

Report of Study on

IMPACT OF MGNREGS ON WOMEN PARTICIPATION IN THE DEVELOPMENT PROCESS



STUDY TEAM

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(AN APEX INSTITUTE IN RURAL DEVELOPMENT OF THE GOVERNMENT OF MEGHALAYA)

NONGSDER, MEGHALAYA - 793 103

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G.S. Lyndem

ABBREVIATIONS USED IN THE REPORT

LPG	: Liberalization, Privatization, Globalization
MGNREGS	: Mahatma Gandhi National Rural Employment Guarantee Scheme
MGNREGA	: Mahatma Gandhi National Rural Employment Guarantee Act
VEC	: Village Employment Council
AEC	: Area Employment Council
PRI	: Panchayati Raj Institution
DRDA	: District Rural Development Agency
PO	: Programme Officer
BRGF	: Backward Region Grant Fund
MOPR	: Ministry of Panchayati Raj
GOI	: Government of India
SWOT	: Strength, Weaknesses, Opportunity and Threat
RTI	: Right to Information
C&RD	: Community & Rural Development
PRA	: Participatory Rural Appraisal
FY	: Financial Year
MORD	: Ministry of Rural Development
BNRGSK	: Bharat Nirman Ragiv Gandhi Seva Kendra
VMC	: Vigilance and Monitoring Committee
PIC	: Programme Implementation Committee

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CHAPTER - 1

INTRODUCTION

Introduction

Over the years the country has witnessed a series of rural development programmes designed to suit the changing requirements in the rural areas. Rural development is such a gigantic task considering the stark rural urban divide in terms of infrastructure and livelihood. The Government not only tried to correct the imbalances but also embarked on giving direct power to the rural people through important policies and legislations. Special mention can be made of the structural reforms policy of LPG in 1991, the historic 73rd Constitutional Amendment of 1992 and the Right to Information Act in 2005. But a path-breaking initiative set to transform the 'geography of poverty' in the country has been the enactment of the National Rural Employment Guarantee Act, 2005 which was renamed Mahatma Gandhi National Rural Employment Guarantee Act, on 31st December, 2009. This initiative has resulted in vigorous commitment to the people a kind of empowerment - political, social and economic on a scale which had no precedent in the history of the country. Firstly, the Act envisages securing the livelihood security of the people in rural areas through assured 100 days of employment to a rural household during the financial year and secondly, it seeks to ensure conservation and sustainable infrastructure development. The Government in its attempt to cover over 41 million rural households in 626 Districts, has taken a very bold step through the Act to efface poverty from rural India and to bring the wind of change in the new set up of liberalization, privatization and globalization.

With a view to provide a theoretical understanding for this study an attempt has been made to present below the basic features of the MGNREGA and a broad outline of its implementation strategies.

Nature of MGNREGA

MGNREGA marks a paradigm shift from all earlier and existing wage employment policies because it is an Act and hence, it is legally binding on the implementers of the Act and the recipients of its benefits. In simplest terms, the Act provides a legal guarantee to employment for the rural households who have to register themselves with the local institution duly recognized under the provisions of the Act. Upon verification, any registered household will be issued a job card which is a legal document entitling eligible persons in the household to apply for 'permissible works' under the Act.

Objectives of MGNREGA

1. Creation of additional wage employment with food security in rural areas
2. Creation of durable community, social and economic assets
3. Creation of demand-driven infrastructure development in rural areas

The main provisions of the Act are as follows:

1. Employment should be given within 15 days of application for work with wages paid at par for male and female
2. All workers provided with employment will be paid wages as per the Minimum Wages Act adopted by the respective States
3. If employment is not provided within 15 days of application, daily unemployment allowance in cash has to be paid as per provisions under the Act
4. Employment should be offered to applicants for works within a 5 km radius or else an extra 10 per cent of the prevailing wage rate will have to be paid to a worker.
5. At least one-third of the works will have to be given to women applicants
6. The local institution duly recognized under the Act will recommend all works and it shall by itself execute at least 50 percent of works

7. The PRIs have a primary role in planning and implementation of the schemes under the Act. In case of Meghalaya, Nagaland and Mizoram due to the non- application of the Panchayati Raj Act, planning and implementation thereof will be as per the directives, guidelines and circulars issued by the Government for this purpose from time to time
8. Transparency, accountability and social audit would be ensured through institutional arrangements at all levels
9. Grievance redress mechanisms must be put in place for ensuring a responsive implementation

MGNREGS in Meghalaya

Section 4 of the MGNREGA 2005 vested upon the States the responsibility of framing the scheme under the Act and to notify for its implementation. Consequently, the Government of Meghalaya notified the scheme on 1st April, 2006. In the first phase along with 200 Districts of 27 States in the country, the scheme under the Act was made applicable in West Garo Hills and South Garo Hills Districts and was officially launched on 4th May, 2006 in both the Districts. This was followed by East Khasi Hills, Jaintia Hills and Ri Bhoi Districts during 2007-08. From the year 2008-09 the entire state was brought under the scheme.

Guidelines and Circulars, Modifications and Norms

Due to the non-applicability of the 73rd Amendment to the Constitution of India for the State of Meghalaya, the State Government introduced a system of implementation of the scheme under the Act through the employment councils created for this purpose. Under this system, rules were framed in consistent with the Act culminating in the formation and notification of the Village Employment Councils (VECs) with the responsibilities of Gram Sabha, the Area Employment Councils (AECs) with the responsibilities of Gram

Panchayat, the Block Employment Council as intermediate agency, the Governing Body of DRDA as the District Employment Council and the State Employment Council at the state level. All census villages are covered under the scheme. While every village constituted the VEC, the AEC on the other hand, is constituted at the cluster level comprising VECs within a 2.5 km radius. The VEC and AEC mandated as local authorities by the State have also been vested with corresponding roles and responsibilities in the implementation arrangements of the scheme under MGNREGA. At the village the VEC shall be the principal authority for planning and implementation of the scheme. The VEC assisted by the Gram Sevak and the Community Coordinator shall be responsible for identification of the works in the village area and for executing and supervising such works. The AEC shall be responsible for receiving applications for registration and for issuance of job cards.

The Government has subsequently taken up a number of policy decisions for improved delivery of the scheme. The major policy decisions are the following:

- i. The wage rate for Meghalaya under MGNREGS is fixed at a ceiling of ₹153 (unskilled labour).
- ii. Wage disbursement to workers is to be made through bank and post office accounts of workers.
- iii. Appointment of ombudsman should be done to receive and dispose of complaints on all matters relating to the scheme as per law.
- iv. The VEC, AEC and the Programme Officer are made responsible for organizing Social Audit forums once in six months for each and every work undertaken under the scheme.
- v. Vigilance and Monitoring Committees have been constituted at different levels for effective implementation and monitoring. On-line monitoring

through website is available for works under execution and easy access of information for the public.

- vi. Bharat Nirman Rajiv Gandhi Sewa Kendra (BNRGSK) constructed at the AEC and Block level will serve the rural households as public utility service centres and for dissemination of knowledge.

The Implementation of the scheme under MGNREGA in the State is a very important milestone in so far as women participation in the grassroots development process is concerned. In accordance with the Notifications and Orders of the Government, the role of the VEC is very significant not only for providing employment and livelihood as a matter of right but also in giving ample scope for women empowerment in Meghalaya. The scheme specifically allowed women to become members and office bearers of the VEC and AEC as can be seen from the nature of composition of these councils. At the village level the VEC is to be constituted by every male and female heads of each household. There shall be 3 (three) elected members including the traditional headman and a female member duly elected by the VEC with no less than 70 per cent attendance of members from each VEC. Excluding the Headman, one of the two other elected members can be elected as the Secretary for the VEC by the members of the VEC in the presence of the Programme Officer (PO). The 3 (three) elected members will represent their VEC in the AEC. The AEC shall be constituted at the cluster level comprising villages within an area of 2.5 km radius. There can be one or more VEC within this jurisdiction and as far as practicable this area should be contiguous to existing Gram Sevak circle of the Block. The AEC will consist of 3 (three) elected representatives from each VEC falling under the jurisdiction of the AEC. The total membership of the AEC should not exceed 20 in numbers and 30 per cent of the total members of the AEC must be women. MGNREGS seeks to enhance livelihood security in rural areas by providing to each household 100 days of guaranteed wage employment

in a financial year. All adult members irrespective of gender and who is willing to do manual works are eligible for registering under the scheme. The scheme ensured participation of women who are members of the VEC in planning and implementation of the scheme at different levels. Unlike in the case of traditional institutions, the VEC gives immense power to women to identify and recommend to Government agency the works in the general body of the VEC, to review the implementation of works, to conduct social audit on the works done, to review the books of accounts maintained by the higher body (AEC) which in turn consisting of representatives of VEC within 2.5 km radius and consisting of 30 per cent women representation.

In view of the innovative character of the operation of MGNREGA in Meghalaya, it is deemed viable to conduct a case study on the impact of MGNREGS on women participation in development process.

Significance of the Study

The representation of women in the village Dorbar, particularly in the rural areas, is barred by traditions. Hence, in the absence of a democratic body in the village the ambit of jurisdiction of the village Dorbar for economic development, social justice and women empowerment is limited. A notable feature about the implementation of the Scheme in Meghalaya is that Gender as an Issue has not been mentioned in specific terms in the scheme, perhaps, because in Meghalaya gender equality is always taken for granted. But a point worth noting here is that MGNREGS has almost become a woman oriented scheme perhaps due to parity/equal wage factor. As one goes through the guidelines of MGNREGA one would find all those factors which make MGNREGS a scheme designed to change radically the gender relations in respect of rural development.

MGNREGA seeks to enhance livelihood security in rural areas by providing to each household 100 days of guaranteed wage employment in one financial year. All adult members irrespective of gender and who is willing to do manual works are eligible for registering under the scheme. The scheme ensured participation of women who are members of the VEC in planning and implementation of the scheme at different levels. Unlike in the case of traditional institutions, the VEC gives immense power to women in the following areas:

- To identify and recommend to Government agency the works in the general body of the VEC
- To review the implementation of works
- To conduct social audit on the works done
- To review the books of accounts maintained by the higher body (AEC) which in turn consisting of representatives of VEC within 2.5 km radius and consisting of 30 percent women representation

In accordance with the Notifications and Orders of the Government, the role of the VEC is very significant not only for providing employment and livelihood as a matter of right but also in giving ample scope for women empowerment in Meghalaya.

CHAPTER – 2

REVIEW OF LITERATURE

The participation of women in MGNREGS in the country is well documented. Women account for 48 per cent of person days worked nationwide (IDFC Rural Development Network, 2013). But mere participation is not a decisive step towards greater realization of rights and duties by women. What is important is that women should be able to articulate their needs and transform into action (R. Chambers, 1991). Ashok K. Pankaj and Rukmini Tankha (2012) argued that in contrast to the high participation of women in the programme as workers, their participation in the process like work selection, social audit, mobilization of civil society and share in the control and management of assets created is not encouraging. There is a need for greater ‘process participation’ by women to ensure greater economic power which in turn would ensure them greater control over the family. This is imperative as women tend to spend income that flows through their hands by holding back less for personal use and devoting more to children’s nutrition and family welfare (Rae Lesser Blumberg, 1991). Underscoring a fact that economic development and income growth do not by themselves deliver greater gender equality (World Development Report, 2012), social policies are needed to ensure marginalized groups particularly women to have entitlements and access to public provisions of social security and protection. That the schemes under MGNREGA have brought out lasting impact on the lives of rural people and particular women in the form of increased income, reduced distress- migration, bargaining power and self confidence have been documented. (Review of Rural Affairs, EPW, 2013). Mathew K. Sebastian and P.A. Azeez (2014) mentioned that women SHGs such as Kudumbashree are playing an important role in the implementation of MGNREGA and as such are actively involved in improving road connectivity, flood control, renovation of traditional water bodies, water conservation and harvesting and forestry operations.

CHAPTER - 3

RESEARCH DESIGN

Objectives

The specific objectives of the study are:

- To appraise the structure of the VEC and the process of decentralization with special reference to women-participation in the VEC.
- To analyze the functioning of the VEC in respect of planning and implementation of projects for holistic development of women.

Hypotheses

This study is a quick study, which is primarily descriptive and analytical in nature and has no pre-formulated set of hypotheses. However, the study will be conducted on the following assumptions:

- The VEC can influence development through its own initiative and traditional wisdom.
- The VEC is innovative.
- The VEC received support from the Government Departments and Agencies in terms of finance, technology and capacity building.
- The VEC is facing problems in areas of planning, implementation, finance, infrastructure, coordination, training and skill building.
- The VEC being people centric is involving the people at different stages of functioning, particularly in planning, implementing, monitoring and auditing the programmes of action in the village.

Study Area

A study was taken up in the 3 (Three) Blocks of Ri Bhoi District, namely Umsning, Umling and Jirang Block, for a period of five years, that is, 2008-09 to 2012- 13. The rationale for selecting the area of study is the following:

- That, Ri Bhoi District was listed amongst the 200 poorest and backward Districts in the country where the implementation of the Act had taken place in the initial phase in 2006 itself.
- That, the District is the recipient of development efforts under the BRGF programme of MOPR, GOI, in which the VEC is the main stakeholder and active implementer of BRGF.
- That, the SIRD as the apex institute for training and capacity building is incidentally located in Ri Bhoi District

For the purpose of a detailed study, a sample size of 3 (three) VECs per Block was randomly selected. The office bearers of the VEC and the women members of the VEC constituted the primary respondent whereas the implementing officials and government departments and agencies were the secondary respondents. The study was mainly based on interview method and case study approach. A SWOT analysis was also conducted extensively to verify the data. Simple schedule and checklist in local language were prepared for gathering necessary information particularly about the study area, the structure, roles and functions of the VEC, capacity building, financial resources, peoples' involvement in development process, strength and weakness of VEC and its implementation process, activities undertaken and benefits to the community and the women members in particular, programme delivery system, creation of assets, etc. A small amount of secondary data was gathered from literature, references, official reports, etc.

Methodology:

As indicated earlier the implementation of the scheme under MGNREGA in the State is a very important milestone in so far as women participation in the grassroots development process is concerned. Hence, a study on the process of women participation in the VEC was made imperative in order to analyze as to whether:

- a) The VEC provides a forum for women to actively participate in the development process
- b) The women are enjoying their rights and entitlements given in the scheme
- c) The presence of women in the VEC has led to the initiation of women-centric projects and
- d) Women are given opportunities for capacity building and skill training.

The study was expected to highlight the development outcomes relevant to women development as follows:

- i. women are actively participating in selection of the works in the village through the VEC
- ii. women have made use of their rights, e.g. social audit and RTI
- iii. in allocating works, priority has been given to women in such a way that at least one-third of the beneficiaries are women who have registered and applied for work
- iv. for the convenience of women workers, works have been offered to them within the confines of 5 km
- v. equal wages paid to women and men
- vi. crèche are provided in case where women workers bring along with them children below 6 years and in more than 6 numbers
- vii. tents, first aids and drinking water have been provided at all places of works

- viii. the number of women groups that have been organized to take up collective initiatives for improving household income and social activities
- ix. women have undergone specialized trainings in bookkeeping, organizational management and computer literacy

Sampling:

The study was carried out in Ri Bhoi District, Meghalaya comprising three Community and Rural Development Blocks, namely, Umsning, Umling and Jirang C & RD Block. For the purpose of a detailed study, a sample size of three VECs per block was randomly selected. Field works were carried out in three blocks and survey was conducted keeping in view the objectives of the study. The study is a quick study which is primarily descriptive and qualitative in nature. The women members of the VECs have been the primary respondents for the study. The office bearers of the VECs and the implementing officials and government departments and agencies constituted the secondary respondents.

The checklist was designed to collect relevant information ranging from the general information about the study areas, information on the VECs and their roles and functions, financial resources, training and capacity building of the members with special reference to women, involvement of women in areas of development through their participation in VECs, and the extent of implementation of women oriented activities undertaken by the VECs. Large amount of Primary data was generated through interviews and meetings with women members of the VECs, the office bearers of the VECs and Dorbar Shnong, other community members in the villages and from rural development functionaries in the Blocks and District. A small amount of secondary data was gathered from government officials, literature and references. To elicit optimum information and data for the study, a check list constructed was handed over to the identified respondents and personal contact was also made to obtain

information. Finally, a SWOT analysis was also conducted with the respondents to verify data acquired. The total period of time involved in data collection was 4 (four) months.

