



Role of MGNREGA in Empowerment of Tribal Women in Telangana State

Dr. Vangala Sudhakar,
Department of Public Administration & HRM, Kakatiya University, Warangal

Abstract: Its miles pretty well known that maximum of India's rural inhabitants are bad and live in poverty, which has been supported by numerous researches. This is a fact, that Even after 70 years of independence and 67 years of implementation of several Guidelines on improvement and diverse new legislations and schemes followed for Higher human development in tribal regions via the national and state governments Now and again, but this is very unfortunate that the living widespread of tribals of Telangana has infrequently stepped forward. The tribals of Telangana state lead a primitive Existence and inhabit the far flung and much less handy regions of the state. They have a Wealthy and numerous cultural heritage in their very own. The principle sources of livelihood of these tribals are food accumulating and looking, collection of woodland produce. Some of The tribes have agriculture as their major occupation while others have adopted Livestock breeding, transferring cultivation, artisanship like basket weaving, rope and Broom making and pottery and device making and many others. Rankings of tribal and rural Improvement programmes had been carried out throughout tribal areas since Independence. But, it is unlucky that tribals specifically tribal women of Telangana are nevertheless now not a powerful a part of these inclusive improvement regulations Added by our countrywide authorities. Harmless and ignorant tribals also are Victims of displacement, losing their land and livelihood, while the query of Livelihood is at stake; they are ultimately forced to migrate to cities and Neighboring states in huge numbers. The rehabilitation package of the displaced Tribals does no longer remedy their miseries. Its effect on tribal Women in Telangana.

Key words: Poverty, Poverty alleviation programme, Marginalized Women, Migration

Introduction

Since our autonomy, neediness and joblessness stays an unsolved issue to this date. There is country trouble in India and the provincial individuals need essential offices like access to drinking water, medicinal guide and nourishment. Joblessness stays an everlasting issue, despite the fact that there is bounteous human asset in the nation. Such human asset is under-used and is immature. Such human asset, whenever coordinated towards the advancement of our nation

can roll out a gigantic improvement for our people. The Government of India has been figuring different projects for provincial improvement, since 80 percent of Indian poor live in rustic territories. One such program is the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) which has been an effective program in advancing sexual orientation balance, enabling women and making dependable framework in rustic territories by giving work. The program was actualized at first



in the year 2006 and has figured out how to continue and be fruitful regardless of numerous political changes.

Gender gaps in the labour market persist across the globe. Women are less likely than men to engage in the labour market, and those that do, are more likely than men to be unemployed. When women do gain employment, they are more often under employed, in informality, and in unpaid work or working poverty. Women's situation in the labour market is further complicated by social norms and expectations as well household and care responsibilities.

MGNREGA is one of the most important Acts for the rural people especially the manually working women to include them in the growth process for national development with focus on their empowerment. It plays a significant role in reducing poverty in rural areas by providing guaranteed wage employment at least for 100 days. In the villages, the infrastructures are created, which is of prime importance for the development of the rural as well as the urban areas. MGNREGA has been instrumental in raising the standard of living of the rural people as it enhances their bargaining and purchasing abilities in the labour market. It empowers them to participate in the cash dealings with the Mahajans/Sahukars (local traders) and be protected from the probable exploitations due to traditional business transactions and practices.

Women centric studies on the impact of MGNREGA for their socio - economic improvements and challenges faced by them reveal that, there has been a positive change in the life of rural women participating in the scheme. Among

others, decision-making in the household by the women has been an important indicator to understand the situation of women in the society. The MGNREGA enhanced decision-making power of women participants in the scheme. The improvement of women participation in MGNREGA is enhanced from active participation of NGOs and better wage payment of scheme, which is above the prevalent market wage.

