Spatial-Temporal Pattern of Women Employment under MGNREGA in Haryana:
An Inter- Block Analysis

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Abstract

Increasing the status, function, and participation of women in rural life must be a primary goal since they have a fundamental right to equality with men in all sectors of life. Women must and may engage completely in the process of sustainable development. Gender views must thus be incorporated into all policies, projects, and programmes that may be carried out using gender analysis. The MGNREGA programme, which increased the minimum wage and established equal pay for male and women employees, has emerged as a pioneer in the empowerment of rural women and significantly improved living and economic conditions. The MGNREGA is quite promising from the standpoint of women's empowerment, especially in rural regions where there are stark differences between men and women in terms of the prospects for meaningful work supplied as well as salary rates – the MGNREGA represents action on both these counts. The Act and accompanying Guidelines include a variety of provisions to guarantee that women have equal access to employment, decent working conditions, equal pay, and representation on decision-making bodies. This article aims to analyse how MGNREGA has impacted women's employment at the block level in the state of Haryana in light of this. The MGNREGA programme has been credited with increasing the proportion of women working in the majority of Haryana's industries.

Keyword: Blocks, MGNREGA, Women Employment

Introduction

Indian women working is not a recent development. Women have lesser earning potential and contribute less equally to national income due to their lower levels of education and training, high rates of employment, a lack of job opportunities, and the segregation of women into specialised occupational classes (Hakim, 2006). Despite the challenges in measuring this, there are significantly more women in the unorganised sector than in the organised sector (Singh, 2021).

Due to their hopeless reliance brought on by a lack of economic possibilities, low skills, illiteracy, and restricted mobility, they are forced into one of the many professions in this industry (Torre, 2019). Particularly in chaotic environments, a woman's occupation is frequently correlated to that of her husband or father. Women frequently work in jobs that are similar to those that are performed without payment (Freund, 1991).

The reasons that drive women to pursue jobs are just as complicated as the reasons that drive them to take other significant actions in their lives. The majority of people agree that social and cultural developments have a substantial impact on the factors that encourage women to search for job (Alphonse, George & Moffatt, 2008). Even if socio-cultural changes have a significant influence, a number of other factors also play a role in determining whether or not individuals choose to work. If one was unable to leave the house due to cultural limitations, she might have been able to find job, but her goal might not have come true (Chagar, 2010).

Along with material requirements, marital status affects motivation for a variety of reasons (Etaugh, 1989). Usually, they gave two justifications: the need for higher national productivity and the need for women in the workforce. No matter how far a nation has come in its economic or social development, four things always motivate women to work (Andres, et al., 2017). Infirmity or death of the primary earner, a woman's desire for financial independence or a better quality of life, and the primary earner's poor salary, which causes a woman to work and supplement the income, are examples of accidents (Klasen & Pieters, 2015).

The desire of women to showcase their own talents and abilities is another factor. One of the more major sociological shifts has been the increase in women's employment (Chaudhary & Verick, 2014). More women have entered the workforce in recent years, but there have also been significant structural shifts. MGNREGA, which established equal pay for male and women employees and raised the minimum wage, has emerged as a model for rural women's empowerment and significantly improved living and economic conditions (Rajalakshmi & Selvam, 2017). The MGNREGA programme, which receives all of its funding from the federal government, creates a framework for wage employment based on rights and requires the government to provide employment for adult members of rural families.

In rural regions where there are stark differences between men and women's access to opportunities for meaningful work and wage rates, the MGNREGA provides a lot in terms of empowering women. The MGNREGA represents progress on these two fronts (Lavanya & Mahima, 2013). The law mandates that men and women get equal compensation. It also promises to make sure that women make up at least 33% of the workforce.

The Act and accompanying Guidelines include a variety of provisions to guarantee that women have equitable and straightforward access to employment, decent working conditions, equal pay, and representation on decision-making bodies (Sukhtankar, 2016). Although there have been several attempts to empower women, it is unclear if these efforts have been effective. It is essential to assess MGNREGA's success in empowering women. As a result, an analysis of MGNREGA's effects on women's employment at the block level in Haryana has been conducted.