CHAPTER - 4

SOCIO-ECONOMIC PROFILE OF THE SAMPLE AREAS

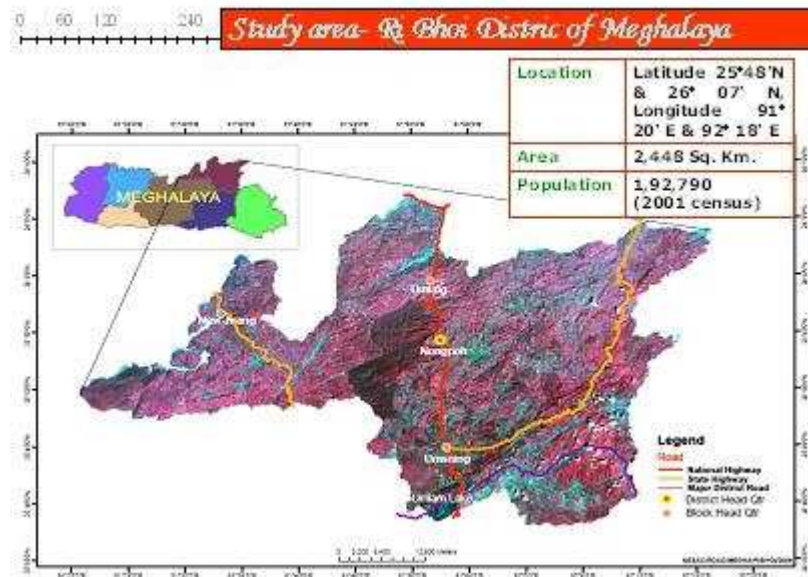
Ri Bhoi district was upgraded from sub-divisional level to a fully fledged district on 4th June 1992. The district was carved out from the erstwhile East Khasi Hills Districts. Lying in the northern slopes of Meghalaya, the District is bounded in the North by Kamrup, Morigoan and Nagoan Districts of Assam, East by Karbi Anglong District of Assam, in the South by East Khasi Hills and West Khasi Hills Districts and in the West by West Khasi Hills District. According to 2011 Census, the District has a total geographical area of 2448 sq km with a total population of 2, 58, 380 and 637 villages. The density of population is 105 per sq. km and a literacy rate of 77.09 per cent.

The District is characterized by rugged and irregular land surface. It includes a series of hill ranges which gradually slope towards the North and finally join the Brahmaputra valley. Agriculture is the basic occupation of the District and has vast potentiality in Horticulture sector. The main crop is rice while pineapple is an important fruit produced in the District. Other minor occupations include weaving in handlooms and rearing of silk worm. The District also registered 277 small scale industries.

The Headquarter of the District is at Nongpoh located 53 km away from Shillong and 50 km from Guwahati. There are 3 (three) Community and Rural Development Blocks viz. Umsning, Umling and Jirang. The National Highway No. 40 which originates from Jorabad to Shillong passes through the District. The region is still poor in transport and communication facilities.

In 2006 the Ministry of Panchayati Raj named Ri Bhoi one of the country's 250 most backward districts (out of a total of 640). It is one of the three districts

in Meghalaya currently receiving funds from the Backward Regions Grant Fund (BRGF).



Brief Profile of the Sample Blocks

UMSNING BLOCK	
General Information:	
a. Headquarter Address	Umsning C & RD Block, Umsning.
b. Area	1,105 Sq. Km.
c. Total No. of Villages	266
d. Total No. of Population	1,03,161
e. Total No. of Household	18,033
f. Total No. of BPL Household	7491
h. No. of inhabited villages	266
i. Year of inception of the Block	2nd Oct 1952
j. Main occupation of the population	Cultivation.
k. Density Population	93 per Sq. Km.
Health Records / Facilities:	
a. No. of C.H.C	2
b. No. of P.H.C	4
c. No. of Dispensaries	2
Educational Facilities:	
a. No. of colleges	2 Nos.
b. No. of Higher Secondary Schools	3 Nos.
c. No. of High Schools	28 Nos.
d. No. of Middle Schools	103 Nos.
e. No. of Primary Schools	280 Nos.
f. Adult Education Centre	Nil
g. Pre-Primary Schools	23 Nos. (I.C.D.S. Centre 1 No., Anganwadi Centre 234 Nos.)
Infrastructure:	
a. Total surfaced road length	146.22 Km.
b. Kutcha road	187.976 Km.
c. National Highway	18.00 Km
d. Inter-State Roads	113.25 Km
e. No. of Post Office	7
f. No. of Telephone Exchange	2
Electricity Facilities:	
a. No. of Electrified villages	195
b. No. of Power Generating Station	5 Nos. (185.3 MW)

UMLING BLOCK

General Information:

a. Headquarter Address	Umling C & RD Block, Umling.
b. Area	84,630 Hectares Reported Area (Geographical Area 85,184 Hectare).
c. Total No. of Villages	211
d. Total No. of Population	66,089
e. Total No. of Household	10,085
f. Total No. of BPL Household	Data Not Available
g. Total No. of BPL	Data Not Available
h. No. of inhabited villages	211
i. Year of inception of the Block	2nd October, 1980
j. Main occupation of the population	Cultivation (Agriculture & Horticulture).
n. Industrial Estate	1 (Byrnihat)

Health Records / Facilities:

a. No. of C.H.C	1 (Nongpoh CHC)
b. No. of P.H.C	4
c. No. of Dispensaries	6

Educational Facilities:

a. No. of colleges	1
b. No. of Higher Secondary Schools	1
c. No. of High Schools	8
d. No. of Middle Schools/Sr.Basic School	20
e. No. of Primary Schools/Jr.Basic/Pre-Primary	138
f. Adult Education Centre	36
g. Pre-Primary & I.C.D.S. Centre	115 and 48 Units/Centres.

Infrastructure:

a. Total surfaced road length	68 Kms from Umling
b. Kutcha road	119 Kms from Umling
c. National Highway	58 Kms from Umling
d. Inter-State Roads	58 Kms from Umling
e. No. of Post Office & Sub Post Office	1 Post Office at Nongpoh & 15 Sub-Post Offices.
f. No. of Telegraph Office	1 at Nongpoh.
g. No. of Telephone Exchange	1 at Nongpoh.

Electricity Facilities:

a. No. of Electrified villages	185 Nos.
b. No. of Power Generating Station	2 Nos. (Nongpoh & Byrnihat)

JIRANG BLOCK

General Information:

a. Headquarter Address	Jirang C & RD Block, Jirang.
b. Area	48,570 Hectares
c. Total No. of Villages	105
d. Total No. of Population	22,856 (Census 2001)
e. Total No. of Household	5887
f. Total No. of BPL Household	3551
g. Total No. of BPL	14,047
h. No. of inhabited villages	105
i. Year of inception of the Block	24th March 2001
j. Main occupation of the population	Cultivation

Health Records / Facilities:

a. No. of C.H.C	1
b. No. of P.H.C	1
c. No. of Dispensaries	1

Educational Facilities:

a. No. of Higher Secondary Schools	1
b. No. of High Schools	4
c. No. of Middle Schools/Sr.Basic School	29
d. No. of Primary Schools/Jr.Basic/Pre-Primary	102

Electricity Facilities:

a. No. of Electrified villages	74
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Source: <http://ribhoi.gov.in/#>

Physical and Financial Performance of MGNREGS

After the launching of the scheme in the District, a plan of action was prepared for a precise way to arrive at a predetermined set of goals and time in the form of financial and physical performance which would in turn reflect as to whether or to what extent and at what cost the scheme has been successful vis-à-vis the set goals and time. Hence, an attempt was made to assess the performance of the scheme in the District.

Table 1: Performance of MGNREGS in Ri Bhoi Districts, 2008-09 to 2012-13

S.No.	Particulars	2008-09	2009-10	2010-11	2011-12	2012-13
1.	Number of Households provided employment	23643	30689	32016	34107	30305
2.	Persondays (in lakhs)	4.06	20.95	27.72	16.54	11.87
3.	% of women participation	52.50	58.76	59.74	42.26	44.57
4.	Average persondays per household	17.19	68.27	86.58	48.49	39.17
5.	Total expenditure (in lakhs)	504.43	2183.33	4444.68	3251.31	2826.29
6.	Number of works taken up	604	1294	2069	2754	1959
7.	Number of works completed	143	184	462	1203	167
8.	% of works completed	23.68	14.22	22.33	43.68	8.52

Source: <http://nrega.nic.in>

Table 2: Performance of MGNREGA in Sample Blocks (2012-13)

S.No.	Particulars	Umsning	Umling	Jirang
1.	Number of households with job card	26647	16464	5898
2.	Number of households demanded works	15697	12285	5044
3.	Employment provided to households	15696	12239	5044
4.	Total persondays generated	597932	628869	144308
5.	Women persondays generated	285190	298876	37395
6.	% of women participation	47.69	47.52	25.90
7.	Average number of days of employment per household	38.09	51.38	28.61
8.	Total fund (in lakhs)	1220.85	1310.36	245.87
9.	Fund utilization (in lakhs)	1123.70	1116.51	239.89
10.	% of fund utilization	92.04	85.21	97.55
11.	No. of works approved	305	175	145
12.	No. of works Completed	0	13	139
13.	Works in progress/suspended	1504	318	9

Source: <http://nrega.nic.in>

CHAPTER – 5

EMPIRICAL RESULTS

Profile of Primary Respondents:

The household list was obtained for each one of the VEC from the respondents represented by the office bearers of the VECs under study. On an average twenty five women workers were selected randomly for the sample from each VEC based on the extent of participation of women in MGNREGS works. The distribution of respondents in each block under study is shown in the following Table.

Table 3: Distribution of Households in sample VEC

Block	VEC	Total No. of Households	Women	Men	Total Respondents
Umsning	Byrwa	162	385	382	26
	Mawlyngkhung	182	704	570	20
	Nongsder	542	1410	1560	22
Umling	Mawdiangum	180	657	324	22
	Saiden	309	790	780	31
	Umtham	113	265	300	29
Jirang	Nongwah-Pahamryngkang	103	255	260	32
	Umshohphria	129	372	402	8
	Umkysier	170	438	516	18
	Total				208

Profile of Women MGNREGS Workers

The socio-economic characteristics of the workers are examined in terms of age, marital status, education and occupation of the respondents:

Age

The dominant age group is 31-40 years followed by 41-50 years. The former consisted of 31.7 per cent and the latter 26.9 per cent of the respondents. In other words, 58.6 per cent of the MGNREGS workers are in the active age group of 31-50 years. A small proportion of workers (3.4 per cent) belonged to the age group of above 60 years. Among the nine sampled VECs of the three Blocks, Umtham VEC of Umling Block has the highest participation of the aged (10.3 per cent) followed by Byrwa VEC of Umsning Block (7.7 per cent). The participation of women in the age group (20 years and below) is very high at 13.8 per cent in Umtham VEC of Umling Block.

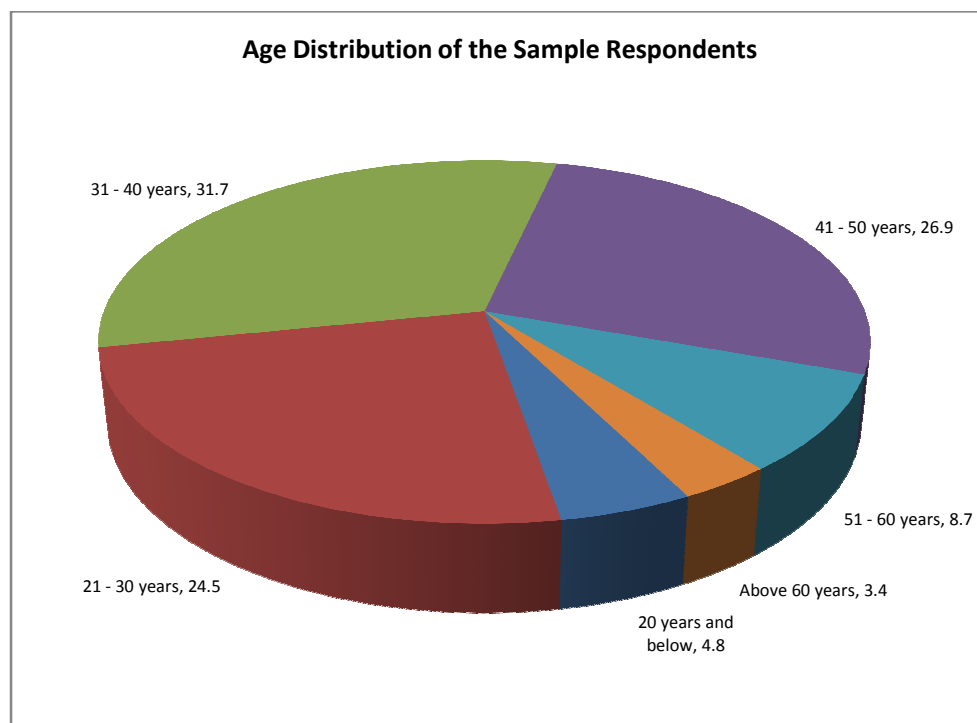


Table 4: Age distribution of the respondents

S. No.	Age (in years)	Umsning	Umling	Jirang	Total
1.	20 and below	1 (1.5)	8 (9.8)	1 (1.7)	10 (4.8)
2.	21 - 30	20 (29.4)	23 (28.0)	8 (13.8)	51 (24.5)
3.	31 - 40	23 (33.8)	22 (26.8)	21 (36.2)	66 (31.7)
4.	41 - 50	14 (20.6)	21 (25.6)	21 (36.2)	56 (26.9)
5.	51 - 60	7 (10.3)	5 (6.1)	6 (10.3)	18 (8.7)
6.	Above 60	3 (4.4)	3 (3.7)	1 (1.7)	7 (3.4)

Marital status

Majority of the sample workers are married women (74.5 per cent). The proportion of single women (widows, divorcee and deserted) is 25.5 per cent. Saiden VEC has a significant proportion (19.4 per cent) of unmarried girls in the sample. With regards to the widows, 21.9 per cent of them are from Nongwah Pahamryngkang VEC of Jirang C&RD Block and another 10.3 per cent are from Umtham VEC of Umling C&RD Block. For these single women participation in MGNREGS would be beneficial in reducing the livelihood insecurity. Details are presented in Table 5.

Table 5: Marital status, Education and Occupation details of the sample respondent

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Married	51 (75.0)	56 (68.3)	48 (82.8)	155 (74.5)
2.	Unmarried	3 (4.4)	14 (17.1)	2 (3.4)	19 (9.1)
3.	Widow	4 (5.9)	6 (7.3)	8 (13.8)	18 (8.7)
4.	Divorsee/Deserted	10 (14.7)	6 (7.3)	0 (0.0)	16 (7.7)

Education

Majority of the respondents i.e., 69.7 per cent completed their primary education and 14.9 per cent are non-literates. Only 3.8 per cent of the workers completed their 'high school and above' while 11.5 per cent of the respondents completed secondary education. A high proportion of illiterate workers are found in Nongwah Pahamryngkang VEC of Jirang Block (25 per cent). Respondents of the category of 'high school and above' is highest in Byrwa (7.7 percent) followed by Saiden (3.2 per cent)

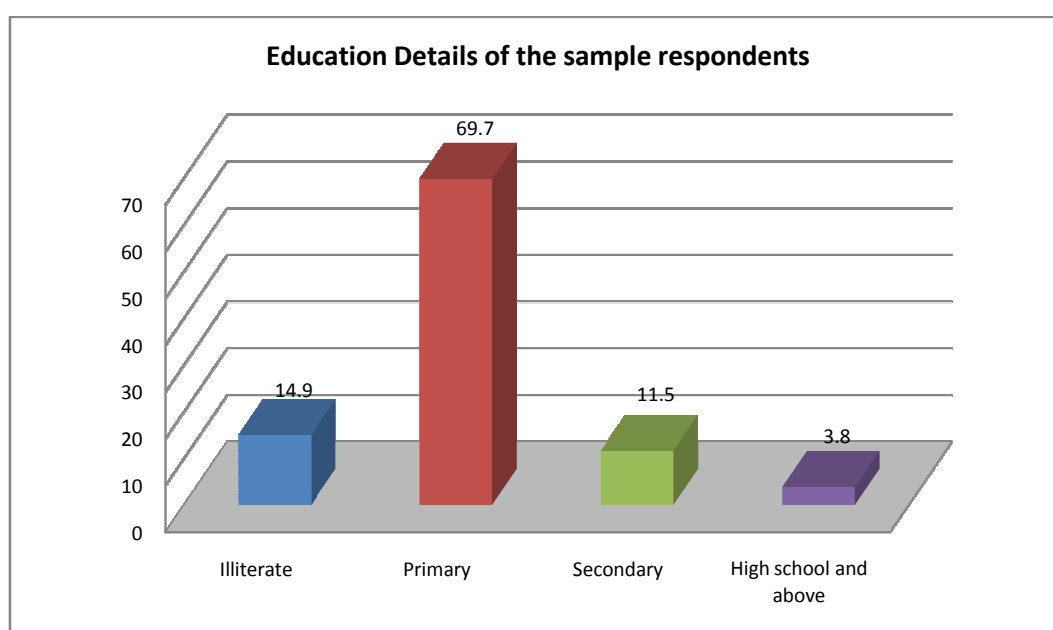


Table 6: Education details of the sample respondent

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Illiterate	10 (14.7)	11 (13.4)	10 (17.2)	31 (14.9)
2.	Primary	48 (70.6)	53 (64.6)	44 (75.9)	145 (69.7)
3.	Secondary	8 (11.8)	12 (14.6)	4 (6.9)	24 (11.5)
4.	High school and above	2 (2.9)	6 (7.3)	0 (0.0)	8 (3.8)

Occupation

It can be observed that 52.4 per cent of the workers are labourers and 36.5 per cent are cultivators. In Umkynsier VEC of Jirang Block 83.3 per cent of the respondents are cultivators and the other 18.7 per cent are agricultural labourers. In other VECs, the percentage of both agricultural labourers and non-agricultural labourers is significant. The proportion of students, business people and respondents in service sector are least. Data show that even cultivators need this programme as an important source of livelihood. Details can be seen from Table 7.

