been analysed through the gross cropped area, net area sown and cropping intensity in sambalpur district. One notices cyclical fluctuations in the Net Area Sown, GCA and Intensity of cropping during the period with about 6 cycles in case of GCA and 5 cycles in case of intensity of cropping. While there is a declining trend in case of NAS one can find an increasing trend in case of GCA and intensity of cropping. There is clearly a visible rise in the %HYV area overtime, though it is more pronounced in case of use of Fertiliser per hectare. The water resource and irrigation has been examined in this chapter by evaluating the irrigated area in the district and irrigation potential created in the district. It is interesting to notice that there is no improvement in the irrigation situation of the district during the period 1997-98 to 2012-13. In this chapter the nature of and growth of agricultural production has been analysed by taking into account, the cropping pattern of sambalpur district during 1994-95 and 2012-13. It is estimated that, there has been marginal increase in the total area under rice, cereals, pulses and total food grains. But there has been decline in the area under cultivation of oil seeds, fibres, vegetables, condiments & spices and sugarcane, which are considered as cash crops. There has been increase in case of production in rice, cereals as well as total food grains, and decline in case of total oil seeds, vegetables and fibres. One noticed increase in production in case of sugarcane and condiments. However, one finds increase in the productivity of rice, cereals, and food grains, fibres, condiments & condiments, sugarcane and vegetables. In this context, the growth performance of district's agriculture has been examined by taking various indices of agricultural sector relating to area, production and productivity. In terms of major groups of crops though Rice remains the predominant crop there is limited expansion of Rice area as well as cereals area overtime. One notices negative coefficient for area in case of fibres, vegetables and condiments, and positive

coefficient in case of rice, cereals, pulses, food grains and oil. However none of the coefficients are significant excepting fibre indicating a tendency of stagnation for all crop groups.

In the sphere of productivity of different crops one notices positive coefficient in case of rice, cereals, food grains, and condiments though not statistically significant. On the other hand negative coefficients are found in case of pulses, oil, fibre and vegetables and also statistically significant excepting fibre and vegetables.

So far as production is concerned it is observed that positive growth is observed in case of rice, cereals and food grains though not statistically significant. Similarly negative coefficients are observed in case of pulses, oil, fibres, vegetables and condiments, though statistically significant in case of only fibres. Thus production wise one also notices a tendency of stagnation in case of most crop groups.

The occupational classification has also been examined in this chapter. For explaining the occupational distribution of workers in sambalpur district, the study examined total workers and marginal workers both in general level and particularly in the level of female workers. Overtime one observes decline in cultivators and increase in agricultural labour and other workers in the state, while the increase in other workers is more pronounced in Sambalpur district in case of Total workers. In case of Marginal workers one notices decline in cultivators, and increase in agricultural labour and other workers in the state. However, one observed increase only in case of other workers in Sambalpur district. Overtime one observes decline in cultivators and increase in agricultural labour and other workers in the state, while the increase in other workers is more pronounced in Sambalpur district in case of Female Total workers. However, one observed increase only in case of agricultural labour and other workers in Sambalpur district in case of Female Marginal workers.

The chapter analyses the distribution of operational holdings. Here it analysed the class-size wise percentage distribution of number and area of operational holding in sambalpur district. Along with that, the composition and growth of wage rates of rural labour in the district has also been examined. In this context the pattern of growth of money wage in different decades has been analysed. It is found that the money wage of different rural labor was increasing over time mainly possibly as an effect of

liberalization in the 80's but the declining increasing rate in the 1st phase of post-globalisation and still lower increasing rate during the 2nd phase of Post-Globalisation as observed in case of the changing wage structure in case of Odisha.

Finally this chapter analyses the development status of the district by comparing the status of the district in comparison with the State averages in terms of various indicators of development. Again, the indicators of development have been examined analyzing the various sectors such as Agriculture, Industry, Infrastructure, Macro Development and development of the weakest sections. Thus on the whole one observes that the district of Sambalpur presents a relatively higher level of agricultural development in terms of higher values of agricultural indicators compared to the state. Industrially although the district presents a lower level compared to most industrial indicators, the net value added per manufacture is relatively higher for the district. The district also presents a higher level of infrastructural development in terms of most indicators excepting railway and road length compared to the state average. The human resource development does not present a clear pattern with the district presenting higher level in terms of some indicators and lower level in terms of some indicators. The district also broadly presents a higher level of macro economic development compared to the state average.