Study Area

The study area is made up of a number of blocks in the state of Haryana, which is in the country's north-western region and has a population of 2.53 crore (2 percent of the total population) and a land area of 44, 212 km^2. The urban population has grown by 34.88 percent during the past 10 years. In Haryana, the average literacy rate is 76.64 percent. There were 873 girls for every 1000 men in Haryana's urban regions. In terms of the kid (0–6) sex ratio, there were 832 girls for every 1000 men in the urban area. In Haryana's urban regions, there were 1,095,609 youngsters between the ages of 0 and 6. Out of all people, 12.39 percent of children resided in urban areas (0-6).

In Haryana, the average rate of literacy for urban areas was 83.14 percent, with male literacy standing at 88.63 per cent and women literacy at 65.98 per cent. There were 6,440,546 people who could read and write in Haryana's urban area. The state now has 119 blocks, 74 tehsils, 44 sub-tehsils, 21 districts, 4 divisions, and 57 subdivisions. The state of Haryana comprises 6841 villages and 154 cities (See Map 1).

Source: Census of India, 2011.

Main Research Objectives

- To calculate the share of women employed in Haryana's MGNREGA blocks.

- To examine the MGNREGA's block-level employment trends for women in Haryana

Database & Research Methodology

In this investigation, secondary data sources were used. Data from both public and unpublished sources have been taken into account. It has been obtained from numerous governmental departments, agencies, and ministries as well as other trustworthy sources in accordance with the demands of the study. The majority of these statistics, both public and unpublished, are mostly sourced from the Ministry of Rural Development, Government of India, New Delhi. Information has been acquired from the relevant BDO (Block Development Office) offices and DRDA (District Rural Development Agency) offices for the village/block level for the years 2011 to 2016. An Arc GIS 10.3 thematic map that shows the spatial distribution of women's employment at the block level in Haryana has been produced. The Jenks approach has been used to classify the blocks of Haryana into three groups: high, moderate, and low.

Result and Discussion

For the period between 2011 and 2016, the employment of women in MNREGA at the block level has been taken into consideration. There are significant differences between the historical periods in the employment rate. Women's employment through MNREGA varied from 4.36 to 56.48 percent in 2011–12 while it fluctuated from 2.70 to 59.59 percent in 2012–13. On the other hand, it was discovered that women's employment varied from 3.33 to 61.31 percent in 2013–14, and going forward, it was discovered that women's employment varied from 4.59 to 65.27 percent in 2014–15. Additionally, during 2015–16, when women's employment in MNREGA ranged from 3.30–75.67% across several sectors, it significantly grew.

As a result, it is discovered that the number of women employed by MNREGA has been rising over time. However, other Haryana blocks continue to report low levels. The blocks have been divided into low, moderate, and high categories based on the rates of employment of women in MGNREGA across various blocks. Women made up less than 30% of the workforce in blocks with low MGNREGA employment, and between 30% and 40% of the workforce in blocks with

moderate MGNREGA employment for women. Women made up more than 40% of the workforce in blocks with strong women employment under MGNREGA. The five time periods between 2011 and 2016 have been categorised.

Categorisation of Blocks in Haryana based on employment of Women through MGNREGA (2011-12)

Blocks having a High Women Employment Rate under MGNREGA

35 Haryana blocks were found in this category where the percentage of women employed through MGNREGA was greater than 40%. Five blocks in Beri, Gharaunda, Karnal, Pehowa, and Rewari were discovered to have women employment rates of more than 50% via MGNREGA at the same time. Kalayat and Bawal blocks were among the lowest in this classification and had 40% of women employed via MGNREGA. Through MGNREGA, it was discovered that more than 40% of the blocks in Haryana's overall population employed women (Table 1).

Table 1: Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2011-12)

Class	Range of Employment	Number of Blocks	Percentage of Blocks
High	Above 40	35	27.78
Moderate	30 - 40	62	49.21
Low	Below 30	29	23.01

Source: Block Development Office, 2011-12.

