



An Analysis of Women's Participation Rate in MGNREGA- Inter-Districts Study of Haryana State

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ABSTRACT:

The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, is one of the provisions that mandate 33 percent women's engagement in the total labour force to encourage women's participation in the scheme. Many studies claim that the highest female participation induces transformation capacity, which can be built through wage bargaining power among agricultural, and MGNREGA wages, social auditing, banking access, and collective interaction in the MGNREGA scheme. Female labour force participation rates (FLFPR) rose steadily in both rural and urban areas, but rural women shared more than urban women. According to official data from the NSSO 66th round, there were trends among rural women (27.7 percent) compared to urban women (18.6 percent) during 2020–21. The study, using secondary data and with the help of the CAGR (compound annual growth rate) method, concluded that Haryana (4.038%) stands among the five best-performing states of India in the MGNREGA scheme. The best-performing districts are Panchkula (11.72%), Kaithal (5.83%), Mahendragarh (5.12%), Sonapat (4.54%), Rewari (4.25%), Jhajjar, Fatehabad, etc., whereas Faridabad (-4.436%) and Mewat (-0.237%) are the worst performers in women's participation rate in Haryana. The practices of social audit, timely assignment of work and payment, better implementation of all provisions, maternity benefits, consideration of gender sensitization of work, etc. suggest encouraging high women's participation in the MGNREGA scheme.

Keywords: women participation, rural, labour, transformation, MGNREGA.

1. Introduction

Women's active engagement is required for any community's accelerated socioeconomic growth. In a social structure like ours, women's participation in the development process must be ensured by tangible measures implemented at all levels that result in actual women's empowerment by tangible measures implemented at all levels that result in actual women's empowerment. Given the aforementioned, the government has made a concerted effort to include suitable provisions in its policies and programmes to guarantee that women in the country are empowered and become active participants in the development process. The Ministry of Rural Development implemented and designed various programmes with consideration for poverty reduction and rural development (Annual Report 2009–10, p. 63). These programmes include key aspects for women, and finances are set aside for the "women's component" to ensure that enough resources are available. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), the Swarnjayanti Gram Swarozgar Yojana (SGSY), the Indira Awaas Yojana (IAY), the Restructured Centrally Rural Sanitation Programme, and the Accelerated Rural Water Supply Programme are among the major schemes with a women's component implemented by the Ministry of Rural Development. The functioning of these programmes is specifically supervised with regard to women. In the MGNREGA scheme, women get dignified government-guaranteed work and no negotiation with a private contractor for work, making this scheme "successful" by rapidly raising rural women's participation as well as the wider gender equality and empowerment effects that this employment may produce (Carswell & Neve, 2013). By becoming more inclusive, public work alleviates poverty and strengthens minorities. The workplace is evolving faster than ever before. People have acquired a sense of dignity and the ability to participate fully in society as a result of decent work. Work quality is an important aspect of ensuring that work promotes human growth. (Das, T.K 2016; UNDP, 2015). This, like previous public works initiatives, provides a unique chance for women to generate cash wages in a culture where, all too often, women's ability to work outside the home is severely limited by social customs. Actually, the NREGS incorporates some progressive provisions to enhance women's involvement in this programme.

The purpose of the NREG Act, 2005 was to ensure that women have fair and easy access to employment, decent working conditions, and equal wage payment in order to sustain gender parity in the informal sector, with spillover effects in other sectors. The act provides important provisions which encourage women participation in scheme. The act mandates that at least one-third of all employees be women. The right to at least 100 days of labour is at the family level, the distribution of work is left to the household members, allowing women to participate. Facilities such as crèche are provided at places that attempt to minimise barriers to women's participation. The work is provided within five kilometers of the worker village.

In this section firstly describe the women participation rate in India through FLFPR (Female labour force participation rate) data of NSO Annual report of PLFS 2020-21 and after the sequences analyse the women participation trend in MGNREGA in Haryana and others states of India.

1.1 Women Participation Trend of Labour Force in India

The national statistical office (NSO) considering the importance of labor force trends in frequent time period on gender and areas wise launched Annual report of PLFS (Periodic Labour Force Survey) from 2017. The first annual report (2017-18) covering employment and unemployment trend among urban & rural and male & female, in that series second (2018-19), third (2019-20) and fourth (2020-21) was published. The Periodic Labour Force Survey (PLFS) was constructed with two primary objectives to track employment and unemployment. The first was designed to evaluate the dynamics of labour force participation and employment status over a three-month period for only urban areas in the Current Weekly Status (CWS). The second was to measure labour force estimates on important factors in both ordinary status (ps+ss) and CWS for both rural and urban regions.