Need for the Study

Women are found to be better change agents of socio-economic transformation, efforts are needed to strengthen their participation for household livelihood security as well as better asset management. During the last two decades, a number of development interventions such as social mobilization, formation and networking and capacity building of women self-help groups have been put in place to empower women and MGNREGS is one out of them. However, active participation of women in any programme is a pre-requisite for the empowerment. Thus the present study proposes to assess empowerment of women through MGNREGA and their participation in MGNREGA.

Objectives of the Study:

1. The role of MGNREGS in women's empowerment.
2. To find out the problems that gets in the way of women's participation in MGNREGS.
3. Suggestions to make MGNREGS more effective and responsive to the need of women.



Methodology:

The present study is a descriptive study based on secondary data collected from various published sources and websites.

International Commitments of India as to Women Empowerment

India is a party to various International conventions and treaties that are committed to secure, protect and promote equal rights of women. One of the most important among them is the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), ratified by India in 1993. Other important International instruments for women empowerment are: The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21st century, titled —Further actions and initiatives to implement the Beijing Declaration and the Platform for Action. All these have been whole-heartedly endorsed by India to improve women's situation by addressing their problems of female infanticide, dowry, domestic violence, sexual harassment at workplace and other heinous sex crimes against them

Salient Feature and Importance of the MGNREGA:

1. The Act provides a 100 days of wage employment guarantees at prevailing minimum wages with a legal guarantee the „right to employment“ for rural unskilled labour. The 100 days of work figure was estimated because the agricultural season is only supposed to

last roughly around 250 days and unskilled workers have no alternative source of income in the remaining parts of the year.

2. All adult members of a rural household willing to do unskilled manual work have the right to demand employment.

3. The key element of MGNREGA is the provision of employment by the state to those people who are unable to find alternative employment, which provides a form of „social safety net“ to the rural unemployment people.

4. The payment of wages through bank and post office accounts is other innovative step that is likely to reduce fudging of muster rolls on the part of the implementing agencies since the actual payments are beyond their reach.

5. Payment of wages to be made in every week and in any case not later than a fortnight.

6. Operational Guidelines for the NREGA seek to encourage women's effective participation both as workers and as managers in the programme by reserving 33per cent of all workdays in a financial year to a household.

7. The Act has the provision of reservation of 33per cent of all workdays for women workers in a financial year to a household.

8. It also has the provision of generating productive assets, protecting the environment, empowering rural women, reducing rural to urban distress migration and promoting social equity.

9. Water conservation; drought proofing (including plantation & afforestation);



flood protection; land development; minor irrigation are some of the permissible work that are to be carried out under the Act.

10. Other unique features are its self selection" and demand orientation i.e., a job card holder applies for maximum 100 days.

MGNREGA, paid employment for women

MGNREGA provides legal entitlement to work at the household level, and thus intra household relations and decision-making will likely influence women's take-up of the legal right to employment. In addition, MGNREGA is designed as employment of last resort – it is manual, low-skill and low-pay work, and limited in terms of days. Yet access to paid work, and a bank account in a woman's name in some instances, could have an impact on intra household bargaining and her status in the household. As evidenced above, the programme is positively associated with women's access to paid work outside of the home.

We postulate that paid employment is positively linked to women's control over household resources and decision-making. We use a fixed-effects logit model to investigate the relationship between the work status of women, i.e. whether or not she engages in paid work, and the likelihood that she participates in major household decisions regarding household expenditures, children and her own mobility.

MGNREGA, paid employment for women and transformative equality

A legislative measure such as an "employment guarantee" could, potentially, be transformative if it

addresses concerns of social and economic equity and household division of resource access and use. They categorize social protection intervention initiatives in four groups: (i) protective, (ii) preventive, (iii) promotive, and (iv) transformative measures, which are not mutually exclusive. In this framework, MGNREGA has the potential of being transformative in so far as it seeks to address concerns of social equity and exclusion of women – even though these are not the primary objectives of the programme.

Gender norms often dictate that household and care work be delegated to women. If MGNREGA leads to women's paid work outside of the home, and hence to their increased absence from the household, the burden of care could adversely affect particularly older female children.