MGNREGA blocks with moderate women employment

There were 62 blocks in total where women made up 30 to 40% of the MGNREGA workforce. These blocks made up about half of all the blocks in Haryana. The percentage of women employed in these categories was lowest in the blocks of Julana and Sanoli Khurd, while it was highest in the blocks of Lakhan Majra and Bawani Khera. With the help of MGNREGA, it was discovered that women made up 39% of the workforce in 11 blocks of Haryana. In the remaining 21 blocks, women made up more than 20% of the workforce but accounted for less than 30% of MGNREGA jobs. The greatest percentage of women employed in this category was found in Ambala-I block at 29.97%.
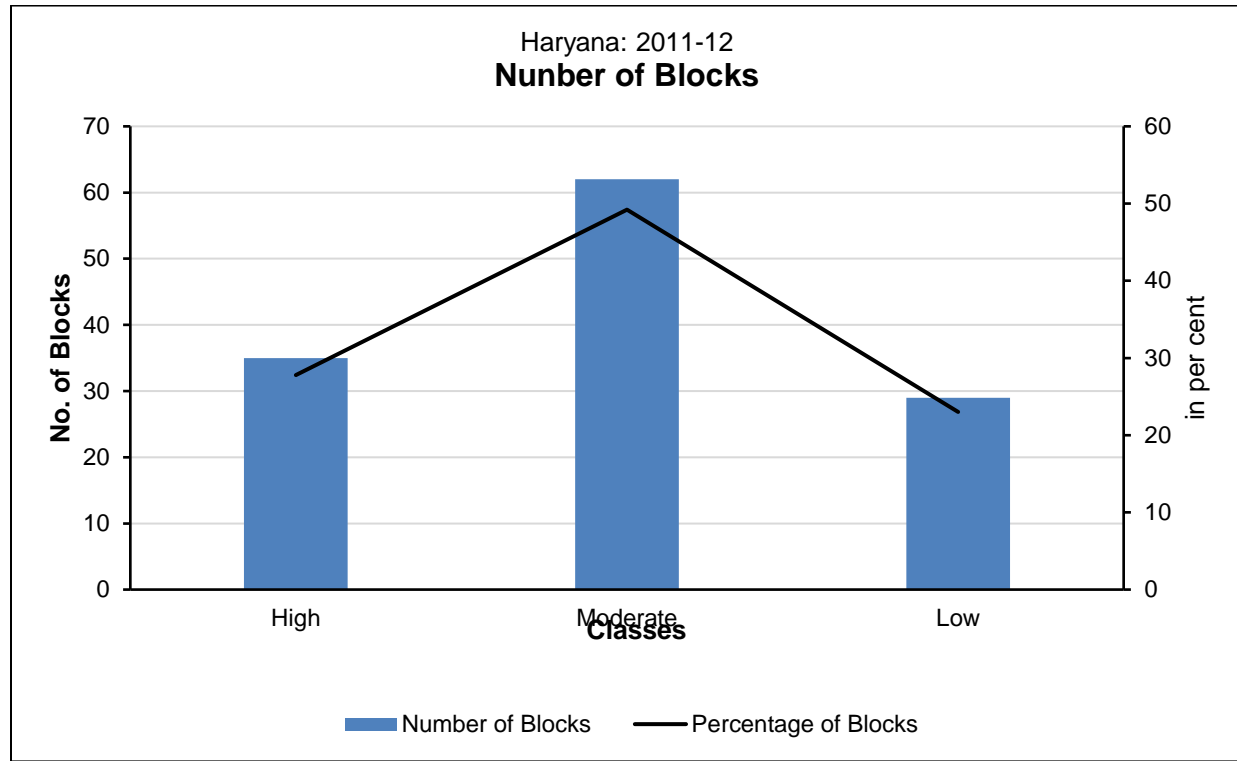
Source: Table 1.