Chapter-VI "Employment Generation Programmes" of the present study highlights the various rural employment generation programmes. It discussed the general aims and specific objectives of MGNREGA, its basic features, fundamental rules and regulations and various key issues in the MGNREGA. For analysing the employment provided under NREGA in Odisha, it examined the different aspects on employment generation in the state of Odisha in contrast to some major States and the All India level in general and it also tries to observe the status of women participation in NREGA in some major States in India in particular. Thereafter, the NREGA in Odisha and district under study has been evaluated in this chapter. In this context it observed the household registration and issues of job card, households demand for wage employment generation, which has been examined through, household demand for employment and employment offered and provided in the district and odisha till the end of the financial year, 2013-14, employment provided to average number of

households and persons, group-wise number of household provided employment in the sambalpur district, employment generated more than 100 days in the district, trend in employment generation under NREGA in sambalpur district, district wise share of employment generation among the SC/ST and women under MGNREGA and number of proportion of women employment generation (in lakhs man-days) under MGNREGA in sambalpur district . It is observed that, Sambalpur district presents a lower level of registration compared to the State average seen both in terms of households as well as persons. Same pattern is also observed in case of Job cards issued. In case of average employment provided, Sambalpur stands at a higher level as compared to Orissa both in no. of persons-days per HH and no. of person-days per worker or persons. On an average more women are provided employment in Odisha as compared to that of Sambalpur. But in case of SC and ST we found a higher level in sambalpur than that of state level.The proportion of households with employment of more than 100 days is approximately same both for the district and the state, whereas its stands at a higher level for Odisha than Sambalpur in case of the person days generated. It is indicative that compared to the level of employment generation for all social groups, the categories of SC&ST and Women in the district are relatively lower recipients of employment generation programmes in the state of Odisha. We found that there is comparatively higher level of women employment generated in Odisha than in Sambalpur and it shows a declining trend in both the district and state level over the years.

The seventh chapter “Development Profile of Selected Villages”, represents the socio-economic profile of two selected villages for primary study, i.e., Batemura and Dakra. It observed the location, demographic features, caste composition and sex composition of the two villages. Thereafter, it examined the land utilization particulars of the two villages. Apart from that it also highlights the availability of schools, total enrolment of students, it's teachers strength in general and the female participation in particular. The access to electricity, communication and medical facilities has also been observed in the two villages. In this chapter the development profile of selected villages has also been discussed broadly by taking into account the demographic profile of villages in total, occupational structure of villages in total and marginal in general and female particular. The changing village profile has also been presented to highlight the

facilities available in the two villages through certain aspects, such as, improvement in the facilities in the villages, improvement in the modern facilities in economic activities and improvement in the village services. It concludes that, out of the two selected villages, the village Batemura, which is found to be a highly irrigated village is a developed village and the village Dakra, which is characterised as being an unirrigated village is a backward village. It is observed that in both the villages there is growth of households over the period following the district pattern. However, one finds decline in the population in village Batemura compared to Dakra and the district, which witnessed increase in population over time. The sex-ratio is found to be high in village Dakra, while the sex-ratio is found identical in Batemura and the district. Overtime one observes increase in the sex-ratio at the district level, though it is observed that sex-ratio declined in both the study villages over-time. The village Batemura recorded highest level of literacy in 2001 comapred to Dakra and district. However, even if one observes rise in the level of literacy in both the villages in 2011, the rate of increase in literacy is found to be higher in Dakra. The same pattern is observed in case of male literacy. However, in 2011 one observes higher level of female literacy in Batemura compared to Dakra as well as the district level. Both the study villages have higher level of SC population compared to the district level. However one notices decline in the share of SC population in total population in 2011 over 2001. The ST population is relatively higher in the village Dakra in 2001, though comparatively lower than the district level. One however notices increase in the share of ST population in both the villages over time. Regarding occupational structure in case of Total workers one observed that in 2001 the village with high Work participation rate is Batemura, which is also higher than the district level. Although one notices rise in the WPR over time at the district level, the rise is significantly higher in case of Batemura. The share of cultivators in Total workers is found to be higher in Dakra compared to Batemura as well as district level. Overtime one observed decline in the share of cultivators in total workers in both the villages as well as the district level. Agricultural labour is very dominant in village Batemura compared to Dakra as well as district level and there is increasing importance of agricultural labour in village Batemura. Engagement in household industry and other workers consisting of mainly non-agricultural workers one finds higher proportion in Batemura village compared to Dakra. However, one finds declining importance of

household industry in both the villages as well as the district level. In case of other workers one notices declining importance in case of Batemura, while there is increasing importance in case of Dakra and the district level. Thus between the two villages there is increasing importance of agricultural labour in Batemura and increasing importance of non-agricultural labour in Dakra overtime. Regarding occupational structure in case of Female workers one observed that in 2001 the share of cultivators in Total Female workers is found to be higher in Dakra compared to Batemura as well as district level. Overtime one observed significant decline in the share of cultivators in total workers in both the villages as well as the district level. Agricultural labour is very dominant in village Batemura compared to Dakra as well as district level and there is increasing importance of agricultural labour in village Batemura as well as Dakra. Engagement in household industry is found to be relatively higher in Dakra compared to Batemura, while in case of other workers consisting of mainly non-agricultural workers one finds higher proportion in Batemura village compared to Dakra. However, one finds declining importance of household industry in both the villages as well as the district level. In case of other workers one notices declining importance in case of Batemura, while there is increasing importance in case of Dakra and the district level. Thus between the two villages there is increasing importance of agricultural labour in Batemura and increasing importance of non-agricultural labour in Dakra overtime.on the whole one observes that the facilities available in both the villages do reflect the relative developed status for the village Batemura and relatively underdeveloped status for the village Dakra.