Table no. 1.1: Annual LFPR (in per cent) according to usual status (ps+ss) and CWS during PLFS (2017-2021)

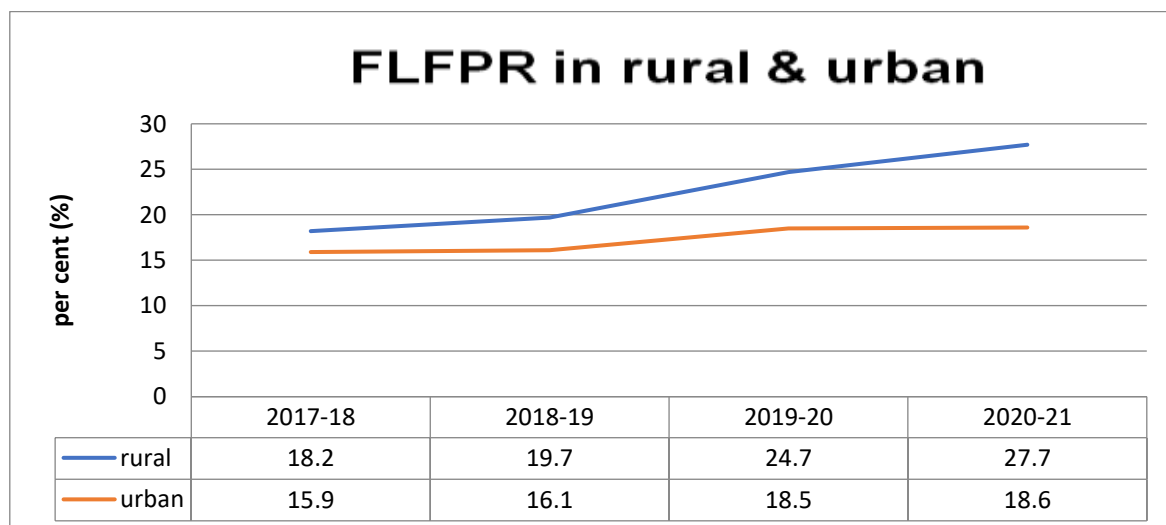
Year	Region	Male		Female		Person	
		U.S	CWS	U.S	CWS	U.S	CWS
2017-18	Rural	54.9	54.4	18.2	16.1	37.0	35.7
	Urban	57.0	56.7	15.9	15.3	36.8	36.4
	Rural+ urban	55.5	55.0	17.5	15.8	36.9	35.9
2018-19	Rural	55.1	54.5	19.7	16.7	37.7	36.0
	Urban	56.7	56.7	16.1	15.6	36.9	36.7
	Rural+ urban	55.6	55.2	18.6	16.4	37.5	36.2
2019-20	Rural	56.3	55.4	24.7	21.1	40.8	38.6
	Urban	57.8	57.2	18.5	17.5	38.6	37.8
	Rural+ urban	56.8	56.0	22.8	20.0	40.1	38.3
2020-21	Rural	57.1	56.0	27.7	22.7	42.7	39.7
	Urban	58.4	57.8	18.6	17.3	38.9	38.0
	Rural+ urban	57.5	56.5	25.1	21.2	41.6	39.2

Source: NSO, Annual Report of PLFS (2020-21)

Note: U.S (Usual Status) or ps+ss (principal activity status + subsidiary economic activity status), CWS (Current weekly status)

According to the NSO 66th round annual report the Labour Force Participation Rate (LFPR) was in usual status (ps+ss) was in India: 41.6%, which comprises 57.5 per cent for male and 25.1 per cent for female (PLFS 2020-21). Its shows the female participation lowers than male. The FLFPR (female labour force participation rate) in India's states and Haryana are shown below.

Figure no. 1.1: female labour force participation rate among rural urban areas



Source: author creation

According to Fig. 1.1, rural women have a significantly higher labor-force participation rate than urban women. During 2017–18, the FLFPR in rural areas was 18.2 percent, while it was 15.9 percent in urban areas, and it also reflected increasing trends among rural women (27.7 percent) compared to urban women (18.6 percent) during 2020–21. Female participation rates rose steadily in both rural and urban areas, but rural women shared more than urban women.