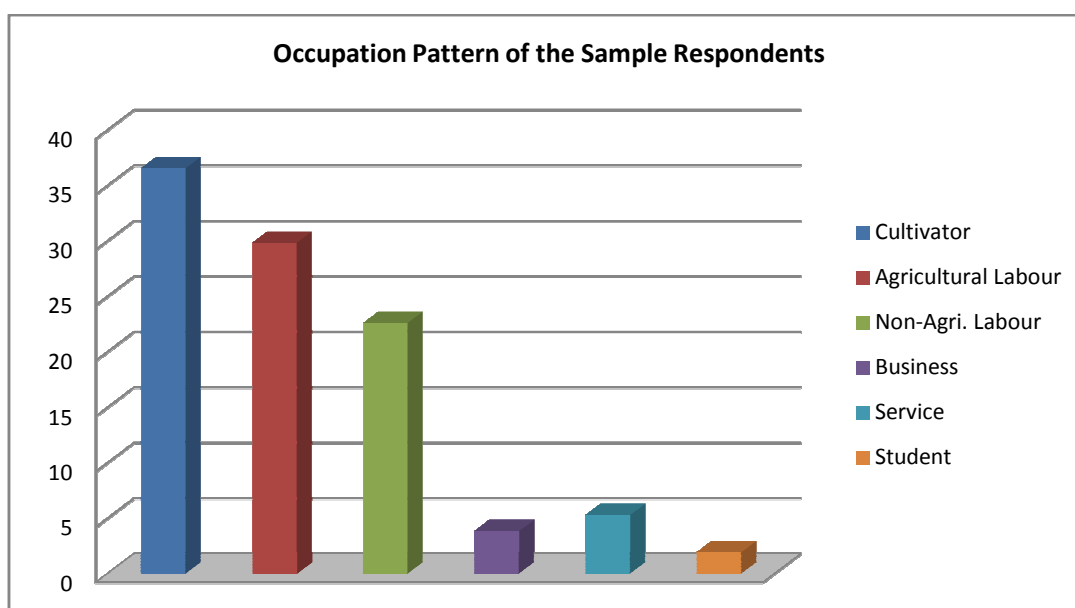


Table 7: Occupation details of the sample respondent

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Cultivator	6 (8.8)	37 (45.1)	33 (56.9)	76 (36.5)
2.	Agricultural Labour	23 (33.8)	16 (19.5)	23 (39.7)	62 (29.8)
3.	Non-Agri. Labour	30 (44.1)	16 (19.5)	1 (1.7)	47 (22.6)
4.	Business	3 (4.4)	4 (4.9)	1 (1.7)	8 (3.8)
5.	Service	6 (8.8)	5 (6.1)	-	11 (5.3)
6.	Student	-	4 (4.9)	-	4 (1.9)

Average size of the sample households

The average size of the sample households ranged from 5.3 (Jirang) to 6.5 (Umsning) and the overall average is 6. As against the average family size of 6, there are 2.1 earning members and 3.9 dependents. In other words, each earner has to support two dependants. It is significant to note that 49.2 per cent of adult females are earners. Umsning Block has the highest proportion of earners among adult females (54 per cent).

Table 8: Average size of the household and earning members in the household

S. No.	Particulars	Umsning	Umling	Jirang	Total
	Size of household				
1.	Male	47.7	49.0	35.7	44.1
2.	Female	43.7	58.7	36.7	46.3
3.	Children	53.0	59.7	44.7	52.4
	Total	144.3	167.3	117.0	142.9
I.	Average size of the HH	6.5	6.1	5.3	6.0
	No. of earning members in the HH				
1.	Male	25.3	29.3	25.0	26.6
2.	Female	20.7	31.7	16.0	22.8
	Total	46.0	61.0	41.0	49.3
II.	Average size of earners/HH	2.0	2.2	2.2	2.1
III.	Economic dependency	3.3	2.8	2.4	2.9
IV.	Earning females	54.0	47.3	43.6	49.2

Land holding status

Land holding status is an important variable to ascertain the economic condition of the respondents. It is evident that 44.7 per cent of the respondents were landless and another 32.2 per cent of the respondents owned less than one acre of land (sub-marginal farmers). Marginal farmers account for 20.2 per cent. The proportion of the landless is highest upto nearly 91 per cent in Nongsder VEC of Umsning Block followed by Umkynsier VEC of Jirang Block at about 72.2 per cent. It is the lowest at 6.5 per cent in Saiden VEC of Umling Block. In Nongwah Pahamryngkang VEC of Jirang Block there are 8.6 per cent of the respondents who owned land ranging from five to ten acres.

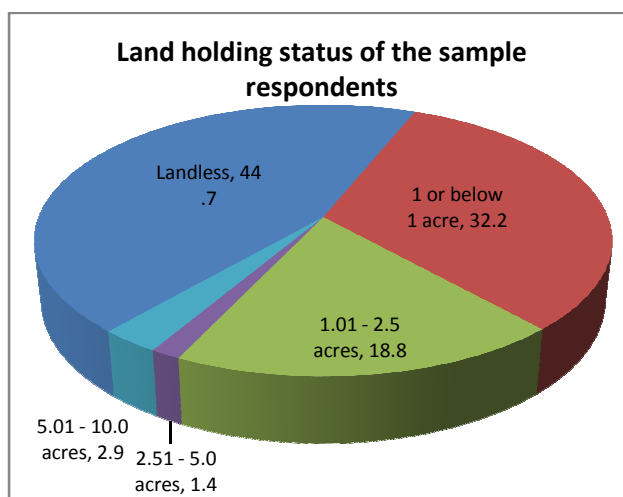


Table 9: Land holding status of the respondents

S. No.	Category	Umsning	Umling	Jirang	Total
1.	Landless	38 (55.9)	28 (34.1)	27 (46.6)	93 (44.7)
2.	1 or below 1 acre	13 (19.1)	35 (42.7)	19 (32.8)	67 (32.2)
3.	1.01 - 2.5 acres	14 (20.6)	18 (22.0)	7 (12.1)	39 (18.8)
4.	2.51 - 5.0 acres	2 (2.9)	1 (1.2)	-	3 (1.4)
5.	5.01 - 10.0 acres	1 (1.5)	-	5 (8.6)	6 (2.9)

Average annual income of the household

Income of respondents is another critical variable which can influence participation. Annual income of the sample households is computed showing income of household before MGNREGS and after MGNREGS to ascertain the contribution of the programme to the total household income. Average annual income per household, which is found to be ₹25,000 before MGNREGS has risen to ₹30,000 after their participation, indicating an increase of 16.7 per cent. About 36 per cent of the households are in the lowest income group of less than ₹8000 before MGNREGS and after MGNREGS the percentage in this group has come down to 22 per cent. Similarly, the percentage of households in the highest income group of more than ₹32,000 per annum has increased from 44 per cent to 59 per cent after MGNREGS.

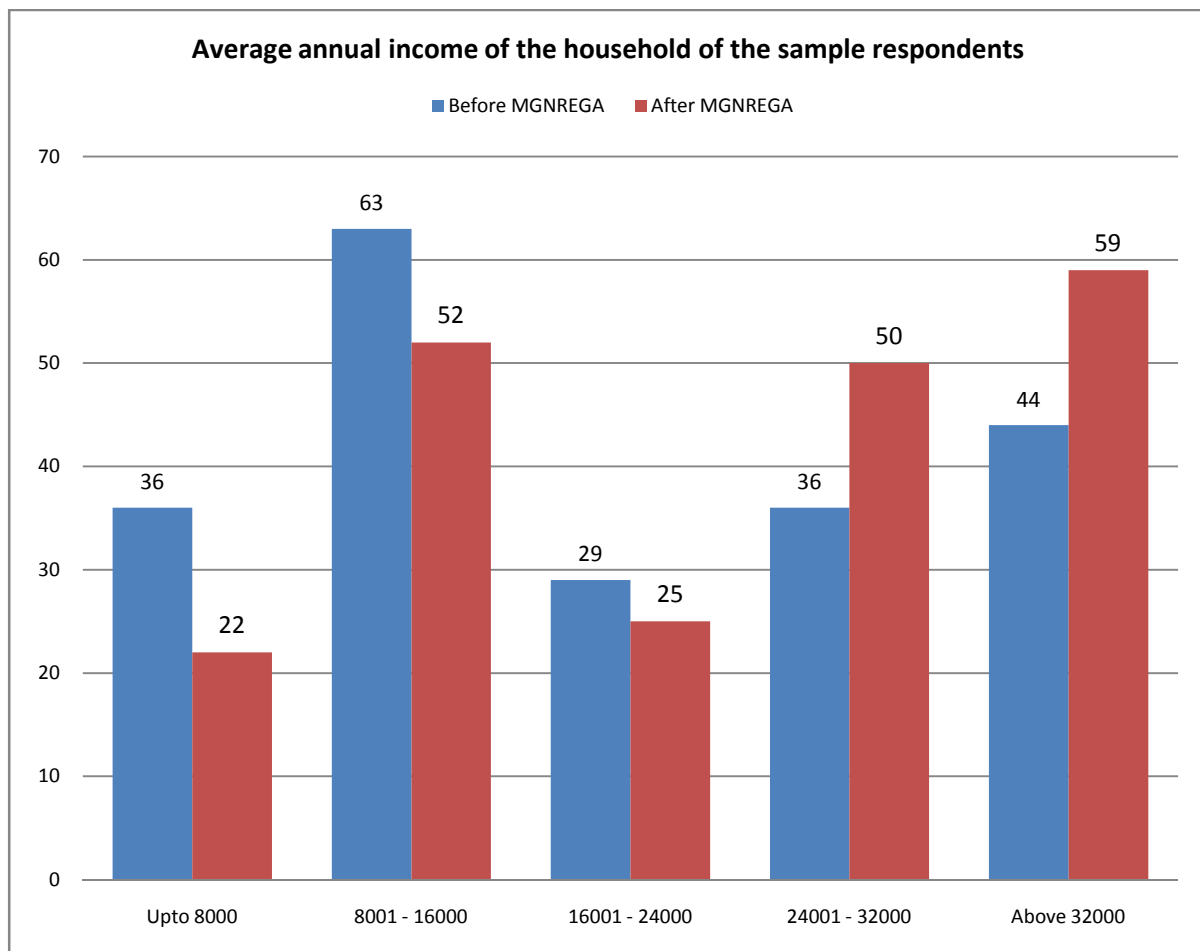


Table 10: Average annual income of the household

S. No.	Category	Umsning	Umling	Jirang	Total
<i>Before MGNREGA</i>					
1.	Upto 8000	1.0	5.7	5.3	4.0
2.	8001 - 16000	11.7	3.3	6.0	7.0
3.	16001 - 24000	2.3	3.0	4.3	3.2
4.	24001 - 32000	3.0	7.7	1.3	4.0
5.	Above 32000	4.7	7.7	2.3	4.9
	Total	22.7	27.3	19.3	23.1
<i>After MGNREGA</i>					
1.	Upto 8000	0.0	3.3	4.0	2.4
2.	8001 - 16000	6.3	6.0	5.0	5.8
3.	16001 - 24000	4.7	0.0	3.7	2.8
4.	24001 - 32000	6.0	8.3	2.3	5.6
5.	Above 32000	5.7	9.7	4.3	6.6
	Total	22.7	27.3	19.3	23.1

Membership in Village Development Organizations

It is observed that 51.9 per cent of the respondents are members of VECs and another 28.4 per cent are members in SHGs and 17.8 per cent in others (Village Seng Kynthei and Cooperatives).

Table 11: Membership in Village Development Organizations

S. No.	Institution/VDO	Umsning	Umling	Jirang	Total
1.	VEC	57 (83.8)	79 (96.3)	32 (55.2)	108 (51.9)
2.	SHG	28 (41.2)	8 (9.8)	23 (39.7)	59 (28.4)
3.	Watershed	1 (1.5)	2 (2.4)	1 (1.7)	4 (1.9)
4.	Others	13 (19.1)	26 (31.7)	2 (3.4)	37 (17.8)

Awareness about MGNREGS

Community awareness about MGNREGS is critical to its effective implementation. MGNREGS is a community-oriented and demand driven scheme. Effective implementation of MGNREGS demands awareness among beneficiaries/workers, implementing agencies and civil society. Beneficiaries are expected to know the procedure for registration and obtaining a job card, the process of job application, submission of application form for work and various entitlements like provision of work within fifteen days from the time of application, minimum wages, worksite facilities, unemployment allowance etc. The implementing agencies should be well informed of the procedural aspects for enforcing/protecting the entitlements, grievances-redress mechanism and implementation of the scheme. The civil society organization should be aware of their collective responsibility in the process of implementation like selection of works, conduct of social audit, grievances redressed mechanism, monitoring committee etc.

To inform and educate people about the salient features of MGNREGA, the district administration has taken a number of initiatives, viz., orientation of officials and VEC/AEC members, meetings at district and sub-divisions, block and VEC/AEC levels on the process of MGNREGS implementation. The VEC/AEC and the office of the programme officer, other agencies have also taken measures to sensitize and inform rural community on their rights and entitlements, procedures for seeking employment and redressing their grievances.

The study has sought to analyze the awareness levels of the women workers on different parameters of MGNREGS like the entitlements, mandatory facilities to be provided at the worksite, social audit, grievance-redress mechanism etc., and the source of information (both agencies and media) was also traced.

Table 12: Awareness about MGNREGS - Sources of information

S.No.	Particulars	Umsning	Umling	Jirang	Total
I.	Agency				
1.	VEC	56 (82.4)	75 (91.5)	45 (77.6)	176 (84.6)
2.	Officials	7 (10.3)	3 (3.7)	11 (19.0)	21 (10.1)
3.	NGO	-	1 (1.2)		1 (0.5)
4.	Others	1 (1.5)	1 (1.2)		2 (1.0)
II.	Media				
1.	Radio	1 (1.5)	-		1 (0.5)
2.	Wall writings	1 (1.5)	-		1 (0.5)
3.	Pamphlets	-	1 (1.2)		1 (0.5)
4.	Newspaper	1 (1.5)	-		1 (0.5)
5.	Others (meetings)	1 (1.5)	1 (1.2)	2 (3.4)	4 (1.9)

Information on awareness about rights and entitlements provided in MGNREGS is shown in Table 13. More than 81 per cent of the workers are aware about maximum number of days of guaranteed employment and minimum wages. Awareness level is low regarding unemployment allowance, extra wages to be paid if worksite is beyond 5 kms and time limit for providing employment after submission of application. Only 20.7 per cent of the workers knew of unemployment allowance and 30.8 per cent about the time limit for providing employment after submission of application. The average score of awareness regarding entitlements is 45.5 per cent (with scores ranging from 37.2 per cent in Jirang block to 52.2 per cent in Umling block).

Awareness about rights and entitlements provided in MGNREGS

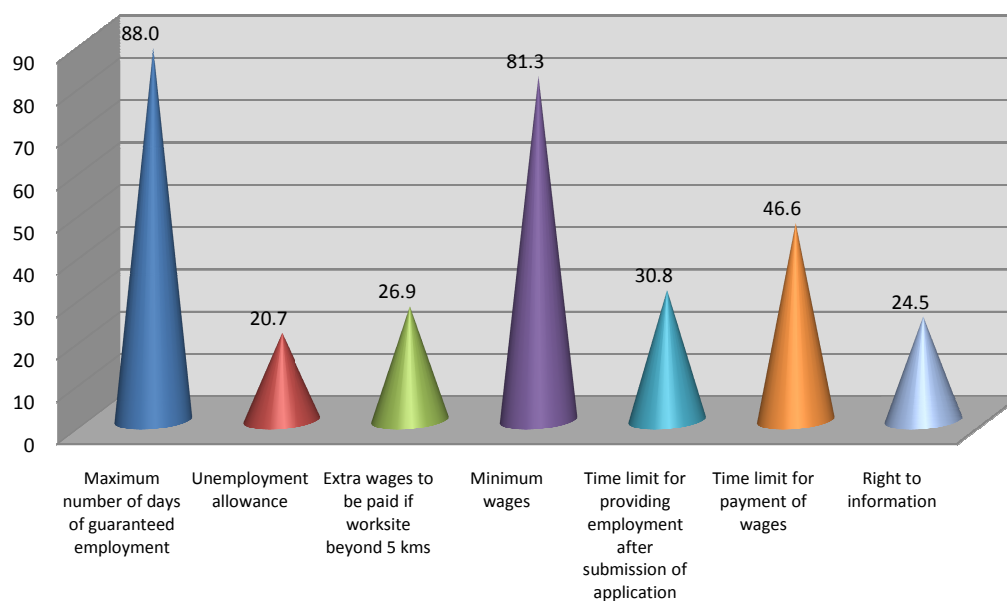


Table 13: Awareness about rights and entitlements provided in MGNREGS

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Maximum number of days of guaranteed employment (100 days)	59 (86.8)	79 (96.3)	45 (77.6)	183 (88.0)
2.	Unemployment allowance	7 (10.3)	23 (28.0)	13 (22.4)	43 (20.7)
3.	Extra wages to be paid if worksite beyond 5 kms (10% more)	21 (30.9)	25 (30.5)	10 (17.2)	56 (26.9)
4.	Minimum wages	50 (73.5)	70 (85.4)	49 (84.5)	169 (81.3)
5.	Time limit for providing employment after submission of application (15 days)	19 (27.9)	33 (40.2)	12 (20.7)	64 (30.8)
6.	Time limit for payment of wages (15 days)	33 (48.5)	48 (58.5)	16 (27.6)	97 (46.6)
7.	Right to information	23 (33.8)	22 (26.8)	6 (10.3)	51 (24.5)

Participation in MGNREGS process

Participation of women in MGNREGS process is captured in terms of applying for job card, applying for work, opening bank accounts, receiving wages, participation in the meetings, selection of works and participation in social audit.