Fig. 1

Blocks with Low employment of women through MGNREGA

There were 29 blocks in 2011–12 when women's employment via MGNREGA was less than 30%. Three of these blocks, Morni, Pinjore, and Sadaura, had fewer than 10% of the total MGNREGA workforce be women. On the other hand, five blocks had MGNREGA employment rates for women that were higher than 10% but lower than 20%.

Categorisation of Blocks in Haryana based on employment of Women through MGNREGA (2012-13)

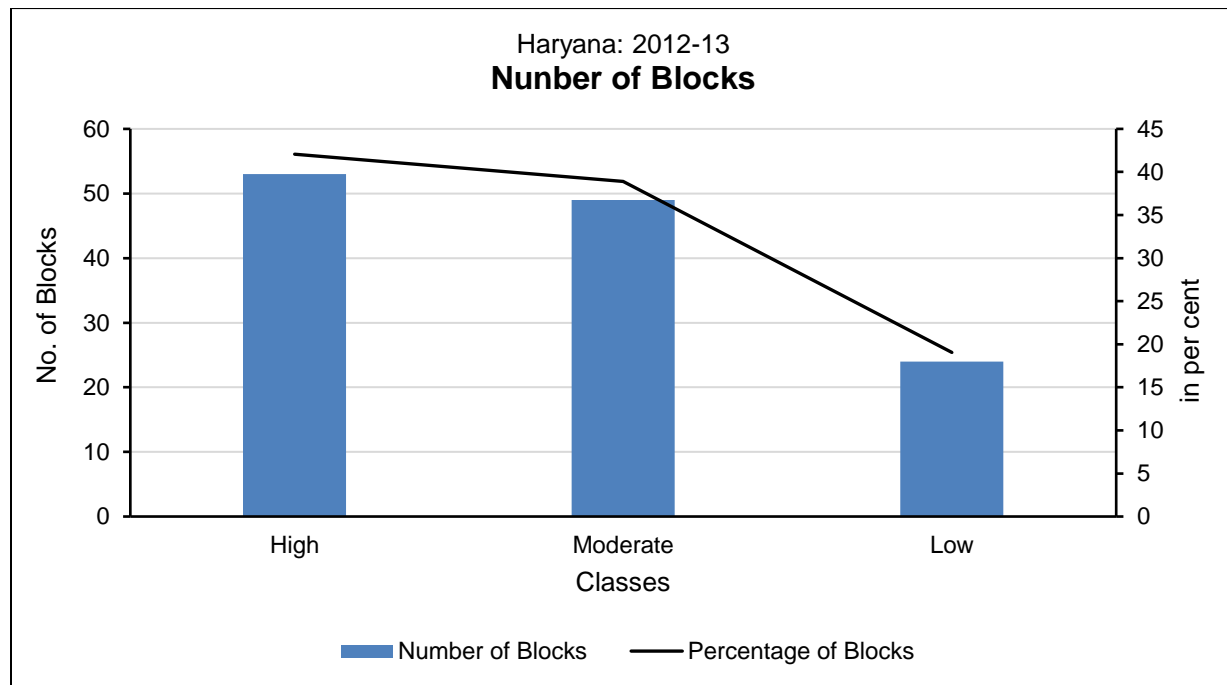**Blocks with High employment of women through MGNREGA**

53 Haryana blocks were found in this category where the percentage of women employed through MGNREGA was greater than 40%. In four blocks in Gharaunda, Karnal, Rewari, and Ganaur, it was discovered that women made up more than 50% of the workforce under MGNREGA at the same time. In Haryana, the MGNREGA programme was found to have more than 40% women employed in 42% of the blocks (Table 2).

Table 2: Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2012-13)

Name of Category	Range of Employment	Number of Blocks	Percentage of Blocks
High	Above 40	53	42.06
Moderate	30 - 40	49	38.89
Low	Below 30	24	19.05

Source: Block Development Office, 2012-13.

Source: Table 2.