2. Review of literature

Lahoti, R. & Swaminathan, H. (2013) have been analysed the relationship between female labour force participation rate and economic growth through the state level panel data from 1983 to 2010 in India. Researcher finds that there is no prominent relationship among female labour force and economic growth and theoretical analysis revealed that of inverted U shaped relationship among them. **Sahoo, M. (2013)** has been examined the impact of MGNREGA on women participation in Nelia village of Cuttack district of Odisha state. The study based on both primary and secondary data and collected 50 samples of female worker through random sampling. MGNREGA shown positive impact on which enable them to earn independently, increasing interaction through Gram Sabha meeting, worksite meeting & contribution in family income or mostly income spend on ownself. Beside that poor implementation of facilities at worksite like no crèche, gender sensitiveness, no sanitation or bathroom etc affected women participation in scheme. **Malla, M. A. (2014)** introduces evidence of MGNREGA's impact on derailed (marginal) people in Jammu and Kashmir from 2012 to 2013, based on secondary and primary data. Study found that Women, SC, and ST have a lower share than the all-India average, according to administrative data. Aside from the ineffective monitoring system, the influence of elite and political groups has harmed performance. Women's participation in MGNREGA is low due to socio-cultural norms, gender discrimination, institutional negligence, and other factors that have denied them a place in the workforce; another decision-making process also influences women's participation in the scheme. As a result of a lack of knowledge, a lack of official data, administrative obstacles, and the association of corruption, the poor policy design and implementation are to blame for MGNREGA's poor performance in Kashmir. **Mukherjee, A.K. (2017)** examines the relationship between traditional institutions and female participation through the MGNREGA Scheme in West Bengal. The survey data is being used to assess the impact of MGNREGA on women's **socioeconomic** status. The consider variable is used to analyse the resultant expenditures spent by women on consumption, children's education and health, and household restrictions on women through a non-monotonic effect of restrictedness model. The data result reflects that MGNREGA has a positive effect on women's participation by enhancing their bargaining power and household earnings. The study also found that women with less rigid social norms are more likely to participate in the MGNREGA, whereas Muslim women are less likely to participate than SC Community women. **Singh, K. (2021)**, analyses the **financial inclusion** effect on marginal groups through the MGNREGA scheme in West Bengal. The study examines data using the financial inclusion index or principal component analysis at inter-district variation and is based on secondary data from 2013 to 2019. The researcher asserted that 19 districts of West Bengal have a high value of financial inclusion, with a variable number of active job card households, post office account holders, and bank account holders in district distributaries with post office and bank account relative shares. The study's main findings revealed that financial inclusion has strong and significant relationships with the MGNREGA scheme. **Choudhary, S. J., and Alam, H. I. (2021)** examine the comparative analysis of women's participation in MGNREGA in the North-East region of eight states such as Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, and Tripura through qualitative and quantitative data using a mixed-model approach. According to the study, each state takes a different approach to implementing the scheme, which explains the disparities in women's participation in MGNREGA. Women's participation will increase if the lower participation rate caused by a lack of awareness, a lack of child care facilities, a lack of restrooms at the worksite, a delay in payment, underemployment, a lack of social audit, and other factors is addressed. VEC (Village Employment Council), programme offices, wage distribution through the post office and bank, and proper social audit—effective steps for MGNREGA implementation in a village—from the lesson from Meghalaya State. **Mishra, A., and Debata, B. (2021)** examines the impact of the NRLM scheme on food security in backward rural regions of poor people in Odisha state. The study focuses on the interlinkages between the poverty-eradication scheme and SHG (Self-Help Groups) to ensure livelihood security through educational, economic, health, or food security aspects, as well as empowerment aspects. The study was based on primary data, and found that NRLM programme has positive effects on their livelihood security through participation and ensures their food, health, habitat, economic security, or personal empowerment. **Shil, A., & Jangir, H.P. (2021)** introduce the ancestral property right among Tripuri tribal women in Tripura state in India. The FDGs tool was used to collect data from the Dhali and West Tripura districts and demonstrate the direct relationship between property rights inheritance and women's empowerment. This step brings down violence against women, gives women family head status, and raises their decision-making power. At present, women have equal inheritance rights, but due to traditional and social norms, they cannot demand their share of property. **Chopra, D., and Krishnan, M. (2022)** elaborated the care-sensitive policies that directly or indirectly resolve the issue of the unequal distribution of unpaid domestic work among women. The 7-4-7 framework is discussed in this study. Comprising seven normative principles, four policy categories, seven levers of change, and operationalizing the Triple "R" agenda (recognising, reducing, and redistributing care to the unpaid work of women in situations [COVID-19]), the study also claims that pandemic policymakers must consider a sensitive or care-integral approach to gender transformation when developing policies. **Patwardhan, S., and Tasciotti, L. (2022)**, analyse the impact of MGNREGA on rural household livelihoods through NSS data from the 61st (2004–05) and 66th (2009–10) districts. The quinquennial Employment and Unemployment Survey is used in this study to determine whether MGNREGA (independent) contributed to household debt repayment through the scheme's OLS (ordinary least squares) inter-state effects. The findings indicate that the MGNREGA has successfully reduced distress among SC, OBC, and low-marginal-land-ownership groups. The study also claimed that structural flaws and procedural deficiencies cause state variation in MGNREGA effectiveness. The author suggests that capital expenditure initiatives raise income-generation opportunities and enhance the livelihoods of poor people.

3. Objective of the study

1. To analyse the women participation performance in MGNREGA of Haryana state among all states of India
2. To analyse inter-districts women participation performance in MGNREGA in Haryana.
3. To draw some suggestions to encourage women to participate in the scheme

3.1 Research methodology

Data source: The present study based on the secondary data. The secondary data collecting from the various government published issues such as NSSO 66th round, Economic Survey of Haryana, Statistical Abstract of Haryana, progressive reports, Census 2011 and official reports of MGNREGA published by Ministry of Rural Development of India or official worksites of MGNREGA (nrega.ac.in) etc.