Role of MGNREGA in Women Empowerment:

Empowerment is a process aimed at changing the nature and direction of systematic forces, which marginalize women and other disadvantaged sections in a given context. A large segment of Indian womanhood still suffers deprivation and discriminatory attitudes. It is necessary to mobilize the vast women power, if the country has to progress in all sphere of development. Empowerment of Tribal women is a long and difficult process which is to be promoted with full public support and this could be successful only when those tribal women living at the lower strata who have been suppressed by the male dominated society taking undue advantage of their lack of education and poverty can rise up to claim their rightful place in their own society. In spite of the draw backs in the implementation of the legislation,



significant benefits have already started accruing to tribal women through better access to local employment, at minimum wages, with relatively decent and safe work conditions. Gender is the inevitable push factor for growth and development of a nation like India. In India tribal women constitute a major share of chronically poor population. The Government has framed different programmes/schemes to uplift the women from poverty and vulnerability of life. One such women friendly programme is Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) which was enacted in 2005.

Empowerment of women has become a vital issue in today's socio-economic environment and is one of the major concerns of the Government. Rural women are still hesitant to take decisions and lack individuality in them. They are always under the shelter of the male members of their family and do not speak out in public. The provisions of MGNREGA such as equal wages for men and women and 33.33 percent reservation for women labourers show that the act supports women empowerment. Many studies have proven that MGNREGA has been successful in empowering the marginalized women across many states in India.

Income-Consumption Effects: By income-consumption effects we mean an increase in income of women workers and as a result, their ability to choose their consumption baskets. MGNREGS empowers women by giving them a scope of independent earning and spend some amount for their own needs.

Intra-Household Effects: Women play a major role in raising the economic

resources for their family but their contribution remains uncounted because of they perform a significant amount of unpaid work. In rural areas, the dominance of males in intra-household decisions has been seen. MGNREGS has significant impact in converting some unpaid work into paid work and widen the scope of decision making role of women in household matters.

Community-Level Effects: Women's participation at the local and district level of governance process is low in spite of 73rd Amendments of the Constitution. But women participation has increased after the implementation of MGNREGS in many areas. A large number of women workers attended the Gram Sabah meeting held in connection with MGNREGS. Community level empowerment of women is one of the great achievements of this Act. There are various factors which encourage the women worker's participation under this scheme include nature of work, which do not need skilled worker, the limited hours of work, availability of work locally, reduction of migration of male member, substantial jump in the wage rate etc. Participation of women varies widely across the nation.

Women participation under MGNREGS is measured in person days. At the national level women participation has increased significantly to 53.01% in 2017-18 (till January, 2018). Highest participation is seen in states like Kerala (92.66%) followed by Pondicherry (83.96%). Although, women workforce participation under the scheme has surpassed the statutory minimum requirement of 33 per cent, the Act stipulates that priority shall be given to women. In terms of implementation it



mandates that a minimum of one-third of the beneficiaries are women who have registered and have requested for work. However, ideally, there should be gender equality in participation in MGNREGS. That means, women proportion should be around 50% both in terms participation and person days of work. There are some issues which hinder women participation in MGNREGS in the State. Where women are involved in NREGS, they are more likely to be exploited than their male counterparts. The study finding revealed that various bottle neck such as lack of tribal women's involvement at the time of planning for NREGS work, lack of awareness, lack of crèche facilities at worksites, lack of women's ownership of job cards and bank accounts, wage discrimination between men and women, harassment at the workplace and lack of appropriate gender friendly methods of information dissemination etc have adversely impacted and thus questioned the efficacy of the MGNREGA in enhancing the status of the tribal women.

Change 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 deal with. Few indicators of empowerment like leadership qualities, mobilising skills, negotiation skills, decision making skills, financial management skills, resource mobilisation, political participation, mobility, membership in VDOs, self-confidence, competence and self-esteem were measured posing few questions before the participation in MGNREGS and at present. An attempt was made to

score the responses of the respondents for the outcomes and the changes that took place within and outside environment of women due to participation in MGNREGS.