Chapter-VIII "Result and Discussion" attempts to analyse the primary data collected from various households through structured questionnaire on various aspects such as, demographic profile, occupational structure, land ownership pattern, land disposition particulars and the aspects of implementation of the NREGS programme in the two villages and also it includes the response of the households on the efficiency of the NREGA programme. It estimates the status of the two villages in terms of number of households and the total population. It is observes that the village Batemura has marginally higher average household size compared to the village Dakra. The sex composition, the caste composition and age distribution has also been evaluated of the two villages. In this chapter the educational status, occupational distribution, land

distribution, which includes the land ownership particulars, land ownership distribution, land ownership pattern of different caste groups, labour disposition particulars of MGNREGA participants, highlighting the sex-wise NREGA participation of the two villages has been examined. Apart from that, it also observed the general particulars of women NREGA participants in study villages, which includes the age distribution and caste distribution of the women NREGA participants. The educational status of women NREGA participants also being estimated in this chapter. It also highlights the land ownership background of women NREGA participants, particulars of NREGA engagement in study villages, which includes the year of NREGA work for women participants, employment received in type of work, number of days of availability of work, wage particulars of women NREGA participants, place of work, problems faced, views on the performance of the programme, meetings of panchayat in the villages under study, levels of awareness, access to economy (land ownership), engagement of government work, dependence on forest, level of unemployment, status of education, scope for access to education, political perceptions, perceptions regarding problems faced of women NREGA participants. Finally, the chapter discussed about the various determinants of NREGA employment for women in study villages and tries to estimate the effects of the determinants of NREGA employment through Logit analysis and Probit analysis in Batemura and Dakra villages. It is observed that the Village Batemura has marginally higher average household size compared to the village Dakra. By observing the educational level of the two villages, we find that, in Batemura village rate of illiteracy and college education are relatively higher compared to Dakra. On the other hand in village Dakra primary education is relatively higher compared to Batemura. The level of secondary education is found relatively same in both the villages. While land-size group-wise differences are found statistically significant, the caste group-wise differences are found statistically not significant. It is observed that in both the villages, NREGA as primary occupation is found relatively at lower level compared to NREGA as secondary occupation. However, among the two villages NREGA is more important in Dakra compared to Batemura. Sex-wise the male NREGA participants are significantly higher compared to women participants in both the villages. However, between the two villages higher women participants are found in village Dakra compared to Batemura. Further, participants inside the village are found

to be higher compared to outside village, though relatively higher outside participants are found in village Batemura. It is noticed that while in Village Batemura there is no General caste women participants, most of the participants belonged to SC and OBC. In contrast, in village Dakra, though most of the participants belonged to the Caste groups SC and ST, there are also participants in other caste groups such as General caste & OBC. Between the two villages, one fails to observe any significant difference in the determinants of NREGS employment, with both caste (social grouping) and landless background (economic grouping) having no major role in women's option for NREGS employment. While in the developed village (Batemura) lack of education is the major determinant for NREGS employment, in backward village (Dakra) both lower age group and lack of education are the major determinants of NREGS employment.

The major findings of the present study turned out to be no visible contribution of development, in the outcomes of NREGS programmes in both the villages, with no significant coverage of potential women labour, no significant days of engagement for those accepting NREGS employment, more significant participation of backward caste groups and lack of education as the major determinant for NREGS employment.

In the context of above findings and the history of employment generation programmes one can find problems in the process of conceptualization and implementation of the programme it self. It is the outcome of a process of development in which there existed one way flow of governance from top to bottom. People become necessary for the continuance of the political system, they are integral part of the system for exercising franchise and electing governments but in the perspective of development and governance the central position is not occupied by the interest and needs of the people. It is determined from above. The process of planning is based on vested interests of non-cultivating owners in agriculture, big industrialists and traders and a class of contractors and is essentially a material planning rather than planning for vast majority of labouring human beings. The planning seldom resulted in the empowerment of weaker sections of the society including women in terms of enhancement of access to material resources.

Given the low industrial base in the state, the dominant majority are dependent on agriculture with the potential labour force largely remaining unemployed/under-

employed. The failure of the state to enhance the resource base of the dominant majority is also coupled with lack of progressive force among the landed gentry to create a sphere of sustainable agriculture. It is in such a context the role of dominant majority (marginal & small farmers) is important in restructuring agriculture. But as at an individual level they are incapable of facing the market forces, the only alternative is through co-operatives of marginal and small farmers and labour co-operatives and the state providing support to these co-operatives in terms of agricultural infrastructure. It is in such a context the employment generation programmes need a different institutional arrangement dealing with co-operatives rather than at an household/individual level. It is then the problem of empowerment of depressed segments, women and backward caste groups can be addressed and mitigated effectively.