Methodology: Keeping in view the objectives of the study, appropriate statistical tool viz. compound annual growth rate (CAGR) applied to analyse the trends of women participation in scheme. CAGR shown the data related to a variable increasing, decreasing and constant percentage growth trend per annual.

$$\text{CAGR (\%)} = \left(\frac{\text{Ending value}}{\text{Beginning value}} \right)^{\frac{1}{n}} - 1$$

Here obtain calculated value multiply by 100 shown data results in %.

In which “n” describe numbers of years, ending value show last year of time series data and beginning value is first year data.

4. Women participation rate of MGNREGA in India

MGNREGA scheme gives opportunities of employment to rural women in all Indian states and mandate thirty three percent of labour force are women. The programme has several features that are likely to stimulate female participation. This section firstly shown the women persondays generated in scheme at level of India, then represents district-wise women participation trend from the commencement of scheme 2006-07 to 2022-23 in Haryana.

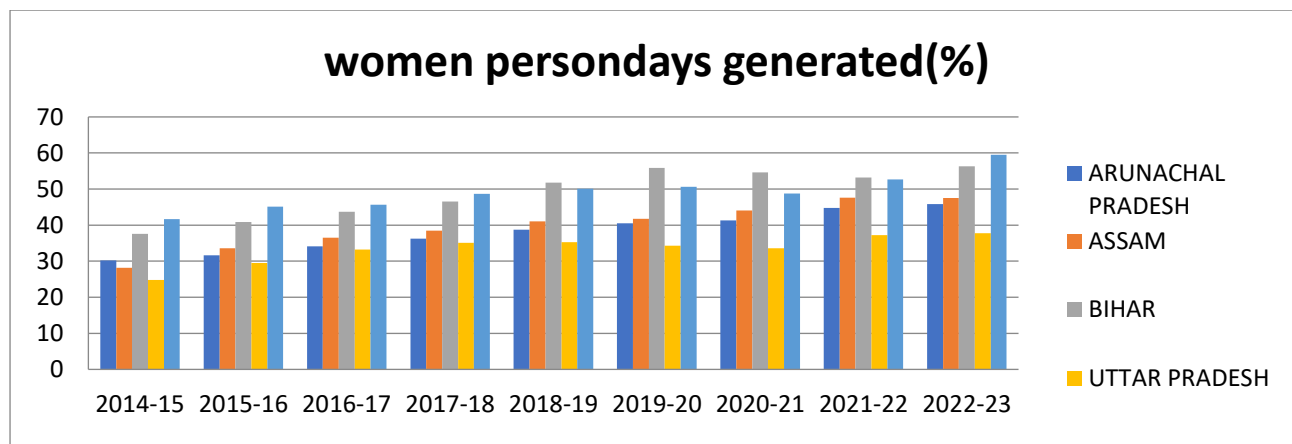
Table no. 1.3: State-wise women persondays % (MGNREGA) in India

States	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	CAGR %
AndhraPradesh	59.2504914	58.241689	58.2446388	59.6395981	59.9034165	60.067764	57.2604497	57.8185173	60.49366	0.230983
Arunachal Pradesh	30.1743706	31.640904	34.107664	36.2746015	38.6913519	40.46794	41.3316789	44.7287506	45.84641	4.757526
Assam	28.1324046	33.60051	36.4885516	38.5054984	41.084159	41.773572	44.0846225	47.5672353	47.49915	5.992575
Bihar	37.5499405	40.857307	43.7166544	46.5448986	51.7414349	55.835252	54.6283157	53.1862027	56.33837	4.610969
Chhattisgarh	49.8720933	49.020306	49.3104931	49.7057016	50.0511538	50.70215	50.4970944	51.6158521	53.1197	0.703421
Goa	74.8405797	76.887232	77.7513856	78.6720322	70.6666667	75.588235	76.5510949	78.398314	78.40426	0.518205
Gujarat	43.237242	46.205517	45.4654739	41.7412927	44.5307939	45.13124	46.5151961	46.6156584	47.68626	1.094177
Haryana	41.653284	45.128819	45.6171546	48.6372841	50.0494242	50.594892	48.7991181	52.6660929	59.48212	4.038246
Himachal Pradesh	61.0261168	63.154845	61.7994007	61.5813176	63.2621433	62.746732	61.0535051	62.5318449	64.74921	0.660165
Jammu And Kashmir	25.0841808	25.142287	26.8510923	28.0657529	29.9802799	32.927366	31.6719491	33.3393242	30.65104	2.251974
Jharkhand	32.0568484	32.74766	35.7236054	37.3339924	39.2154963	41.312536	42.562313	45.6079392	47.5372	4.475036
Karnataka	46.8582409	47.117966	47.2075168	47.1316635	48.5881654	49.121965	49.4707887	50.1298319	51.84861	1.130804
Kerala	92.160896	91.272109	91.0808786	90.7629835	90.4069487	89.801906	90.4894149	89.6125172	89.78003	-0.29039
Ladakh	0	0	0	0	0	60.645229	61.4622464	62.2301785	61.7835	0