In all the parameters except in terms of opening bank accounts more than 50 per cent of the respondents from the sample blocks participated in MGNREGS process. Details of participation in MGNREGS process are shown in Table 14.

Table 14: Participation in MGNREGS process

S. No.	Activity	Umsning	Umling	Jirang	Total
1.	Applying for job card	59 (86.8)	76 (92.7)	39 (67.2)	174 (83.7)
2.	Applying for work	38 (55.9)	51 (62.2)	22 (37.9)	111 (52.0)
3.	Opening bank accounts	50 (73.5)	34 (41.5)	11 (19.0)	95 (45.7)
4.	Receiving wages	66 (97.1)	75 (91.5)	47 (81.0)	188 (90.4)
5.	Participation in the meetings	56 (82.4)	59 (72.0)	33 (56.9)	148 (71.3)
6.	Selection of works	59 (86.8)	37 (45.1)	22 (37.9)	118 (56.7)
7.	Participating in the social audit	42 (61.8)	59 (72.0)	20 (34.5)	121 (58.2)

Awareness about mandatory facilities to be provided at worksite

Result on awareness about mandatory facilities to be provided at worksite is shown in Table 15. The awareness levels of the respondents are 37 per cent for shade and 22.6 per cent for drinking water. Awareness about the remaining two facilities namely, first aid and child care is relatively low at 9.6 and 15.9 per

cent respectively. The average score on awareness about the worksite facilities is 21.3 per cent. Awareness level is low at 1.7 per cent in Jirang Block.

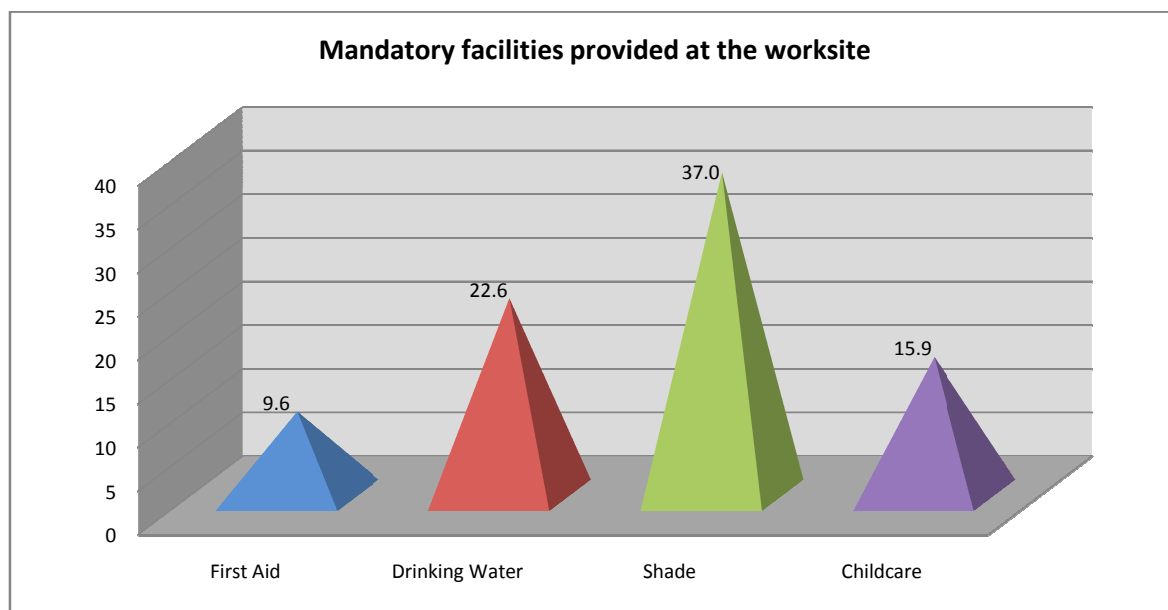


Table 15: Mandatory facilities provided at the worksite

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	First Aid	12 (17.6)	8 (9.8)	-	20 (9.6)
2.	Drinking water	26 (38.2)	17 (20.7)	4 (6.9)	47 (22.6)
3.	Shade	47 (69.1)	30 (36.6)	-	77 (37.0)
4.	Childcare	12 (17.6)	21 (25.6)	-	33 (15.9)

Qualitative aspects of assets created under MGNREGS

An important objective of the MGNREGA is creation of durable assets and strengthening the livelihood resource base of the rural poor. If implemented effectively, the programme has the potential to transform rural areas by creating durable assets that would not only enhance the livelihood security of rural poor but also result in substantial infrastructural development in rural areas. It is therefore, of utmost importance to ensure good quality and durability of assets being created under MGNREGA. Good qualitative aspects

of assets created under MGNREGS, durability and usefulness have been found on the basis of the perception of the sample respondents where 57.7 per cent have reported of good quality, 51.4 per cent durable and 70.7 per cent useful.

Table 16: Quality, durability and usefulness of assets created under MGNREGS

S. No.	Particulars	Umsning	Umling	Jirang	Total
	Quality				
1.	Very good	8 (11.8)	44 (53.70)	10 (17.2)	62 (29.8)
2.	Good	12 (17.6)	27 (32.9)	19 (32.8)	58 (27.9)
3.	Average	34 (50.0)	10 (12.2)	11 (19.0)	55 (26.4)
4.	Not good	6 (8.8)	1 (1.2)	2 (3.4)	9 (4.3)
	Durability				
1.	Durable	29 (42.6)	60 (73.2)	18 (31.0)	107 (51.4)
2.	Not durable	37 (54.4)	22 (26.8)	10 (17.2)	69 (33.2)
	Useful to village				
1.	Useful	32 (47.1)	78 (95.1)	37 (63.8)	147 (70.7)
2.	Not useful	36 (52.9)	4 (4.9)	5 (8.6)	45 (21.6)

Spending pattern of the wages received from MGNREGA

The earnings from Mahatma Gandhi NREGA have contributed 16.7 per cent of the total income of the households of the sample respondents. Beneficiaries have spent a substantial part of their earnings on food (66.8 per cent) followed by education of the children (17.8 per cent,) and daily consumption items, health (5.3 per cent), agriculture inputs (2.4 per cent) and clothing (1.4 per cent). 3.4 per cent of the respondents saved the income earned under MGNREGA. Debt repayment (2.9 per cent) has also been found as a component of expenditure from MGNREGA earnings.

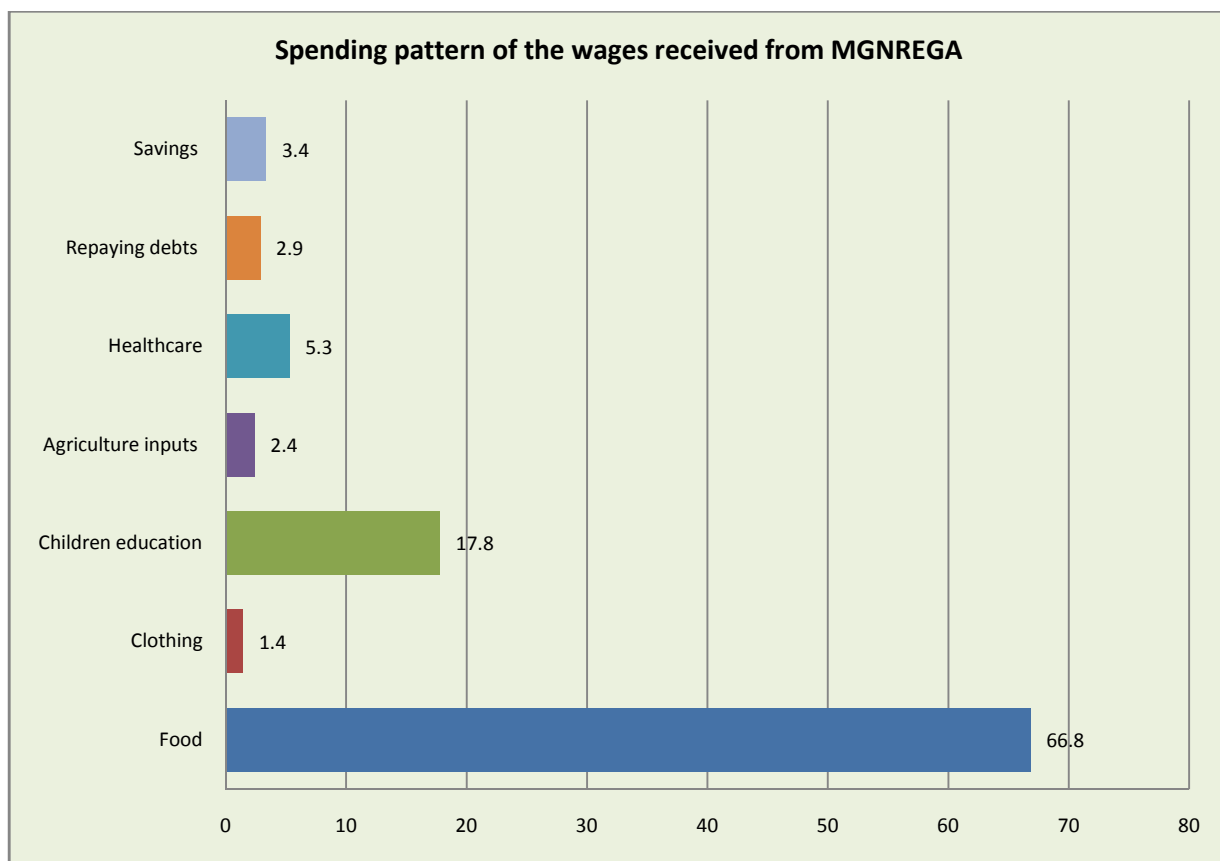


Table 17: Spending pattern of the wages received from MGNREGA

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Food	60 (88.2)	42 (51.2)	37 (63.8)	139 (66.8)
2.	Clothing	1 (1.5)	1 (1.2)	1 (1.7)	3 (1.4)
3.	Children education	7 (10.3)	21 (25.6)	9 (15.5)	37 (17.8)
4.	Agriculture inputs	-	4 (4.9)	1 (1.7)	5 (2.4)
5.	Healthcare	-	1 (1.2)	10 (17.2)	11 (5.3)
6.	Repaying debts	-	6 (7.3)	-	6 (2.9)
7.	Savings	-	7 (8.5)	-	7 (3.4)

Major Findings of the Study

A study on the process of women participation in the VEC was undertaken in order to analyze as to whether

- a) The VEC provides a forum for women to actively participate in the development process
- b) The women are enjoying their rights and entitlements given in the scheme
- c) The presence of women in the VEC has led to the initiation of women-centric projects and
- d) Women are given opportunities for capacity building and skill training.

The study was expected to highlight the development outcomes relevant to women development in the following aspects:

- (i) women are actively participating in selection of the works in the village through the VEC
- (ii) women have made use of their rights, e.g. social audit and RTI
- (iii) in allocating works, priority has been given to women in such a way that at least one-third of the beneficiaries are women who have registered and applied for work
- (iv) for the convenience of women workers, works have been offered to them within the confines of 5 kms
- (v) equal wages paid to women and men
- (vi) crèche are provided in case where women workers bring along with them children below 6 years and in more than 6 numbers
- (vii) tents, first aids and drinking water have been provided at all places of works

- (viii) the number of women groups that have been organized to take up collective initiatives for improving household income and social activities
- (ix) women have undergone specialized trainings in bookkeeping, organizational management and computer literacy

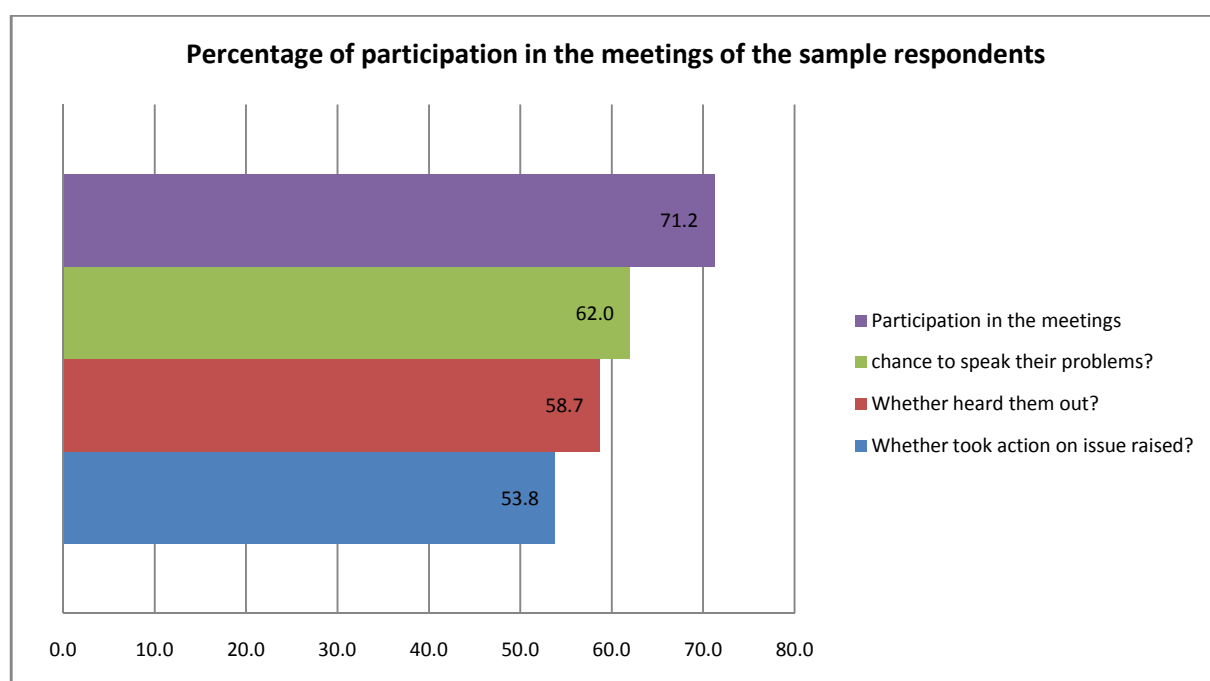
Based on the major trends in the data, the study arrived at the findings and under the following headings:

The VEC is a forum for women participation in development process

Societies that take steps towards wider social inclusion can achieve the social cohesion and capacity for collective action needed to carry through sometimes difficult reforms effectively - R. Pathak, Empowerment and Social Governance (Human Rights and Sociology), Isha Books, 2003. Generally, in Meghalaya and particularly in the rural areas, participation of women in the village Dorbar is discouraged by traditions. Hence, in the absence of a democratic body in the village the ambit of jurisdiction of the village Durbar for economic development, social justice and women empowerment is limited. A mechanism introduced in the scheme for inclusion of all adult persons irrespective of gender was observed to have resulted in a great deal of enthusiasm especially for women. The study collected information regarding the participation of women attendees to VEC meetings where 71.2 per cent of the respondent participated in the meetings as shown in Table 18.