Now, 150 workdays for tribals under MGNREGA: Those tribals who have received land rights under the Forest Rights Act, 2006, will be eligible for additional 50 days of wage employment under the rural job scheme. The beneficiaries would be those who have completed 100 workdays in that particular financial year. They will be given a job card of a different color to distinguish them from other MGNREGA workers.

Around 14 lakh individual and community titles have been distributed under FRA 2006. Of these around 8 lakh individual titles have been given in Telangana, Andhra Pradesh, Chhattisgarh, Jharkhand and Orissa. The government believes it as an important initiative since a lot of land levelling, plantation, and other activities are required to be undertaken on these lands to make them more productive.

Conclusion

Economic empowerment of marginalized groups involves not only the process of creation of socio-political space for these groups by the state and civil society but also it is a process of liberation from man-made bondage through sustained struggle and resistance. It also represents realization of hopes and dreams of marginalized groups for a social environment, free of inequalities which affect them politically, socially and economically. The issue of economic empowerment is also linked with aspects



like equality, liberty and fraternity. Thus the concept of "Economic Empowerment" of tribal women is quite new and it has been contextualized and acquires a new connotation in recent years among social scientists, policy makers, and development activists. So to overcome all the obstacles of the economic empowerment of tribal women, the scientific research is an urgent need. We may say that the tribal women are not empowered economically as well as socially. The socio-economic empowerment of tribal women could be kept as a long term development goal in India. Economic independence and education of tribal women will go a long way in attaining self-reliance for women. So development/empowerment awareness, education, competitiveness, willingness, confidence, self-motivation, mind set, encouragement from family and society is essential for the economic empowerment of tribal women. The success achieved in this regard is helpful for bringing tribal women into the mainstream of inclusive growth process in India. Reducing poverty and unemployment of the tribes would pave the way towards their empowerment.

REFERENCES:

1. Pankaj, Ashok and Tankha, Rukmini.(2010) " Empowerment Effects of the NREGS on Women Workers: A Study in Four States" Economic & Political Weekly EPW July 24
2. Reddy, D.N., Rukmini Tankha, C. Upendranadh and Alakh N. Sharma (2010) National Rural Employment Guarantee as Social Protection, IDS Bulletin 41.4: 63-76
3. Sharma, A. (2012). "SC/ST Employment Guarantee: Women's Empowerment in Rural India by MGNREGA" International Journal of Human Development and Management Sciences Vol. 1 No. 1 (January-December, 2012) ISSN: 2250-8714 Mind Reader Publications
4. Singh. S.P. and Nauriyal, D.K. (2009) "System and Process Review and Impact Assessment of NREGS in the state of Uttarakhand" Professional Institutional Network, IIT Roorkee.
5. Sudarshan, M. Ratna. (2011): "India's National Rural Employment Guarantee Act: women's participation and impacts in Himachal Pradesh, Kerala and Rajasthan" CSP Research Report 06 January.
6. Khera Reetika and Nayak Nandini, 2009, —Women Workers and Perceptions of the National Rural Employment Guarantee Actll, Economic & Political Weekly (EPW), Vol.44, No.43 (October 24-30, 2009), 49-57.
7. Revenga, Ana and Shetty, Sudhir, —Empowering Women Is Smart Economicsll, 2012, Finance & Development, March 2012, Vol. 49, No. 1
8. Rukmini S., 2015, 'MGNREGS reduced poverty, empowered women', The Hindu, AUGUST 12, 2015.
9. Bushan. Sushma.D, and Usha.V.T. Change in the Role of Working Women, Research Explorer, Vol.II, issue.9, 2013
10. Institute of Applied Manpower Research, 2008. All-India Report on Evaluation of NREGA: A Survey of Twenty Districts, Narela, Delhi-40, i-22.