Madhya Pradesh	43.214062	43.145006	41.3029378	37.3730699	36.5420797	38.111422	40.4910406	41.0493431	41.71204	-0.3923
Maharashtra	43.4637472	44.517316	44.8639322	45.4848651	44.8671979	43.413713	42.9259475	43.6660027	44.70675	0.313795
Manipur	38.2576207	37.257245	41.7388455	44.8203236	47.414197	48.986209	52.0254509	52.578516	50.87999	3.218795
Meghalaya	42.5277464	42.926101	44.2755198	46.8027519	50.1549019	50.513339	51.3690454	50.6089475	51.44969	2.138634
Mizoram	40.9666768	38.20473	35.9972253	34.0894593	38.1525183	50.857446	56.8229757	47.750853	48.40113	1.870209
Nagaland	31.2173546	31.283833	29.6683992	28.7518142	31.5567748	35.6282	36.3101352	38.1520599	42.90603	3.596937
Odisha	33.7891023	38.025941	39.8193602	41.8604248	41.9912903	43.302442	44.7444545	46.141512	47.94497	3.964521
Punjab	57.4689311	57.992351	59.9709636	62.6585569	60.7309487	58.789649	56.9158043	60.4249452	66.48879	1.633068
Rajasthan	68.2635334	69.029874	67.0336733	65.3363184	66.0723899	67.326162	65.6800311	66.6800302	68.11399	-0.02436
Sikkim	48.1119171	47.556914	47.8662503	48.0508597	0	51.068956	51.169019	52.6470588	54.46651	1.387945
Tamil Nadu	85.3592929	85.202917	85.6815631	85.6777821	85.3971241	86.304339	85.3684041	85.6980053	86.40212	0.135012
Telangana	61.4894476	60.981328	59.8961401	61.4551531	62.7965704	61.502641	58.0592859	59.1849935	61.52145	0.005781
Tripura	49.3905796	50.11584	49.0521183	47.0520402	46.1912307	47.034629	47.6211278	47.5345866	48.40893	-0.22281
Uttar Pradesh	24.7727398	29.522759	33.1945263	35.1170854	35.2848348	34.279852	33.5711648	37.2496308	37.72047	4.782614
Uttarakhand	50.6646339	51.733454	53.9713671	54.465231	55.1506291	56.623601	55.1353541	55.5063924	56.64281	1.247011
West Bengal	41.5286996	46.361163	46.5234505	47.5942993	48.1189217	47.864637	45.204022	46.7461044	47.94701	1.609614
Andaman And Nicobar	52.2774819	55.7687637	59.6113445	63.5894791	0	59.42883	54.6569567	54.0969163	58.97436	2.276572
Dn Haveli And Dd	0	0	0	0	0	0	0	0	0	0
Lakshadweep	37.6	28.125	0	20.3389831	37.254902	11.627907	13.0434783	0	26.66667	-3.74571
Puducherry	86.2817797	85.757522	85.7834016	86.3398513	87.6448457	86.786041	86.8249314	87.587441	87.47589	0.152836
Total	55.0428446	55.344494	56.2122651	53.530308	54.5893476	54.782031	53.1938949	54.8190169	57.39856	0.466723

Source: Author compilation from official data (nrega.ac.in)

The table 1.3 shows women's participation in the MGNREGA scheme from 2014–15 to 2022–23 among all states of India. According to data analysis using the CAGR method, Arunachal Pradesh, Aasam, Bihar, Haryana, and Jharkhand had the highest annual average growth in women's participation in the MGNREGA scheme in India. So, on the basis of the results, the study concluded that the MGNREGA scheme had a good performance in Haryana (4.038%) among all the states of India. Here it is also stated that women's participation rapidly increases and crosses the mandate of 33 percent of the total labour force in the state.

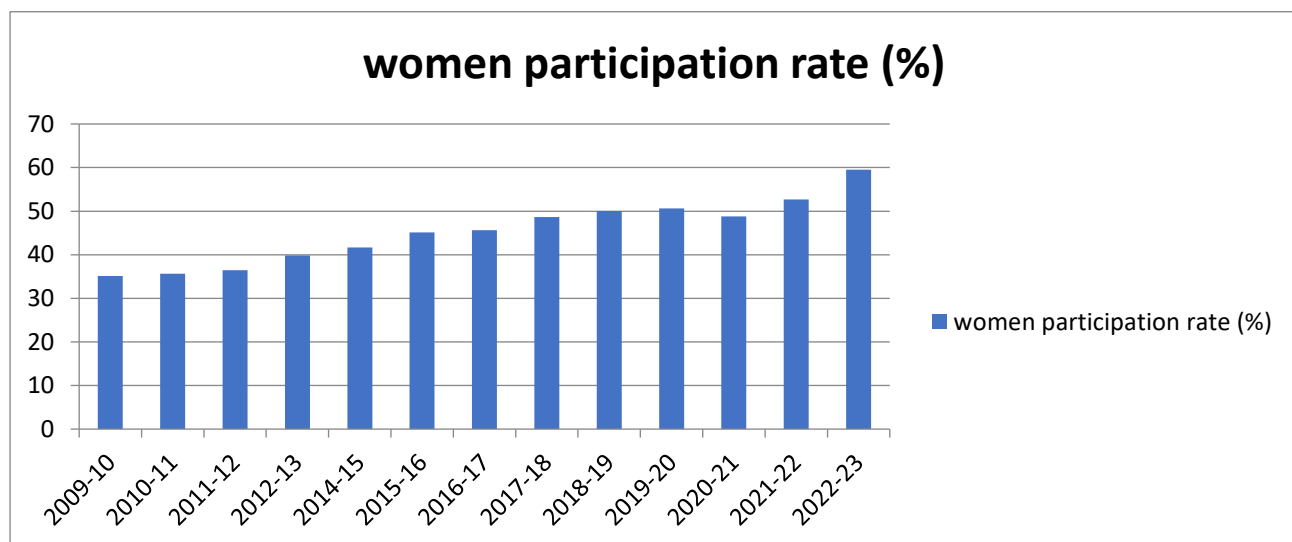
Figure No.1.2: Haryana performance among five best performance states in India