Fig. 2

Blocks with Moderate employment of women through MGNREGA

There were 49 different blocks where women made up 30 to 40% of the MGNREGA workforce. In Haryana, these blocks made up roughly 39% of all blocks. The percentage of women employed in these categories was lowest in the blocks of Mahendragarh and Sonipat, while it was highest in the blocks of Rohtak and Israna. The employment of women under MGNREGA was found to have grown across several blocks, and is currently reported to be more than 40%, while in six blocks of Haryana, it was found to be just 39%, indicating a downward tendency in this category (Table 2 & Map 3).

Blocks with Low employment of women through MGNREGA

There were 24 blocks in 2012–2013 where women's employment via MGNREGA was less than 30%. Morni has the lowest percentage of women employed among these blocks, with 2.7% employed via MGNREGA. On the other hand, seven blocks had MGNREGA employment rates for women of greater than 10% but less than 20%. In the 16 remaining blocks, women made up more than 20% of the workforce but fewer than 30% of the MGNREGA workforce. In this category, Nizampur block had the highest percentage of women employed at 29.97%

**Categorisation of Blocks in Haryana based on employment of Women through MGNREGA (2013-14)**

Blocks with High employment of women through MGNREGA

In this category, 56 Haryana blocks in 2013–14 were found to have more than 40% of their workforce comprised of women. Women were found to be employed in two blocks of Gharaunda and Karnal at 61.31 and 60.43 percent, respectively (Table 4.11& Map 4.9). Over 50% of women were employed via MGNREGA in seven blocks in Siwani, Ratia, Tohana, Agroha, Assandh, Thanesar, and Rewari at the same time. Additionally, ten blocks under the MGNREGA programme saw women employed at a rate of almost 40%, compared to very low rates in Taoru and Satnali. Through MGNREGA, women's employment overall saw a significant improvement during the 2013–14 year. A larger percentage of Haryana's blocks indicated women employment of more than 40% throughout the period.

Table 3: Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2013-14)

Name of Category	Range of Employment	Number of Blocks	Percentage of Blocks
High	Above 40	56	44.45
Moderate	30 - 40	53	42.05
Low	Below 30	17	13.50

Source: Block Development Office, 2013-14.

Haryana: 2011-12
Nunber of Blocks
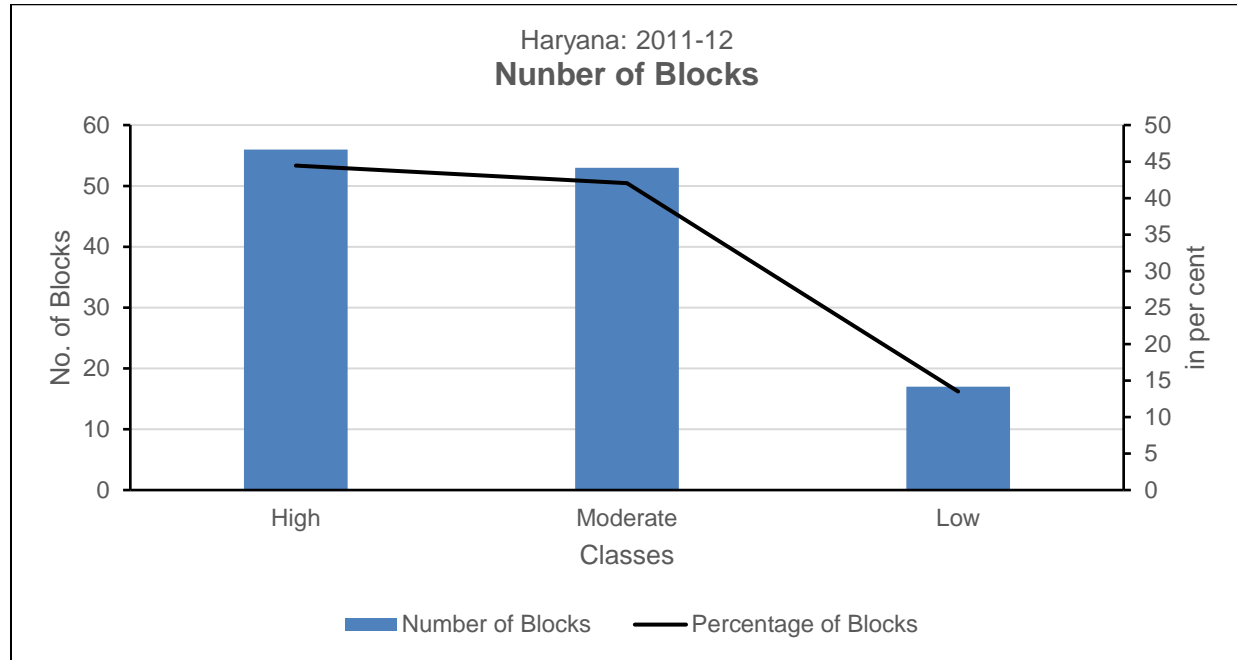
Source: Table 3.