Table 18: Participation in the meetings of the sample respondents

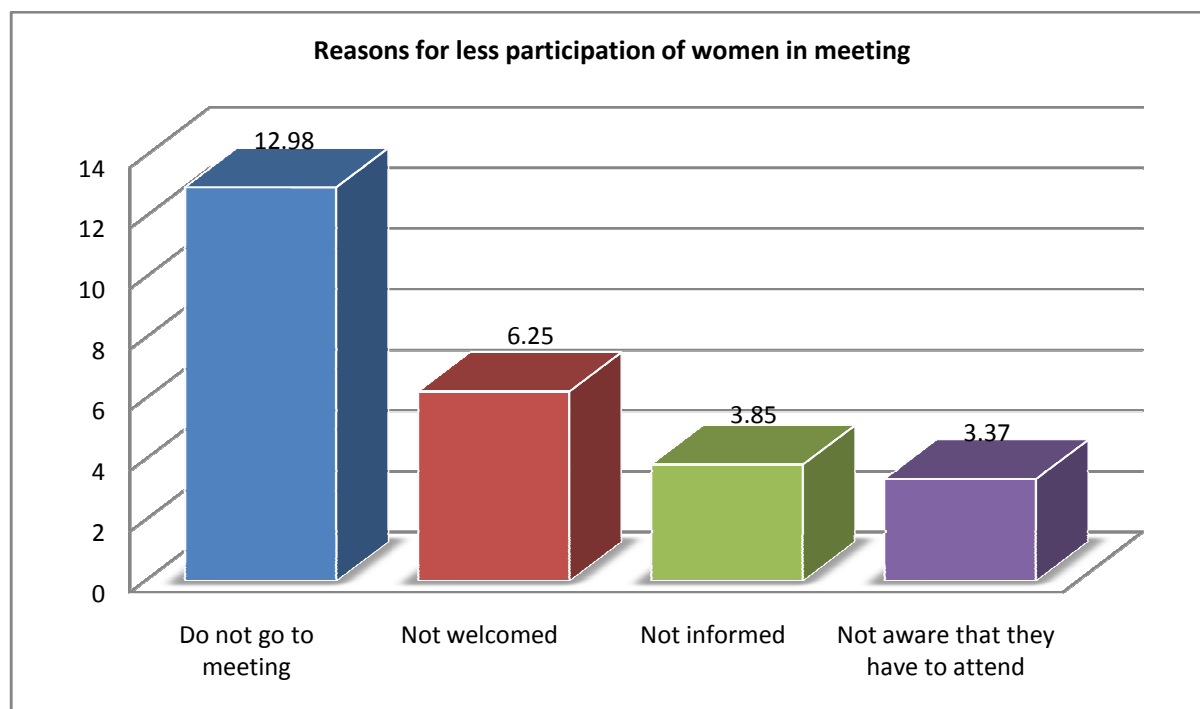
S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Participation in the meetings	56 (82.4)	59 (72.0)	33 (56.9)	148 (71.2)
2.	Chance to speak their problems	48 (70.6)	56 (68.3)	25 (43.1)	129 (62.0)
3.	Whether heard them out	43 (63.2)	56 (68.3)	23 (39.7)	122 (58.7)
4.	Whether took action on issue raised	43 (63.2)	50 (61.0)	19 (32.8)	112 (53.8)



The respondents were encouraged to specify reasons for meetings not being regular or less participation by women. 12.29 per cent reported that they do go to meetings, 6.25 per cent felt not welcomed, 3.85 per cent not informed by office bearers and 3.37 per cent are not aware that they have to attend, or necessary that they should attend for PRA, voicing their views, select works, etc. This has a direct relationship to attendance in VEC meetings shown above.

Table 19: Reasons for less participation by women in meetings

S. No.	Particulars	Umsning	Umling	Jirang	Total
1.	Do not go to meeting	9 (13.24)	11 (13.41)	7 (12.07)	27 (12.98)
2.	Not welcomed	1 (1.47)	11 (13.41)	1 (1.72)	13 (6.25)
3.	Not informed	0 (0.00)	1 (1.22)	7 (12.07)	8 (3.85)
4.	Not aware that they have to attend	0 (0.00)	1 (1.22)	6 (10.34)	7 (3.37)



The VEC office bearers are expected to create an enabling environment for women to participate in the meetings, raise questions, interact and present their opinions. On the question whether they could freely raise any issue in the meeting a large 62 per cent confirmed that they could, 58.7 per cent said VEC heard them out 53.8 per cent said VEC took action on issue raised.

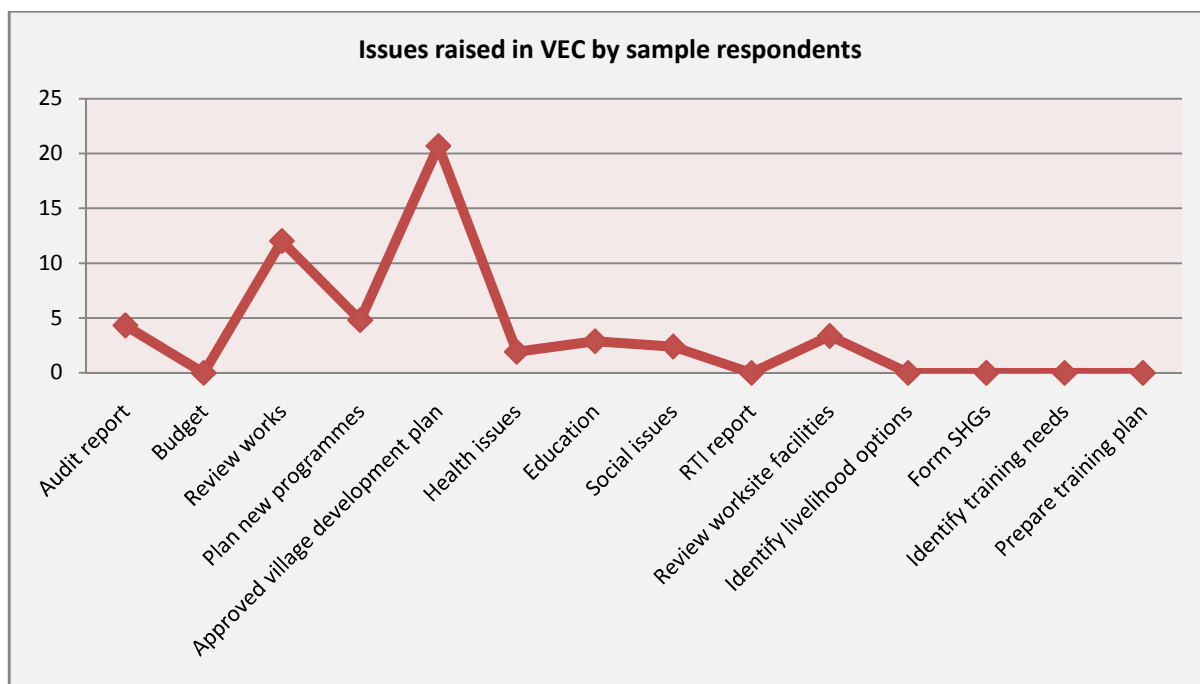
Participation in MGNREGS

Participation of women in the works under the scheme is high where 44.57 per cent of total workers are women. When asked for reasons respondents said MGNREGS fetches lower wages for men hence they would prefer to work outside the domain of the scheme. But women are happy with the wages in their own place resulting in high participation. Every one of the respondents expressed hope that the scheme would continue and accorded importance to works as they treated works as government works and hence status attached to works.

The VEC being the local authority for development is responsible for addressing economic and social issues with due regards to women centric initiatives. To find out to what extent this has taken place questions were asked about the main issues raised in VEC and which ones are most concerned with women development. To this only 20.7 per cent of the respondents took part in approving village plans and minimal percentage with respect to other areas like review of works, plan new programmes, audit report, review worksite facilities, health and education. Only 2.4 per cent of the sample respondents addressed social issues.

Table 20: Issues raised in VEC by sample respondents

S.No.	Particulars	Umsning	Umling	Jirang	Total
1.	Audit report	4 (5.9)	5 (6.1)	-	9 (4.3)
2.	Review works	10 (14.7)	12 (14.6)	3 (5.2)	25 (12.0)
3.	Plan new programmes	4 (5.9)	5 (6.1)	1 (1.7)	10 (4.8)
4.	Approved village development plan	15 (22.1)	20 (24.4)	8 (13.8)	43 (20.7)
5.	Health issues	2 (2.9)	2 (2.4)	-	4 (1.9)
6.	Education	4 (5.9)	2 (2.4)	-	6 (2.9)
7.	Social issues	2 (2.9)	3 (3.7)	-	5 (2.4)
8.	Review worksite facilities	4 (5.9)	3 (3.7)	-	7 (3.4)



Facilities embedded in the scheme are enjoyed by women

Measures are established in the scheme that attributes specific facilities benefitting women in the form of public services, facilities and amenities. Such measures are listed as follows: in allocation of works where at least one-third of the beneficiaries should be women who have registered and applied for work. For the convenience of women workers, works will be offered to them within the confines of 5 kms while equal wages are to be paid to women and men. Crèche are to be provided in case where women workers bring along with them children below 6 years and in more than 6 numbers. Tents, first aids and drinking water will have to be provided at all places of works. The terms of social agreement placed emphasis on the VEC to take initiatives in the following aspects, namely, enrolment of children in schools, promotion of adult education, support to teachers by providing safe accommodation, constitution of health, water and sanitation committees. The availability of public services, facilities and amenities do represent the real income and constitutes part of the standard of living of the households.

Social Audit – Section 17 of MGNREGA institutionalized Social Audit as a process in which details of implementation and utilization of MGNREGS resources (both financial and non-financial) are subject to public scrutiny and verification through the quantity and quality of works at different stages. The utility of social audit is that it is an effective means for ensuring transparency, participation, consultation and accountability under MGNREGA. With a view to assess the impact of Social Audit specific questions were asked on whether respondents are aware of social audit, aware that it is taking place, aware about selection of members, its usage, political interference etc. which is noteworthy as this reflects the significant role social audit can play in transparency in respect of implementation. It was found that very few interacted with officials. When further asked whether social audit is a useful mechanism for preventing corruption, 78 per cent agreed, if done properly. When asked about the meetings, 49 per cent pointed out that the number of meetings is irrelevant because critical information is not shared by audit teams.

Productive efficiency of women workers in our study stands very low in human development as they are untrained and earned their livelihood through physical labour which makes them susceptible to ill health which in turn adversely affects their productivity. Initiatives for sustainable livelihoods, skill development and human development which are crucial for women workers appear to be missing.

Quality of participation

The participation of the respondents in VEC meetings meant for selection of works under MGNREGS as well as social audit was taken into account for assessing quality of participation. Responses were collected as to whether the respondents participated in the discussions or just attended the meetings or not participated. It can be observed that respondents' participation in meetings meant for selection of works is better when compared to their participation in

social audit. In Umling Block a good number of respondents (78 per cent) took part in the discussion with regards to selection of works followed by Umsning Block (70.6 per cent) and the least in Jirang Block (60.3 per cent). In Jirang block 20.7 per cent of the respondents did not participate in the meetings meant for selection of work and also just attended the meetings. In the case of social audit, 69 per cent of the respondents in Jirang Block did not attend. Whereas out of 20.7 per cent of the respondents who attended the social audit meetings only 10.3 percent respondents participated in the discussions in Jirang Block.

Table 21: Quality of participation

Particulars	Umsning	Umling	Jirang	Total
Selection of work				
Not participated	11.8	11.0	20.7	13.9
Just attended the meetings	17.6	11.0	20.7	15.9
Participated in the discussions	70.6	78.0	58.6	70.2
Social audit				
Not participated	51.5	53.7	69.0	57.2
Just attended the meetings	25.0	22.0	20.7	22.6
Participated in the discussions	23.5	24.4	10.3	20.2
Reasons for non participation in Social Audit				
Illiterate	11.8	9.8	17.2	12.5
Lack of skills and participation	8.8	2.4	19.0	9.1
Not aware of scheduled of meetings	5.9	6.1	10.3	7.2
Only men participate	2.9	0.0	0.0	1.0
Other	1.5	6.1	0.0	2.9

The presence of women in the VEC has led to the initiation of women centric projects

Physical presence or absence is a crude measure of participation. What is important is that women should be able to articulate their needs and transform into action. (R. Chambers, 1991 “Shortcut and Participatory Methods for gaining Social Information for Projects” In Putting People First: Sociological Variables in Rural Development: 2nd ed. revised and expanded ed: M. Cernea, Oxford University Press: for the World Bank, Washington. The greater the economic power women have the greater is the control over their own lives. Women tend to spend income that flows through their hands by holding back less for personal use and devoting more to children’s nutrition and family welfare Rae Lesser Blumberg, New Delhi, Sage Publication, pp. 100-110, 1991, “Income under Female vs. Male Control: Hypotheses from a Theory of Gender Stratification and Data from the Third World” in *Gender, Family and Economy: The Triple Overlap*. The very fact that more women are participating in the scheme shows a positive gender dimension that economic support of women labour is growing in the families. High participation of women may be indicative of economic empowerment and reduced social exclusion. Our study area reveals that women constitute 51.6 per cent of the total workers. During the year 2012-13 the works undertaken by the VEC as shown in Table 22, 66.3 per cent constitute rural connectivity and 16.5 per cent works relate to water conservation. The presence of women workers in road construction, conservation works revealed that women have no choice since works available were not identified to cater to women oriented programmes. To involve women in the works under the scheme identification of works should be given importance to women-centric projects. Women were asked specific questions on the process of identification of works in VEC which would help women to initiate livelihood opportunities 67.4 per cent said roads can be identified for

construction in places that give access to women to sell their produce at the roadside while bridges to help easy access to the riverside.

Table 22: MGNREGA Outcomes (Physical:Assets) of Ri Bhoi District, 2008-09 to 2012-13

Year	Assets Created																		Total Works Taken up	Total Works Completed	% Age of Works Completed		
	Rural Connectivity		Flood Control and Protection		Water Conservation and Water Harvesting		Drought Proofing		Micro Irrigation Works		Provision of Irrigation facility to Land Owned by		Renovation of Traditional Water bodies		Land Development		Any Other activity Approved by MRD					Bharat Nirman Rajiv Gandhi Sewa Kendra	
	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed	Taken up	Completed				Taken up	Completed
2008-09	42	95	39	15	70	29	6	0	19	0	0	0	25	4	24	0	0	0	0	0	604	143	23.68
2009-10	38	24	15	4	15	33	9	4	17	6	8	8	21	6	40	7	64	92	0	0	129	184	14.22
2010-11	15	254	64	10	13	66	83	32	82	16	0	0	26	18	12	61	0	0	21	5	206	462	22.33
2011-12	16	604	14	9	46	208	13	124	75	42	1	0	12	101	22	109	20	2	11	4	275	1203	43.68
2012-13	12	100	5	3	32	28	22	4	47	8	1	0	44	8	16	13	25	3	30	0	195	167	8.52

Development initiatives and about the roles played by women members, questions posed to office bearers of VEC, the office bearers said 24.1 per cent women are involved in drinking water works, 63.6 per cent in roads, 49 per cent in conservation etc. Other than development issues the study wanted to test on empowerment through VEC in other areas not directly listed as permissible works under the Act like computer literacy, training, skill upgradation, social issues like domestic violence and alcoholism. Alcoholism is the major problem

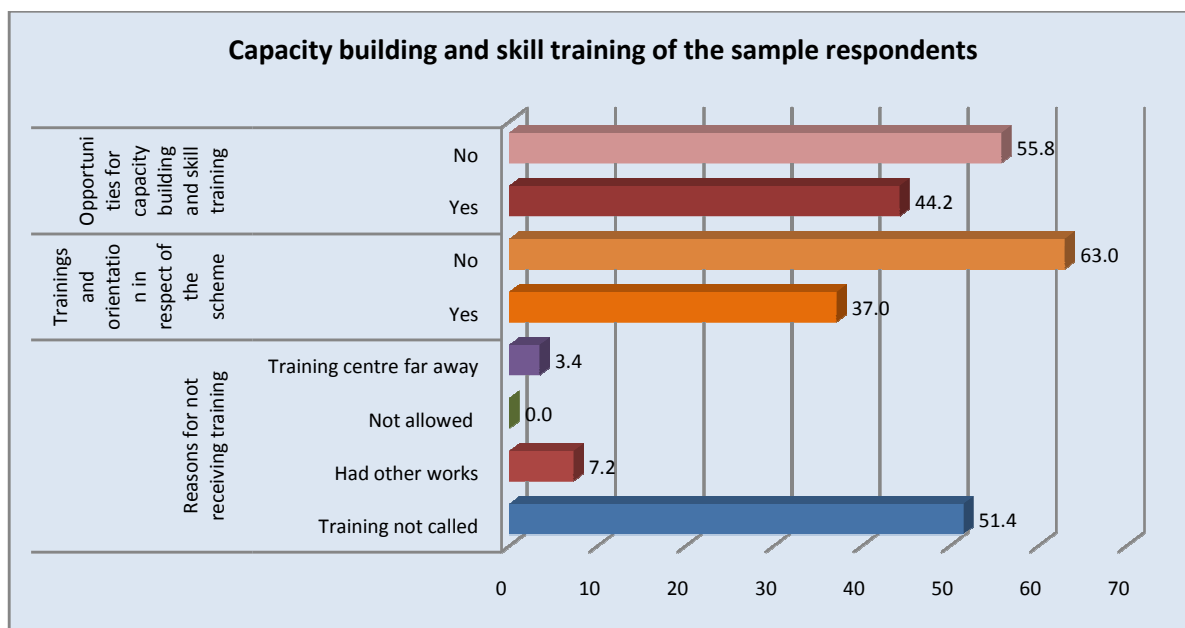
with 75 per cent said it is affecting households and 82 per cent said problems have reduced through efforts of VEC women members.

Women are given opportunities for capacity building and skill training

Trainings and capacity building: In accordance with the letter and spirit of the Act, women as members of the VEC should be well trained and their capacity built up so that they can contribute meaningfully to village development. 37 per cent respondents had received trainings and orientation in respect of the scheme. The block-wise performance of training and capacity building is given below.

Table 23: Capacity building and training

S. No.	Particulars	Umsning	Umling	Jirang	Total
I.	Opportunities for capacity building and skill training	30 (44.1)	38 (46.3)	24 (41.4)	92 (44.2)
II.	Trainings and orientation in respect of the scheme	20 (29.4)	32 (39.0)	25 (43.1)	77 (37.0)
III.	Reasons for not receiving training				
1.	Training not called	35 (51.5)	44 (53.7)	28 (48.3)	107 (51.4)
2.	Had other works	10 (14.7)	2 (2.4)	3 (5.2)	15 (7.2)
3.	Training centre far away	-	1 (1.5)	6 (7.3)	7 (3.4)



When further asked to those 63 per cent respondents who did not receive training the reasons of non-attendance it was found that 51.4 per cent reported that they were never called to trainings, 7.2 per cent had other works and 3.4 per cent said that the training centre is far away. About 11.5 per cent said that they wanted more training since trainings received are too short. 75.5 per cent of the respondents report that training would help them in - exercising their rights - to raise questions on works identification, wages parity, quality of works, grievance redress through use of RTI and social audit.