Source: author creation

According to the figure 1.2, Haryana stands as one of the states with the highest women's participation under the scheme among the five best-performing states like Arunachal Pradesh, Bihar, Aasam, and Uttar Pradesh. The women's participation in employment generation in the scheme continuously increased during the time period 2014–15 (41.65 percent) to 2022–23 (59.88 percent), but there was only a decrease trend in the women's participation rate in 2020–21 (48.79 percent) due to COVID-19 pandemic lockdown effects.

5. Women participation rate of MGNREGA in Haryana

The impact of MGNREGA on women's participation in the labour force enhances their capabilities and loosens the bounds of social and cultural norms in rural areas. MGNREGA has shown a positive impact that enables them to earn independently, increasing interaction through Gram Sabha meetings, worksite meetings, and contributions to family income, or mostly income spent on their own. Besides that, poor implementation of facilities at the worksite, like no crèche, gender sensitiveness, no sanitation or bathroom, etc., affected women's participation in the scheme. Here reflects the women's participation in the MGNREGA scheme from 2009–10 to 2022–23.

Figure No. 1.3: Women participation in MGNREGA in Haryana

Source: Author creation

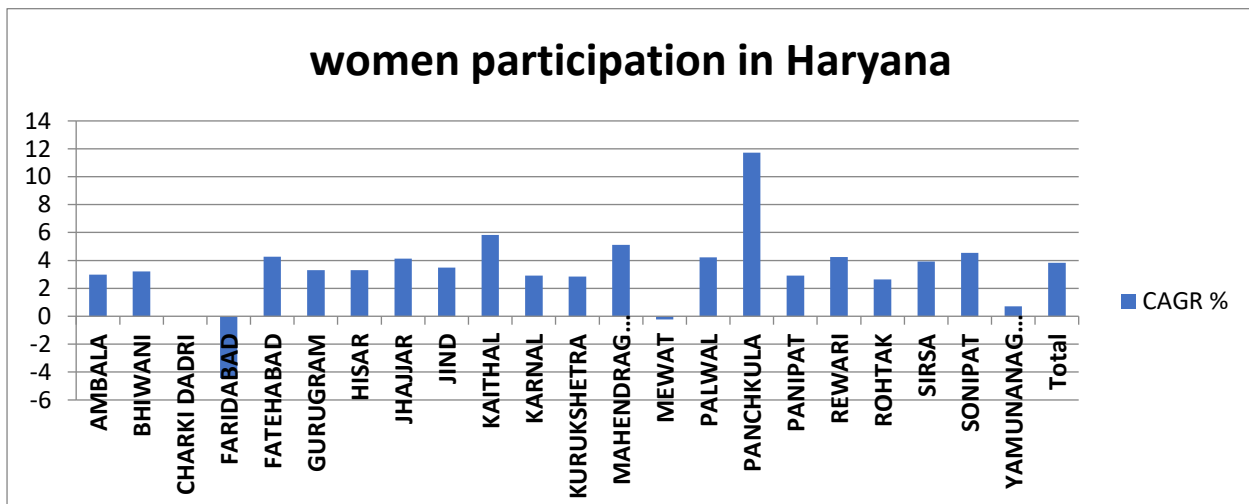
Table No. 1.4: District- wise women participation in Haryana

Districts	2009-10	2011-12	2014-15	2016-17	2018-19	2020-21	2022-23	CAGR %
Ambala	41.9	32.58	35.44064	42.97164	46.98515	45.48515	63.1312	2.971356
Bhiwani	39.36	38.63	42.22281	45.84676	55.06521	54.51519	61.30479	3.215677
Charki Dadri	0	0	0	0	41.01858	42.02811	51.38992	0
Faridabad	92.78	21.41	32.47149	37.01014	36.19552	39.04625	49.15259	-4.43645
Fatehabad	33.27	37.74	53.85466	55.2281	60.06856	57.50493	59.67934	4.262111

Gurugram	42.99	30.56	37.48757	46.6229	48.01126	57.1493	67.72096	3.29917
Hisar	39.1	40.05	45.87056	48.87172	57.94551	56.75669	61.55924	3.295107
Jhajjar	31.52	42.66	35.99735	38.61246	36.54605	45.49151	55.62558	4.140725
Jind	37.45	33.61	40.08643	40.65206	49.74427	50.06929	60.60138	3.497715
Kaithal	31.21	33.91	42.97125	49.37293	58.73952	60.41241	69.06763	5.837966
Karnal	42.29	45.47	50.79237	54.7609	60.91168	59.04357	63.28813	2.921484
Kurukshetra	43.41	41.95	45.64573	50.1129	57.71783	54.02327	64.25904	2.841277
Mahendragarh	23.29	25.51	33.88815	40.94928	38.82073	42.9389	46.85834	5.120389
Mewat	42.95	42.5	44.30471	41.64024	38.12052	41.46398	41.54631	-0.23706
Palwal	25.43	31.95	27.4915	28.42536	32.48421	36.11978	45.38259	4.223907
Panchkula	7.61	10.26	17.35722	12.1529	12.1809	17.43439	35.92805	11.72397
Panipat	37.41	37.72	40.05629	40.29369	45.899	48.78999	55.87007	2.906368
Rewari	36.88	36.9	39.26033	40.55122	44.37815	43.78156	66.05871	4.251274
Rohtak	39.09	35.79	43.19083	43.8099	47.46662	50.53659	56.22388	2.630245
Sirsa	33.91	36.74	40.81995	44.8103	51.20149	53.21794	58.13806	3.925894
Sonipat	31.67	38.19	34.00574	43.3039	36.28685	47.27297	58.9957	4.543737
Yamunanagar	33.29	31.2	35.45791	30.28862	28.47454	29.18135	36.74307	0.707438
Total	35.13	36.45	41.65294	45.61789	50.05015	48.79906	59.48209	3.833212

Source: Author compilation from official data (nrega.ac.in)

Figure No. 1.4: District-wise women participation in Haryana



Source: Author creation

Above table No. 1.4 and figure shows the women's participation rate in the MGNREGA scheme among the 22 districts of Haryana state. In which best performing districts are Panchkula (11.72%), Kaithal (5.83%), Mahendragarh (5.12%), Sonipat (4.54%), Rewari (4.25%), Jhajjar, Fatehabad, etc., whereas Faridabad (-4.436%) and Mewat (-0.237%) are worst performing in women's participation rate in Haryana.

6. Women participation & empowerment effects through Transformative agenda

Many studies claim that transformation capacity can be built through wage bargaining power among agricultural and MGNREGA wages, social auditing, banking access, and collective interaction, with the highest female participation in the MGNREGA scheme. "Success" has been related to the extent of women's participation in MGNREGA as well as the wider gender equality and empowerment effects that this employment may produce (Carswell, Grace, and De Neve, Geert. 2014; p. 9). Success has already been assessed in some excellent gender analyses in terms of its transformative capacity to generate female empowerment, an issue to which we return below (Pankaj and Tankha, 2010; Sudarshan et al., 2010; Khera and Nayak, 2009; Dasgupta and Sudarshan, 2011; Carswell and De Neve, 2013b). MGNREGA helps to push up agricultural wages and provides an alternative source of income for the rural poor, especially Dalits and women. Together, these effects combine to enhance the bargaining power of rural labourers (p. 17). Historically, women's more limited range of job opportunities has kept female agricultural wages low, but MGNREGA is changing this. As women's agricultural wages are closer to the state-set MGNREGA wages, it is their wages (rather than men's) that are pushed up by rising MGNREGA wage levels and as women's agricultural wages rise, the rural gender wage gap begins to reduce, even though women's wages remain low relative to men's. For women, it is not just that their bargaining power has improved but also that they now have the *choice* between agricultural work and MGNREGA work and that they can plan what work to do according to their own needs rather than being at the beck and call of landowners. It is no surprise that landlords complain about these changes, as they challenge the tight control they used to have over the local agricultural labour force. But for workers, these are significant **transformative**

effects: they have the choice of an additional job opportunity (one that offers dignity and freedom from caste dependencies); there is now a "bottom line" below which wages cannot fall, which has in turn strengthened their bargaining power; and agricultural wages have increased (p. 22).

7. Problems and reasons for variation in female participation

Delays in work assign: workers are promised the payment of MGNREGS wages through nominated bank accounts or post office accounts within 14 days of completion of the public works project. In practice, workers face delays in assign works and face unemployment situation.

Delays in payment of wages: workers face delays in payment and that demotivates female labour to participate in scheme.

Corruption by intermediaries was one of the important reasons that the employment schemes which were in operation before MGNREGS could not find much success. Sarpanch and village-level worker (VLW) forcefully taking a share of workers' wages when workers go to collect it, use of capital and machinery to do the work instead of workers VLW transfers workdays to the job cards of his family members who never participate in the scheme

Rigid socio-cultural norms: around women's work, mobility and intra household allocations of roles and responsibilities to individual household factors like levels of care, responsibilities and numbers of adult women in the house; and elder/husband role in decision making rigid the social mobility of women in society.