Table 24: Importance of training of the sample respondents

S. No.	Particulars	Umsning	Umling	Jirang	Total
	Importance of training				
1.	Yes	80.9	89.0	69.0	80.8
2.	No	19.1	11.0	31.0	19.2
	Whether training would help in exercising your rights?				
1.	Yes	70.6	85.4	67.2	75.5
2.	No	29.4	14.6	32.8	24.5

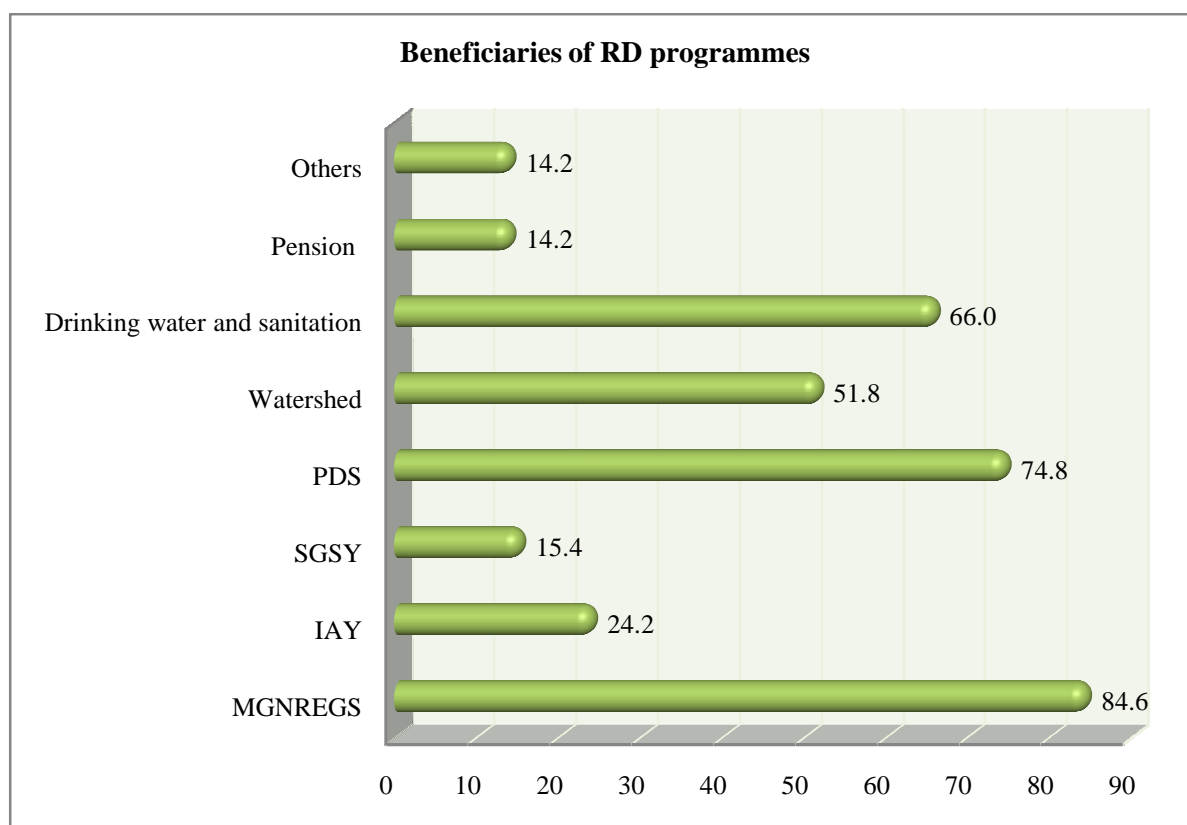
Effort was made to interview the specific impact of MGNREGA on women office bearers. Majority of the office bearers experienced enhanced self esteem and confidence and felt important to be counted as leader in the village especially associated with government works which commanded status, and decision making capacity. 78 per cent said they now interact with officials, line departments and banks on regular basis. 72 per cent said acceptability by government departments and development agencies is easier. 75 per cent influenced action taking by VEC on health, education and sanitation. 84 per cent are more aware of their rights and entitlements. When asked about village development, more than 64 per cent respondents mentioned easier and more functional water sources, provision of sanitary latrines increased in all the sample Blocks.

Beneficiaries of Rural Development Programmes

The participation of the respondents as beneficiaries of various rural development programmes is expected to have a positive effect on the socio-economic status and social capital formation of respondents. Data reveal that in all sample blocks, maximum numbers of respondents are benefited by MGNREGS (84.6 per cent) followed by PDS (74.8 per cent), Drinking water and sanitation (66 per cent), IAY (24.2 per cent) and watershed (51.8 per cent). Only 15.4 per cent of the respondents are benefited by SGSY. Except in Jirang Block, 14.2 per cent of the respondents are benefited by pension scheme. Details can be seen from Table 25.

Table 25: Beneficiaries of Rural Development Programmes

S.No.	Particulars	Umsning	Umling	Jirang	Total
1.	MGNREGS	57 (83.3)	73 (88.9)	46 (80.0)	176 (84.6)
2.	IAY	11 (16.7)	27 (33.3)	12 (20.0)	50 (24.2)
3.	SGSY	11 (16.7)	9 (11.1)	12 (20.0)	32 (15.4)
4.	PDS	45 (66.7)	64 (77.8)	46 (80.0)	156 (74.8)
5.	Watershed	34 (50.0)	27 (33.3)	46 (80.0)	108 (51.8)
6.	Drinking water and sanitation	45 (66.7)	46 (55.6)	46 (80.0)	137 (66.0)
7.	Pension	11 (16.7)	18 (22.2)	0 (0.0)	30 (14.2)
8.	Others	11 (16.7)	18 (22.2)	0 (0.0)	30 (14.2)



Vulnerable factors responsible for participation in MGNREGS

Factors like characteristics of a person (such as lack of skill, literacy), or a person's environment (such as family members' ill health) that force a person to participate though not really interested are considered as vulnerable factors. It was observed that insufficient agriculture activity (63.9 per cent) and lack of continuous work (60.1 per cent) were the major factors because respondents were compelled to work in MGNREGS. Such cases are high in Umling block with 78 per cent and 67.1 per cent respectively. Distress migration is another vulnerable factor making the respondents to take part in MGNREGS work in Jirang and Umsning Blocks. Lack of skills to do other works also pushed the community towards MGNREGS and such cases are reportedly high in Jirang (55.2 per cent) and Umling (35.4 per cent). Other factors listed out are poverty, unemployment, debts, health problems etc.

Table 26: Vulnerable factors responsible for participation in MGNREGS

Particulars	Umsning	Umling	Jirang	Total
No sufficient agriculture activity	50.0	78.0	60.3	63.9
Low market wages	16.2	11.0	20.7	15.4
Migration	26.5	8.5	32.8	21.2
Illiteracy	16.2	19.5	20.7	18.8
Lack of skills	16.2	35.4	55.2	34.6
Lack of continuous work	50.0	67.1	62.1	60.1
Others (if any)*	7.4	2.9	5.9	16.2

* Poverty, unemployment, debts, health problems etc.

Factors motivating women's participation in MGNREGS

There are many factors which encouraged and motivated respondents to participate in MGNREGS. Such factors are listed and out of them support from family (88.6 per cent), minimum wage (84.6 per cent) and group arrangement (83.7 per cent) are ranked high. Also, 77.5 per cent of the respondents reported that self esteem/dignity is enhanced after participation in MGNREGS. The other factors which motivated respondents to participate are equal wages, works taken up on their own land, attitude/sensitivity of officials, mode of payment, timely wages, assets created which are beneficial, worksite facilities, etc.

Table 27: Factors motivating women's participation in MGNREGS

S.No.	Particulars	Umsning	Umling	Jirang	Total
1.	Minimum wages	83.3	88.9	80.0	84.6
2.	Timely wages	50.0	44.4	80.0	56.2
3.	Works taken up on their own land	67.6	69.5	63.8	67.3
4.	Assets created which are beneficial	51.5	52.4	48.3	51.0
5.	Support from family	95.6	88.9	80.0	88.6
6.	Higher than market wages	16.7	11.1	40.0	21.0
7.	Equal wages	66.7	77.8	80.0	74.8
8.	Group arrangement	94.1	77.8	80.0	83.7
9.	Mode of payment	66.7	44.4	69.0	58.5
10.	Worksite facilities	33.3	33.3	80.0	46.3
11.	Attitude/sensitivity of officials	83.3	66.7	48.3	67.0
12.	Timely employment	16.7	22.2	60.0	30.9
13.	SHG membership	33.3	11.1	40.0	26.4
14.	Local NGOs encouragement	33.3	33.3	60.0	40.8
15.	Self esteem/self dignity	66.7	77.8	89.7	77.5
16.	Other factors (if any)	16.7	11.1	60.0	26.6

Hindering Factors

There are few factors which acted as constraints or obstacles for the respondents to participate in MGNREGS even though they showed willingness to work. Such factors as untimely employment (70.2 per cent), delayed payment (40.5 per cent), household work load (39.4 per cent), problems in getting employment (32 per cent), health problems (31.3 per cent) etc. are major ones. Others are, own agricultural works, rigid timing, insensitivity of the officials, wages less than market wages, officials not able to provide employment, lack of mandatory worksite facilities, hard work, etc. It is evident from Table 28 that delayed payment is high in Umsning Block (51.5 per cent) and untimely employment is more in Jirang Block (82.8 per cent).

Table 28: Factors hindering women's participation in MGNREGS

S.No.	Particulars	Umsning	Umling	Jirang	Total
1.	Household work load	50.0	44.4	20.0	39.4
2.	Own agriculture works	16.7	44.4	20.0	28.5
3.	Health problems	35.3	31.7	25.9	31.3
4.	Delayed payment	51.5	31.7	40.0	40.5
5.	Untimely employment	61.8	68.3	82.8	70.2
6.	Lower than market wages	20.6	7.3	20.0	15.2
7.	Unequal wages	16.7	9.8	40.0	20.4
8.	Group arrangement	2.9	11.1	40.0	16.5
9.	Gender and caste discrimination	16.7	11.1	20.0	15.4
10.	Attitude of officials	20.6	19.5	13.8	18.3
11.	Problems in getting employment	33.3	11.1	60.0	32.0
12.	Rigid timings	16.7	33.3	20.0	24.2
13.	Other factors (if any)*	16.7	22.2	20.0	19.8

* Not able to provide continuous work, lack of mandatory worksite facilities, hard work, distance to the worksite etc.

Outcome of participation in MGNREGS

Outcomes assessment of participation of women in MGNREGS is a systematic process to find out the extent to which the objectives of the programme are achieved and also the likely impact on the economic, social and psychological aspects relating to women. The outcomes of women participation in MGNREGS are assessed in terms of standards of improvement in the quality of life (like incomes, food, clothing, health, education, housing etc.) and changes within and outside environment of women.

The qualitative responses of the changes in income levels, expenditure on food, clothing, health, education and housing were collected in terms of – no change, change to some extent and change to large extent.

More than 80 per cent of the respondents reported that income levels have changed to some extent in all sample blocks because of MGNREGS. In Umsning and Jirang Blocks, 17 per cent of the respondents informed that there was no change in the income levels and 7.3 per cent in Umling Block. Only about 2 per cent of the respondents in the sample blocks felt that the change in income levels was to a large extent because of MGNREGS.

In all other parameters, majority of the respondents reported change to some extent, with variations across the sample blocks. It is evident from Table 29 that all parameters in Umling block reported change to some extent while in Umsning block almost all parameters are change to large extent. In respect of no change majority is observed in Jirang block.

Table 29: Quality of life

S.No.	Particulars	Umsning	Umling	Jirang	Total
1.	<i>Income levels</i>				
	No change	16.2	7.3	17.2	13.5
	Change to some extent	80.9	90.2	81.0	84.6
	Change to large extent	2.9	2.4	1.7	1.9
2.	<i>Food</i>				
	No change	20.6	22.0	37.9	26.4
	Change to some extent	73.5	75.6	36.9	69.7
	Change to large extent	5.9	2.4	6.9	4.3
3.	<i>Clothing</i>				
	No change	22.1	17.1	29.3	23.6
	Change to some extent	66.2	78.0	60.3	69.2
	Change to large extent	11.8	4.9	10.3	7.2
4.	<i>Health</i>				
	No change	20.6	11.0	31.0	19.7
	Change to some extent	64.7	79.3	58.6	68.8
	Change to large extent	14.7	9.8	10.3	11.5
5.	<i>Education</i>				
	No change	16.2	11.0	20.7	15.4
	Change to some extent	50.0	78.0	60.3	63.9
	Change to large extent	33.8	11.0	20.7	21.2
6.	<i>Housing</i>				
	No change	23.5	17.1	27.6	22.1
	Change to some extent	58.8	72.0	53.4	62.5
	Change to large extent	17.6	11.0	19.0	15.4

Changes in other areas within and outside environment of women due to participation in MGNREGS

Any development programme will impact not only the quality of living of the beneficiary but also the factors contributing to the empowerment within and outside the environment women dealt with. For the study few indicators of empowerment were taken into consideration, such as, whether respondent could

gain confidence to lead, motivate fellow workers, interact freely with officials, participation in decision making in household matters and community matters, manage money, access government schemes, bank loans etc., seek membership in village level institutions like SHGs, participate in local elections, feeling empowered, feeling (self) confident, competent, self-esteem and to move independently.

Almost 48 per cent of the respondents gained confidence to lead and more than 41 per cent also acquired skills to motivate fellow workers to a large extent after participation in MGNREGS. Some trend was also observed even in respect of skills pertaining to negotiation where more than 60 per cent of the respondents could interact to some extent with officials/VECs after participation in MGNREGS. Only some respondents reported that they could exercise the skill to a large extent. When it comes to decision making, a good number of respondents from all the three sample blocks mentioned that they could take decisions to some extent in the household and community level matters with participation in MGNREGS. About 24 per cent of the respondents reported nil in both household and community matters after participation in MGNREGS. In terms of decision making, high number of the respondents (77.8 per cent) is found in Umling block followed by Umsning and Jirang blocks.

With respect to skills of the financial management, questions were asked whether the respondents could manage their earnings (how much to allocate for food, clothing and other consumption needs and how to manage other expenditure of the household). It was found out that more than half of the respondents in the sample blocks reported nil indicating low financial management. Only 33.3 per cent respectively of the respondents in Umsning and Umling blocks and 20 per cent respondents in Jirang block started managing money after participation in MGNREGS.

Similar trend was observed in other parameters. Major change was indicated in Umling block and least change was observed in Jirang block. Details can be seen from Table 30.

Table 30: Changes in other areas within and outside environment of women due to participation in MGNREGS

S.No.	Particulars	Umsning	Umling	Jirang	Total
(1)	(2)	(3)	(4)	(5)	(6)
1.	<i>Confidence to lead</i>				
	Nil	14.7	9.8	19.0	13.9
	Some extent	36.8	41.5	32.8	37.5
	Large extent	48.5	48.8	48.3	48.6
2.	<i>Motivate fellow workers</i>				
	Nil	17.6	22.2	20.0	20.1
	Some extent	36.8	36.6	37.9	37.0
	Large extent	45.6	41.5	41.4	42.8
3.	<i>Interact freely with officials</i>				
	Nil	16.7	22.2	20.0	19.8
	Some extent	66.7	66.7	60.0	64.8
	Large extent	16.7	11.1	20.0	15.4
4.	<i>Decide yourself in HH matters</i>				
	Nil	14.7	9.8	25.9	15.9
	Some extent	69.1	77.8	60.0	70.0
	Large extent	16.7	12.2	13.8	14.1
5.	<i>Decide yourself in community matters</i>				
	Nil	35.3	12.2	24.1	23.1
	Some extent	50.0	77.8	58.6	63.4
	Large extent	14.7	9.8	17.2	13.5
6.	<i>Started managing the money</i>				
	Nil	50.0	55.6	60.0	55.0
	Some extent	33.3	33.3	20.0	29.6
	Large extent	16.7	11.1	20.0	15.4

(1)	(2)	(3)	(4)	(5)	(6)
7.	<i>Assessed govt. schemes, bank loans etc.</i>				
	Nil	50.0	44.4	60.0	50.6
	Some extent	33.3	44.4	20.0	34.0
	Large extent	16.7	11.1	20.0	15.4
8.	<i>Membership in VDO has increased</i>				
	Nil	23.5	17.1	29.3	22.6
	Some extent	58.8	72.0	31.0	56.3
	Large extent	16.7	11.0	40.0	20.9
9.	<i>Started participating in local elections</i>				
	Nil	51.5	54.9	41.4	50.0
	Some extent	30.9	22.2	37.9	29.4
	Large extent	17.6	23.2	20.0	20.5
10.	<i>More powerful</i>				
	Nil	16.2	11.0	41.4	21.2
	Some extent	69.1	74.4	37.9	62.5
	Large extent	14.7	14.6	20.7	16.3
11.	<i>Self-confidence</i>				
	Nil	14.7	11.1	20.0	14.8
	Some extent	17.6	33.3	51.7	33.3
	Large extent	67.6	55.6	27.6	51.7
12.	<i>Competence has increased</i>				
	Nil	17.6	15.9	17.2	16.8
	Some extent	66.2	73.2	58.6	66.8
	Large extent	16.2	11.1	24.1	16.4
13.	<i>Self esteem has gone up</i>				
	Nil	14.7	9.8	20.7	14.4
	Some extent	51.5	55.6	43.1	50.7
	Large extent	33.8	34.1	37.9	35.1
14.	<i>Started moving independently</i>				
	Nil	14.7	11.1	17.2	14.0
	Some extent	67.6	65.9	43.1	60.1
	Large extent	17.6	23.2	40.0	26.1

CHAPTER - 6

SUMMARY OF MAIN OUTCOMES OF THE STUDY

VEC as a forum for women participation in Development Process

Although participation of women in meeting is noticed and the chance to speak out their problems is also there but comparatively it is less visible in the case of Jirang Block. The main reasons are, women are not felt welcome or informed by office bearers or not aware that they have to attend or that their views are important in the meetings. Generally, however women could freely raise any issue in the meeting.