Administrative constraints: MGNREGA scheme implementation depend on the block Development offices, Gram Panchayat etc. which circulate the scheme awareness and access of its benefits to worker. but mostly not follow appropriate manner and create corruption activities in job card making, unequal wage distribution, inappropriate behaviour with female workers.

Lack of information on the part of females is also responsible for low female participation rate students do manual unskilled labour under the scheme so as to pay their fees and other dues. If educated unemployed can be absorbed in village libraries managed by Gram Panchayats.

Number of children in the household has a negative effect on the number of days worked under the scheme. Women found it difficult to go to work as they had to take care of children in the household. MGNREGS took care of that problem by making a provision for worksite facilities which includes crèche facility for children.

7.1 Suggestion and Recommendation to improve participation rate

Here in this section elaborate the some suggestions and recommendations to increase women participation by researchers, experts, academicians etc. basically here most suggestion drawn by Hussain, M.K (2016) and some others researchers.

Regular social audit practices reduce corruption: To deal with such corrupt practices, MGNREGS has a lot of in-built mechanisms but studies show that officials in charge can exploit them in various ways. Other studies which show the importance of social audit in reducing corruption but have rarely taken place. It has to be made sure that social audits take place where villagers participate and expenditure of works done under the scheme is discussed, number of days worked by villagers is made public, etc. It will go a long way in reducing corruption.

Maintain Work availability: Workers reported their willingness to work for more than 100 days but complained that there was hardly any work available. It should be made sure that the worksite benefits are provided, especially at the worksites where female workers are engaged. It will be an important step towards increasing female participation rate in the scheme.

Maternity benefits provision: Special provisions should be made under the scheme to include these maternity benefits.

Natural resources Resilience according climate change: In the days of Global Warming, a scheme like MGNREGS will go a long way to enhance the environmental quality by preserving and enhancing the natural resources in the rural areas. In most cases, rural poor depend on the natural resources. MGNREGS is to create rural infrastructure state like J&K, which lacks rural infrastructure, MGNREGS can be very useful to make up for the shortage in the infrastructure.

Provide soft work according to capabilities of women: Works allotted are cleaning of small irrigation channels, rivers, land development, etc. does not require much physical effort. Female workers may find it relatively easy to work on these projects which require less physical effort.

Legal Wages paid to all beside allotted work: Wages are paid according to the number of hours worked and the wage rate is same across all regions. This is utterly unfair. Given the geography of J&K, which is both plain and hilly, wage rate for hilly and plain areas should be different. Effort required to do one hour of work in a hilly area is more than effort required in plain area. Earth cutting is not the same in a hilly region as it is in a plain region, so is not the construction of roads, land development. Wages in these hilly and difficult regions should be adjusted accordingly.

8. Conclusion

In the MGNREGA scheme, women get dignified government-guaranteed work and no negotiation with a private contractor for work, making this scheme "successful" by rapidly raising rural women's participation as well as the wider gender equality and empowerment effects that this employment may produce (Carswell & Neve, 2013). The increasing participation rate of women in Haryana reflects the women engagement in labour force which grows

their high contribution in income, consumption baskets, savings, and access to banking system. Bank access to women display their financial literacy, financial inclusion which raised their opportunities to small business, self employed, their presence in household decision etc.

The study result shown that during 2017–18, the FLFPR in rural areas was 18.2 percent, while it was 15.9 percent in urban areas, and it also reflected increasing trends among rural women (27.7 percent) compared to urban women (18.6 percent) during 2020–21. Female participation rates rose steadily in both rural and urban areas, but rural women shared more than urban women. Haryana stands as one of the states with the highest women's participation under the scheme among the five best-performing states like Arunachal Pradesh, Bihar, Aasam, and Uttar Pradesh. The inter-districts analysis of women participation also reflects increasing growth rate. In which best performing districts are Panchkula (11.72%), Kaithal (5.83%), Mahendragarh (5.12%), Sonipat (4.54%), Rewari (4.25%), Jhajjar, Fatehabad, etc., whereas Faridabad (-4.436%) and Mewat (-0.237%) are worst performing in women's participation rate in Haryana. "Success" has been related to the extent of women's participation in MGNREGA as well as the wider gender equality and empowerment effects that this employment may produce (Carswell, Grace, and De Neve, Geert. 2014; p. 9). Success has already been assessed in some excellent gender analyses in terms of its transformative capacity to generate female empowerment, an issue to which we return below (Pankaj and Tankha, 2010; Sudarshan et al., 2010; Khera and Nayak, 2009; Dasgupta and Sudarshan, 2011; Carswell and De Neve, 2013b). MGNREGA helps to push up agricultural wages and provides an alternative source of income for the rural poor, especially Dalits and women. Together, these effects combine to enhance the bargaining power of rural labour class.

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