Participation in MGNREGS

- Participation of women is high because women prefer to work in own place but men work outside due to lower wages.
- Women have a sense of pride in work since it is Government scheme, hence more women participation. But In general, women issues such as health and education are given least hearing by VEC.

Awareness about MGNREGS

- More than 80 per cent are aware about 100 day's employment.
- Awareness level is low about unemployment allowance, extra wages beyond 5 kms work and time limit.

Awareness about Worksite facilities

Awareness level is low at 37 per cent for shade and 22.6 per cent for drinking water. Whereas awareness about first aid and child care facilities is very low.

Village Development Organization

28.4 per cent are members of SHGs and 17.8 per cent are members of village seng kynthei and cooperatives.

Only 20 per cent of women respondents took part in approving village plans whereas minimal percentage with respect to other areas like review of works, plan new programmes, audit report, review worksite facilities, health and education.

Transparency and Social Audit

It was found very few women interacted with officials, however respondents felt social audit is a tool for checking corruption if done properly. It may be mentioned that in the case of social audit 69 per cent of the respondent in Jirang Block did not attend.

VEC as initiator of women centric projects

The presence of women workers revealed that women have no choice since works available were not identified to cater to women oriented programmes. Most of the works are construction of roads and footpaths which involved more of physical labour. Respondents wanted that works should be more women centric to help women to initiate livelihood opportunities. 67.4 per cent said roads can be identified for construction in places that give access to women to sell their produce at the road side while bridges to help easy access to the rivers.

Capacity Building

Training and capacity building for women is still lacking in the study area. Only 37 per cent respondents received training and orientation in respect of the scheme.

Beneficiaries of Rural Development Programmes

Majority of the respondents revealed maximum benefits from MGNREGS (84.6 per cent) followed by PDS (74.8 per cent).

Vulnerable factors responsible for participation in MGNREGS

Insufficient agriculture activity (63.9 per cent) and lack of continuous work (60.1 per cent). Lack of skills is highest at Jirang Block (55.2 per cent).

Factors motivating women participation in MGNREGS

Support from family, minimum wages and group arrangement. Self-esteem, assets creation and worksite facilities also motivated women to participate in MGNREGS.

Hindering Factors

Untimely employment, delayed payment and household workload. Delayed payment is high in Umling Block (51.5 per cent) and untimely employment is more in Jirang Block (82.8 per cent).

Outcome of Participation

- More than 80 per cent reported that income levels have changed to some extent due to MGNREGS.
- Only 2 per cent of the respondents in the sample blocks felt that the change in the income levels was to a large extent because of MGNREGS.
- 48 per cent of the respondents gained confidence to lead and 41 per cent acquired skills to motivate fellow workers to a large extent after participation in MGNREGS.

Other opinions

- Women felt scheme provided opportunity to earn a living in own place.
- Not all understood that the scheme is based on work on demand
- Though low wages but help people to avoid migration.
- Assets created could have become more productive through technical support of line departments on convergence mode.
- More thrust on water conservation works required.
- Upscaling of works taken up for long term sustainability.
- Respondents require specialized trainings including computer literacy.
- Respondents require a strong Vigilance and Monitoring Committee (VMC).

CHAPTER - 7

IMPLICATIONS OF THE STUDY AND FINAL COMMENTS

General opinion of people about the scheme

Through informal meetings with a cross section of the people in the district particularly those directly involved as workers, the investigators were able to collect a good deal of reaction and perception with respect to the scheme. The respondents generally felt that the scheme is an opportunity to earn a living in one's own place particularly for women even though many women are vaguely realizing that the VEC selected the works in the village or that woman can select works in the VEC. Some took for granted that work is available to them once they have a job card, as they have not fully understood 'work on demand'. Though wages is low and not paid on time but since it is assured hence this has helped people to avoid migration to town areas. Many were of the opinion that assets created could have become more productive with more technical support from other departments perhaps on convergence mode. Some felt more thrust is required on water conservation works. Others felt that works undertaken at the VEC level may not be permanent but they are true reflection of the needs of the community and therefore the departments concerned should upscale the works for sustainable development. On the question of misappropriation many felt that fudging if any, is not always by design but resulted due to lack of information and training. Some participants expressed the need for specialized trainings, namely, bookkeeping, organization management and computer literacy. Some are totally ignorant as to their rights and entitlements and some who are aware of the existence of such rights and entitlements do not know how or where to go in case of grievances. The facilities imbedded in the scheme for women members were not provided as per the provisions of the scheme while not too many have make use of their rights, e.g. RTI and social audit. A point worth

noting, however, is that through interaction and simple SWOT exercises with the primary respondents, it can be comprehended that the participants have come to the realization that the VEC is the most important organization not merely for the purpose of MGNREGS but that it can evolve as the ‘One’ organization through which the overall change-process can take place in the village.

Comments on VMC

Community vigilance and monitoring is a very crucial component of MGNREGS because it not only empowers the rural society by allowing people to participate actively in identification and prioritization of works but more importantly because it allows the primary stakeholders in the programme to control over the works through monitoring process. Most of the participants felt that monitoring and social audit are indispensable for MGNREGS. Therefore, formation of VMC is perhaps a priority in order to enhance the standards of implementation of rural development programmes in general and MGNREGS in particular.

The study gave greater importance to garner opinions and feedback on VMC and the general comment is as given below:

- Since office bearers of VEC cannot be members of VMC, hence the VMC is always at liberty to bring about transparency and thereby avoid manipulation, if there is any, for proper execution of works under MGNREGS at VEC level itself.
- Based on the reports prepared by VMC, gaps can be filled, for e.g., non-availability of worksite facilities like first aid box, crèche, etc.,
- VEC members who are not muster roll workers can be members of VMC and hence can take part in monitoring the works under MGNREGS for its proper implementation.

- The VMC would be able to bring about smooth functioning of works undertaken by the VEC as the report can be prepared by VMC in 3 phases, i.e., before the start of work, during the work and after the work is completed. The report so prepared by VMC can then be crosschecked and considered during the Social Audit.
- Problem of formation of VMC under MGNREGS often arises when some members of the committee are also members of various other committees like Social Audit Committees, PIC, Purchase Committee, etc. In such situations, the Committee formed, may even become a mere formality, as there is a chance of confusion regarding the functions of the different committees.
- Whereas the Handbook for VMC brought out by NIRD, Hyderabad specified that a 9 member VMC be formed at the Gram Sabha level but in the State as per 2010 notification, VMCs are being formed with 6 members only at AEC level. In such a situation, where the VMC formed does not include in it members from all VECs of a particular AEC, then this may create some unwanted situations within that AEC that may hamper the smooth functioning of works under the scheme.
- Reports prepared by the VMC, if, contained certain information which is not to the favour of the scheme or implementers, might bring about adverse or vitiated circumstances within the VEC which might lead to misunderstandings among the VEC members.
- There is need for uniform guidelines for VMC and proper instructions given to members of VMC regarding their functions. As of now, it appears that the committee has to limit itself to preparing report only about the completion of works undertaken under MGNREGS.

Points in Question with respect to VMC

1. The Members of VMC are selected at VEC level and the tenure of the Committee is not fixed. Since it appears that VEC office bearers cannot be members of VMC, therefore will there be Rules that will support the VMC if reports prepared by the VMC happened to contain contents showing violation of the guidelines of the scheme or contrary to the Act itself
2. If there were a case in which the VMC is able to bring out reports exposing loopholes in implementation within the VEC, the question is whether should there be a strict rule for the VEC to retain the members of the VMC. The apprehension arises mainly because the VEC that formed the VMC can also dissolve or replace the members in the absence of such rules.

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ANNEXURE

(i). List of Tables

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(ii) Questionnaires

Questionnaire A [For MGNREGS Beneficiary]

Village: / _____ / AEC: / _____ /

Block: / _____ / District: / _____ /

Investigator's Name: / _____ /

Date: / _____ /

PART I (GENERAL QUESTIONS)		
A. Respondent's Details		
1.	Name of Respondent:	
2.	Age (years):	/ ____ /
3.	Gender: [1 = Male; 2 = Female]	/ ____ /
4.	Educational level: [1 = Illiterate; 2 = Literate (below primary); 3 = Primary (class V complete); 4 = Upper Primary (class VIII complete); 5 = Secondary (class X complete); 6 = High School (class XII complete); 7 = Above High School; 9 = Unclear]	/ ____ /
5.	Marital Status: [1 = Married; 2 = Widowed; 3 = Divorced, Abandoned or Separated; 4 = Unmarried; 5 = Other (specify); 9 = Unclear]	/ ____ /
6.	Religion: [1 = Hindu; 2 = Muslim; 3 = Christian; 4 = Other (specify); 9 = Unclear]	/ ____ /
7.	Category: [1 = SC; 2 = ST; 3 = OBC; 4 = Other; 9 = Unclear]	/ ____ /
B. Household Details		
8.	Number of household members:	
		<i>Female Male Total</i>
	Children (below 14 years)	/ ____ / / ____ / / ____ /
	Adults (aged 14-60 years)	/ ____ / / ____ / / ____ /
	Aged persons (above 60 years)	/ ____ / / ____ / / ____ /
	Total	/ ____ / / ____ / / ____ /
9.	Presence of any differently abled persons in your household: [1 = Yes; 2 = No; 9 = Unclear]	/ ____ /

10.	Number of earning members: <i>Male: /_____/ Female: /_____/</i>	
11.	Does the household have an MGNREGA job card? <i>[1 = Yes; 2 = No]</i>	/_____/
12.	Status of the household: <i>[1 = BPL; 2 = APL; 9 = Unclear]</i>	/_____/
13.	Type of dwelling: <i>[1 = Kachha; 2 = Semi-pukka; 3 = Pukka; 9 = Unclear]</i>	/_____/
14.	Was the house wholly or partly built under Indira Awas Yojana <i>[1 = Yes, wholly; 2 = Yes, partly; 3 = No; 9 = Unclear]</i>	/_____/
15.	Current main income source: <i>[1 = Cultivator; 2 = Agriculture Labour; 3 = Non-agriculture Labour; 4 = Business; 5 = Artisan; 6 = Services; 7 = Student; 9 = Unclear]</i>	/_____/
16.	What was the income source before MGNREGA was introduced? <i>[1 = Cultivator; 2 = Agriculture Labour; 3 = Non-agriculture Labour; 4 = Business; 5 = Artisan; 6 = Services; 7 = Student; 9 = Unclear]</i>	/_____/
17.	Amount of agricultural land owned: <i>[1 = Landless; 2 = Less than 1 acre; 3 = 1.01 to 2.5 acres; 4 = 2.51 to 5.0 acres; 5 = 5.01 to 10.0 acres; 6 = 10.1 acres and above; 9 = Unclear]</i>	/_____/
18.	Do you have irrigation facility? <i>[1 = Yes; 2 = No]</i>	
19.	Economic status of the household: <i>[1 = Less than ₹5000; 2 = ₹5001 to 10,000; 3 = ₹10,001 to 15,000; 4 = ₹15,001 to 20,000; 5 = ₹20,000 to 25,000; 6 = ₹25,001 to 40,000; 7 = ₹40,001 to 60,000; 8 = ₹60,001 and above; 9 = Unclear]</i>	/_____/
About MGNREGA		
20.	Do you know about MGNREGA scheme? <i>[1 = Yes; 2 = No]</i>	/_____/
21.	From which source did you come to know about MGNREGA? <i>[1 = VEC; 2 = Officials; 3 = Media; 4 = NGO; 5 = Friends & Relatives; 6 = MGNREG campaign; 7 = Door-to-door survey; 9 = Unclear]</i>	/_____/
22.	Are you aware of entitlements under MGNREGA? <i>[1 = Yes; 2 = No]</i>	
	1) Right to work	/_____/
	2) Maximum number of days of guaranteed employment (100 days)	/_____/
	3) Unemployment allowance (₹____ & _____)	/_____/
	4) Extra wages to be paid if worksite beyond 5 kms (10% more)	/_____/

	5) Minimum wages (□ _____) 6) Time limit for providing employment after submission of application (15 days) 7) Time limit for payment of wages (15 days) 8) Right to information	/_____/															
23.	Are you aware that you can complain and also aware of the officials to be contact, if [1 = Yes; 2 = No] <table style="width: 100%; border: none;"> <thead> <tr> <th style="width: 40%;"></th> <th style="width: 20%; text-align: center;">Aware</th> <th style="width: 40%; text-align: center;">Official to be contacted</th> </tr> </thead> <tbody> <tr> <td>Job cards are not given</td> <td style="text-align: center;">/_____/</td> <td style="text-align: center;">/_____/</td> </tr> <tr> <td>Work is not given within 15 days</td> <td style="text-align: center;">/_____/</td> <td style="text-align: center;">/_____/</td> </tr> <tr> <td>Wages are not paid within 15 days</td> <td style="text-align: center;">/_____/</td> <td style="text-align: center;">/_____/</td> </tr> <tr> <td>Wage slips are not given</td> <td style="text-align: center;">/_____/</td> <td style="text-align: center;">/_____/</td> </tr> </tbody> </table>		Aware	Official to be contacted	Job cards are not given	/_____/	/_____/	Work is not given within 15 days	/_____/	/_____/	Wages are not paid within 15 days	/_____/	/_____/	Wage slips are not given	/_____/	/_____/	/_____/
	Aware	Official to be contacted															
Job cards are not given	/_____/	/_____/															
Work is not given within 15 days	/_____/	/_____/															
Wages are not paid within 15 days	/_____/	/_____/															
Wage slips are not given	/_____/	/_____/															
24.	Who has registered for the job card in your household? [1 = Male; 2 = Female]	/_____/															
25.	In general where does the job card lie? [1 = Headman; 2 = VEC secretary; 3 = Technical Assistant; 4 = Mate; 5 = Contractor; 6 = Self; 9 = Unclear]	/_____/															
26.	Have you incurred any expenditure for getting a job card? [1 = Yes; 2 = No] If yes, for what purpose: [1 = Photo; 2 = Card itself; 3 = Others (specify).....] And how much?	/_____/															
27.	Do you know that you have to give applications for work? [1 = Yes; 2 = No]	/_____/															
28.	Can you get work without the job card? [1 = Yes; 2 = No]	/_____/															
29.	Can you get work without application? [1 = Yes; 2 = No]	/_____/															
30.	Have you given application for work, then within how many days you got employment? [1 = Immediately; 2 = Less than a week; 3 = 7 to 10 days; 4 = 11 to 15 days; 5 = More than 15 days; 6 = Not given but got work; 9 = Unclear]	/_____/															
31.	If it is more than 15 days, what is the reason for the delay?																
32.	Are you aware of MGNREGA Planning? [1 = Yes; 2 = No]	/_____/															
33.	Are you involved in MGNREGA Planning? [1 = Yes; 2 = No]	/_____/															

34.	Do you participate in meetings? <i>[1 = Yes; 2 = No]</i>	/ ___ /
34a.	If no, what is the reason? <i>[1 = Do not go to meeting; 2 = Not welcomed; 3 = Not informed; 4 = Not aware that they have to attend]</i>	/ ___ /
34b.	If yes, are you given chance to speak your problems? <i>[1 = Yes; 2 = No]</i> Whether heard them out? <i>[1 = Yes; 2 = No]</i> Whether took action on issue raised? <i>[1 = Yes; 2 = No]</i>	/ ___ / / ___ / / ___ /
35.	Are you aware of Social Audit? <i>[1 = Yes; 2 = No; 9 = Unclear]</i>	/ ___ /
36.	Do you participate in Social Audit? <i>[1 = Yes; 2 = No]</i>	/ ___ /
36a.	If no, why? <i>[1 = Illiterate; 2 = Illiterate and lack of skills & participation; 3 = Not aware of scheduled of meetings; 4 = Only man participate; 5 = Others (specify).....]</i>	/ ___ /
37.	Are you aware of the Vigilance & Monitoring Committee? <i>[1 = Yes; 2 = No; 9 = Unclear]</i>	/ ___ /
38.	Whether information relating to MGNREGS work displayed at the worksite? <i>[1 = Yes; 2 = No]</i>	/ ___ /
39.	How many family members are working under MGNREGA scheme?	Male / ___ / Female / ___ /
40.	How many days of employment are given to you in the last financial year under MGNREGA?	/ ___ / Days
41.	Do you think you need more than 100 days employment from this scheme? <i>[1 = Yes; 2 = No]</i>	/ ___ /
42.	You are working for which activity? <i>[1 = Water Conservation; 2 = Flood Control; 3 = Road; 4 = Footpath; 5 = Land Development; 6 = Plantations]</i>	/ ___ /
43.	How many Government Departments are working under MGNREGA in your village? <i>[1 = Agriculture; 2 = Horticulture; 3 = Forest; 4 = Irrigation; 5 = Soil & Water Conservation; 9 = Unclear]</i>	/ ___ /
44.	Did you get any unemployment allowances in case you didn't get the job within 15 days after demanded? <i>[1 = Yes; 2 = No]</i>	/ ___ /

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45.	What is the per day wage given to you under MGNREGA?	□ / _____ /
46.	How the wages is paid to you? [1 = Cash; 2 = Bank Account transfer; 3 = Post Office; 4 = Cheque; 5 = Others (specify).....]	/ _____ /
47.	Are you getting payment on time? [1 = Yes; 2 = No]	/ _____ /
47a.	If no, give reason?	
48.	Within how many days the payment is received?	/ _____ / days
49.	Who collect the MGNREGS wage? [1 = Self; 2 = Others (specify).....]	/ _____ /
50.	Whether mandatory facilities were provided at the worksite? First Aid [1 = Yes; 2 = No] Drinking water [1 = Yes; 2 = No] Shade [1 = Yes; 2 = No] Crèche [1 = Yes; 2 = No]	/ _____ / / _____ / / _____ / / _____ /
51.	What was the family total annual income? Before MGNREGS / □ _____ / After MGNREGS / □ _____ /	
52.	How many members are migrating to other places for earning their livelihood? No. before MGNREGS / _____ / No. after MGNREGS / _____ /	
53.	Name assets for which you have worked under MGNREGS and indicate your opinion about the quality and durability assets. <i>Asset</i> <i>Quality</i> <i>Durability</i> <i>Useful to village</i> _____ _____ _____ _____ <i>Quality</i> :1=Very good; 2=Good; 3=Average; 4=Not good; 9=Unclear <i>Durability</i> :1=Durable; 2=Not durable; 9=Unclear <i>Usefulness</i> :1=Useful; 2=Not useful; 9=Unclear	

C. Wage Impact		
54.	How do you spend the wage money received from MGNREGA? [1 = Food; 2 = Clothing; 3 = Children education; 4 = Agriculture inputs; 5 = Healthcare; 6 = Repaying debts; 7 = Savings; 8 = Others (specify).....]	/ ____ /
55.	Do you believe that the MGNREGS assets created in your village have helped you and others in the village generate some additional income? [1 = Yes; 2 = No] If yes, how?	/ ____ /
D. Overall suggestions/views on the schemes:		
56.	How do you like/dislike the MGNREGA scheme?	
57.	How does this type of scheme help as a livelihood option?	
58.	Do you have any suggestions for improving this scheme?	
59.	Do you have any livelihood option in your mind?	
60.	What are your preferred works to be taken under MGNREGS?	
61.	Are you interested in working under MGNREGS? [1 = Yes; 2 = No] Why?	/ ____ /
62.	Are notices related to MGNREGA scheme etc put up regularly? [1 = Yes; 2 = No] If yes, where?	/ ____ /

63.	Are you aware of MGNREGS works amount sanctioned and spent on works? <i>[1 = Yes; 2 = No]</i>	/____/
64.	Are you aware of the grievance redressed mechanism? <i>[1 = Yes; 2 = No]</i> Have you ever made use of it? <i>[1 = Yes; 2 = No]</i>	/____/ /____/
65.	Are aged people employed under MGNREGA? <i>[1 = Yes; 2 = No]</i> If yes, what kind of jobs is usually assigned to them?	/____/
66.	Are disabled people also employed under MGNREGA? <i>[1 = Yes; 2 = No]</i> If yes, what kind of jobs is usually assigned to them?	/____/
67.	Whether any difficulties at the worksite? <i>[1 = Yes; 2 = No]</i> If yes, specify?	/____/
68.	Are you aware of the programmes and schemes of various government departments? <i>[1 = Yes; 2 = No]</i> If yes, list them.	/____/
69.	Are you aware about SHG concept? <i>[1 = Yes; 2 = No]</i>	/____/
70.	Are you member of SHG? <i>[1 = Yes; 2 = No]</i>	/____/
71.	What is the name of the group?	
72.	What is the nature of group activity?	
73.	Membership: Total /____/ Male /____/ Female /____/ Year of starting: /____/	
74.	What is the current status of the group and involvement in MGNREGS?	

E. Capacity Building and Training:		
75.	Are you given opportunities for capacity building and skill training? [1 = Yes; 2 = No]	/ ____ /
76.	Have you received trainings and orientation in respect of the scheme? [1 = Yes; 2 = No]	/ ____ /
76a.	If no, why? [1 = Training not called; 2 = Had other works; 3 = Not allowed; 4 = Training centre far away; 5 = Others (specify).....]	/ ____ /
77.	Whether training is important? [1 = Yes; 2 = No]	/ ____ /
77a.	If no, why? [1 = Too short; 2 = Difficult to understand; 3 = Content too technical; 4 = Not interactive; 5 = Too many foreign words; 6 = Others (specify).....]	/ ____ /
78.	Quality of trainings [1 = Good; 2 = Not good] Logistic & arrangements [1 = Good; 2 = Not good] Materials [1 = Good; 2 = Not good]	/ ____ / / ____ / / ____ /
79.	Whether training would help you in exercising your rights? [1 = Yes; 2 = No]	/ ____ /
PART II. INVESTIGATORS' OBSERVATIONS		
<p>[Investigator: In the space below, please record any further observations of interest, e.g. any significant details about the respondent's social background, complaints, views, experiences (positive or negative), etc.]</p>		

Questionnaire B [For MGNREGS VEC Office Bearer]

Village: /_____ / AEC: /_____ /

Block: /_____ / District: /_____ /

Investigator's Name: /_____ /

Date: /_____ /

PART I (GENERAL QUESTIONS)	
A. Respondent's Details	
1	Name of Respondent:
2	Designation (in relation to MGNREGS):
3	Contact Number:
4	Age (years): /_____/
5	Gender: [1 = Male; 2 = Female] /_____/
6	Educational level: [1 = Illiterate; 2 = Literate (below primary); 3 = Primary (class V complete); 4 = Upper Primary (class VIII complete); 5 = Secondary (class X complete); 6 = High School (class XII complete); 7 = Above High School; 9 = Unclear] /_____/
7	Marital Status: [1 = Married; 2 = Widowed; 3 = Divorced, Abandoned or Separated; 4 = Unmarried; 5 = Other (specify); 9 = Unclear] /_____/
8	Religion: [1 = Hindu; 2 = Muslim; 3 = Christian; 4 = Other (specify); 9 = Unclear] /_____/
9	Category: [1 = SC; 2 = ST; 3 = OBC; 4 = Other; 9 = Unclear] /_____/

B. Village schedule:																					
10	Population: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="width: 20%; text-align: center;"><i>Female</i></th> <th style="width: 20%; text-align: center;"><i>Male</i></th> <th style="width: 20%; text-align: center;"><i>Total</i></th> </tr> </thead> <tbody> <tr> <td>Children (below 14 years)</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> </tr> <tr> <td>Adults (aged 14-60 years)</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> </tr> <tr> <td>Aged persons (above 60 years)</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> <td style="text-align: center;">/____/</td> </tr> </tbody> </table>		<i>Female</i>	<i>Male</i>	<i>Total</i>	Children (below 14 years)	/____/	/____/	/____/	Adults (aged 14-60 years)	/____/	/____/	/____/	Aged persons (above 60 years)	/____/	/____/	/____/	<i>Total</i>	/____/	/____/	/____/
	<i>Female</i>	<i>Male</i>	<i>Total</i>																		
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<i>Total</i>	/____/	/____/	/____/																		
11	Category: <i>SC</i> /____/ <i>ST</i> /____/ <i>OBC</i> /____/ <i>Other</i> /____/																				
12	Household: <i>Total</i> /____/ <i>BPL</i> /____/ <i>Houseless</i> /____/ <i>Women headed</i> /____/																				
13	Number of differently abled person (s): <i>Total</i> /____/ <i>Male</i> /____/ <i>Female</i> /____/																				
14	Literacy status: <i>Total</i> /____/ <i>Male</i> /____/ <i>Female</i> /____/																				
C. About MGNREGA																					
15	Do you know about MGNREGA scheme? <i>[1 = Yes; 2 = No]</i>	/____/																			
16	Who manage funds?																				
17	Who select schemes?																				
18	Who allot works?																				
19	What are your responsibilities?																				
20	Do you give work without the job card? <i>[1 = Yes; 2 = No]</i>	/____/																			
21	Do you give work without application? <i>[1 = Yes; 2 = No]</i>	/____/																			
22	If you received application for work, then within how many days you give employment? <i>[1 = Immediately; 2 = Less than a week; 3 = 7 to 10 days; 4 = 11 to 15 days; 5 = More than 15 days; 6 = Not given but got work; 9 = Unclear]</i>	/____/																			
23	If it is more than 15 days, what is the reason for the delay?																				

24	How much is the participation of women in MGNREGA work?	/_____/%
25	Are women aware of MGNREGA Planning? [1 = Yes; 2 = No]	/_____/
26	Do women participate in meetings? [1 = Yes; 2 = No]	/_____/
26a	If no, what is the reason? [1 = Do not go to meeting; 2 = Not welcomed; 3 = Not informed; 4 = Not aware that they have to attend]	/_____/
26b	If yes, are they given chance to speak their problems? [1 = Yes; 2 = No] Whether heard them out? [1 = Yes; 2 = No] Whether took action on issue raised? [1 = Yes; 2 = No]	/_____/
27	Do women take part in decision making for selection of projects? [1 = Yes; 2 = No]	/_____/
27a	If no, why? [1 = Illiterate; 2 = Illiterate and lack of skills & participation; 3 = Not aware of scheduled of meetings; 4 = Only man participate; 5 = Others (specify).....]	/_____/
28	Do women aware of Social Audit? [1 = Yes; 2 = No; 9 = Unclear]	/_____/
29	Do women participate in Social Audit? [1 = Yes; 2 = No]	/_____/
29a	If no, why? [1 = Illiterate; 2 = Illiterate and lack of skills & participation; 3 = Not aware of scheduled of meetings; 4 = Only man participate; 5 = Others (specify).....]	/_____/
30	Are all women members of VEC aware of MGNREGS works amount sanctioned and spent on the works? [1 = Yes; 2 = No; 9 = Unclear]	/_____/
31	Do women get the same wage as men? [1 = Yes; 2 = No; 9 = Unclear]	/_____/
32	Do pregnant women/lactating mothers employed under MGNREGS? [1 = Yes; 2 = No; 9 = Unclear]	/_____/
33	What is the kind of jobs given to pregnant women/lactating mothers?	

34	What is the number of mandays provided to single women headed household, pregnant women, lactating mothers?	/____/
35	Do women have their own individual bank account or post office account? [1 = Yes; 2 = No; 9 = Unclear]	/____/
36	Do women aware of the Vigilance & Monitoring Committee? [1 = Yes; 2 = No; 9 = Unclear]	/____/
37	Whether facilities for women provided at the worksite? [1 = Yes; 2 = No; 9 = Unclear]	/____/
38	Is there any women SHGs in your VEC? [1 = Yes; 2 = No; 9 = Unclear]	/____/
38a	If yes, what are the roles they play under MGNREGA?	
39	Do women SHG participate in planning, implementation, monitoring of MGNREGA? [1 = Yes; 2 = No; 9 = Unclear]	/____/
40	Do women take children to the worksite? [1 = Yes; 2 = No; 9 = Unclear]	/____/
40a	If no, why?	
41	Whether any difficulties faced by women at the worksite? [1 = Yes; 2 = No; 9 = Unclear]	/____/
41a	If yes, specify?	
42	Do women given opportunities for capacity building and skill training? [1 = Yes; 2 = No; 9 = Unclear]	/____/
43	Whether information relating to MGNREGS work displayed at the worksite? [1 = Yes; 2 = No]	/____/
44	How many days of employment are given to you in the last financial year under MGNREGA?	/____/ Days
45	Type of activities implemented? [1 = Water Conservation; 2 = Flood Control; 3 = Road; 4 = Footpath; 5 = Land Development; 6 = Plantations]	/____/
46	How many Government Departments are working under MGNREGA in your village? [1 = Agriculture; 2 = Horticulture; 3 = Forest; 4 = Irrigation; 5 = Soil & Water Conservation; 9 = Unclear]	/____/

47	What is the per day wage given to you under MGNREGA?	□ / ___ / per day
48	Mode of payment of MGNREGA wage? [1 = Cash; 2 = Bank Account transfer; 3 = Post Office; 4 = Cheque; 5 = Others (specify).....]	/ ___ /
49	Are payments on time? [1 = Yes; 2 = No]	/ ___ /
49a	If no, give reason?	
50	Within how many days the payment is received?	/ ___ / days
51	Who collect the MGNREGS wage? [1 = Self; 2 = Others (specify).....]	/ ___ /
52	Whether mandatory facilities were provided at the worksite? First Aid [1 = Yes; 2 = No] Drinking water [1 = Yes; 2 = No] Shade [1 = Yes; 2 = No] Crèche [1 = Yes; 2 = No]	 / ___ / / ___ / / ___ / / ___ /
53	How many members are migrating to other places for earning their livelihood? No. before MGNREGS / _____ / No. after MGNREGS / _____ /	
54	Do you believe that the MGNREGS assets created in your village have helped you and others in the village generate some additional income? [1 = Yes; 2 = No] If yes, how?	/ ___ /

D. Overall suggestions/views on the schemes:		
55	How do you like/dislike the MGNREGA scheme?	
56	How does this type of scheme help as a livelihood option?	
57	Do you have any suggestions for improving this scheme?	/____/
58	Do you have any livelihood option in your mind?	/____/
59	What are your preferred works to be taken under MGNREGS?	
60	Are you interested in working under MGNREGS? [1 = Yes; 2 = No] Why?	/____/
61	Are notices related to MGNREGA scheme etc put up regularly? [1 = Yes; 2 = No] If yes, where?	/____/
62	Are you aware of the grievance redressal mechanism? [1 = Yes; 2 = No] Have you ever made use of it?	/____/
63	Are aged people employed under MGNREGA? [1 = Yes; 2 = No] If yes, what kind of jobs is usually assigned to them?	/____/

64	<p>Are disabled people also employed under MGNREGA? [1 = Yes; 2 = No]</p> <p>If yes, what kind of jobs is usually assigned to them?</p>	/____/
65	<p>Whether any difficulties at the worksite? [1 = Yes; 2 = No]</p> <p>If yes, specify?</p>	/____/
66	<p>Are you aware of the programmes and schemes of various government departments? [1 = Yes; 2 = No]</p> <p>If yes, list them.</p>	/____/
67	<p>Are there any SHGs in your village?</p> <p>[1 = Yes; 2 = No]</p>	/____/
67a	<p>If yes, how many?</p>	/____/ Nos.
68	<p>Give information of involvement in the following areas of development:</p> <p><i>a) Rural Development Programmes</i></p>	
	<p><i>b) Health</i></p>	
	<p><i>c) Education</i></p>	
	<p><i>d) Forestry</i></p>	
	<p><i>e) Others</i></p>	

69	SWOT:	
	a) <i>Strong points of your VEC</i>	
	b) <i>Weaknesses of the VEC</i>	
	c) <i>Opportunities for future development of the VEC</i>	
	d) <i>Threats and challenges facing the VEC at present and future</i>	
	E. Capacity Building and Training:	
70	Are women given opportunities for capacity building and skill training? [1 = Yes; 2 = No]	/____/
71	Have women received trainings and orientation in respect of the scheme? [1 = Yes; 2 = No]	/____/
71a	If no, why? [1 = Training not called; 2 = Had other works; 3 = Not allowed; 4 = Training centre far away; 5 = Others (specify).....]	/____/
72	Whether training is important? [1 = Yes; 2 = No]	/____/
72a	If no, why? [1 = Too short; 2 = Difficult to understand; 3 = Content too technical; 4 = Not interactive; 5 = Too many foreign words; 6 = Others (specify).....]	/____/

PART II. INVESTIGATORS' OBSERVATIONS

[Investigator: In the space below, please record any further observations of interest, e.g. any significant details about the respondent's social background, complaints, views, experiences (positive or negative), etc.]

Case Study [optional]

[Investigator: If you feel that this person/household's experience provides interesting material for a "case study", or that the respondent has interesting stories to tell (positive or negative), please take further notes in the space below. The more the better!]

[_____]

Respondent's signature

Date:

Place:



State Institute of Rural Development

(AN APEX INSTITUTE IN RURAL DEVELOPMENT OF THE GOVERNMENT OF MEGHALAYA)

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