Fig. 3

MGNREGA blocks with moderate women employment

There were 53 different blocks where between 30 and 40 percent of the MGNREGA employees were women. These blocks made up close to 42% of all the blocks in Haryana. Compared to other cities, Naraingarh, Tosham, Nizampur, Sihma, and Palwal only had 30% of women employed in this category. Through MGNREGA, it was discovered that women made up 39% of the workforce in 10 Haryana blocks at the same time, with Julana block recording the highest percentage in this category.

MGNREGA blocks with low women employment

There were 17 blocks in 2013–14 where women's employment via MGNREGA was less than 30%. These blocks made up 13.50% of all blocks in Haryana (Map 4.3). With only 3.33 percent of women employed under MGNREGA, Morni block continues to have the lowest rate of women employment. Three blocks simultaneously recorded MGNREGA employment for women of more than 10% but less than 20%. Kharkhoda block had a considerably higher women employment rate of 29.95% compared to the other 13 blocks, which had more than 20% but less than 30% women working via MGNREGA.

Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2014-15)

Blocks where the MGNREGA has a High Women Employment Rate

64 Haryana blocks were found in this category where the percentage of women employed through MGNREGA was greater than 40%. Two blocks in Gharaunda and Karnal in 2014–15 had the highest percentages of women employed via MGNREGA, at 65.27 and 60.75 percent, respectively. In particular, Siwani, Bhuna, Ratia, Tohana, Jind, Thanesar, and Rewari highlighted 54% women employment under MGNREGA, bringing the total number of blocks having more than 50% women employment through MGNREGA to 15. Through MGNREGA, there has been a steady rise in the number of women employed, and from 2014 to 2015, more than 40% of the blocks in the state of Haryana registered this growth.

MGNREGA blocks with moderate women employment

There were 41 different blocks where between 30 and 40 percent of the MGNREGA employees were women. In Haryana, these blocks made up roughly 33% of all blocks. The percentage of women employed in these categories was lowest in the blocks of Kanina and Pinjore, while it was highest in the blocks of Jhojhu, Maham, Murthal, and Radaur (Table 4).

MGNREGA blocks with low women employment

There were 21 blocks in 2014–15 where women's employment via MGNREGA was less than 30%. Through MGNREGA, Morni Block observed the lowest level of employment for women. The block has noticed a rise in the employment of women, and via MGNREGA, women made up 4.59 percent of the workforce in 2014–15.

Five blocks, namely Farrukhnagar, Prithla, Barwala, Sanoli Khurd, and Sadaura, simultaneously recorded more than 10% but under 20% of women employed via MGNREGA. In the 14 remaining blocks, women made up more than 20% of the workforce but fewer than 30% of the MGNREGA workforce. In this category, Sonipat block had the highest percentage of women employed at 29.71% (Fig. 4).

Table 4: Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2014-15)

Name of Category	Range of Employment	Number of Blocks	Percentage of Blocks (In Percent)
High	Above 40	64	50.80
Moderate	30 – 40	41	32.53
Low	Below 30	21	16.67

Source: Block Development Office, 2014-15.
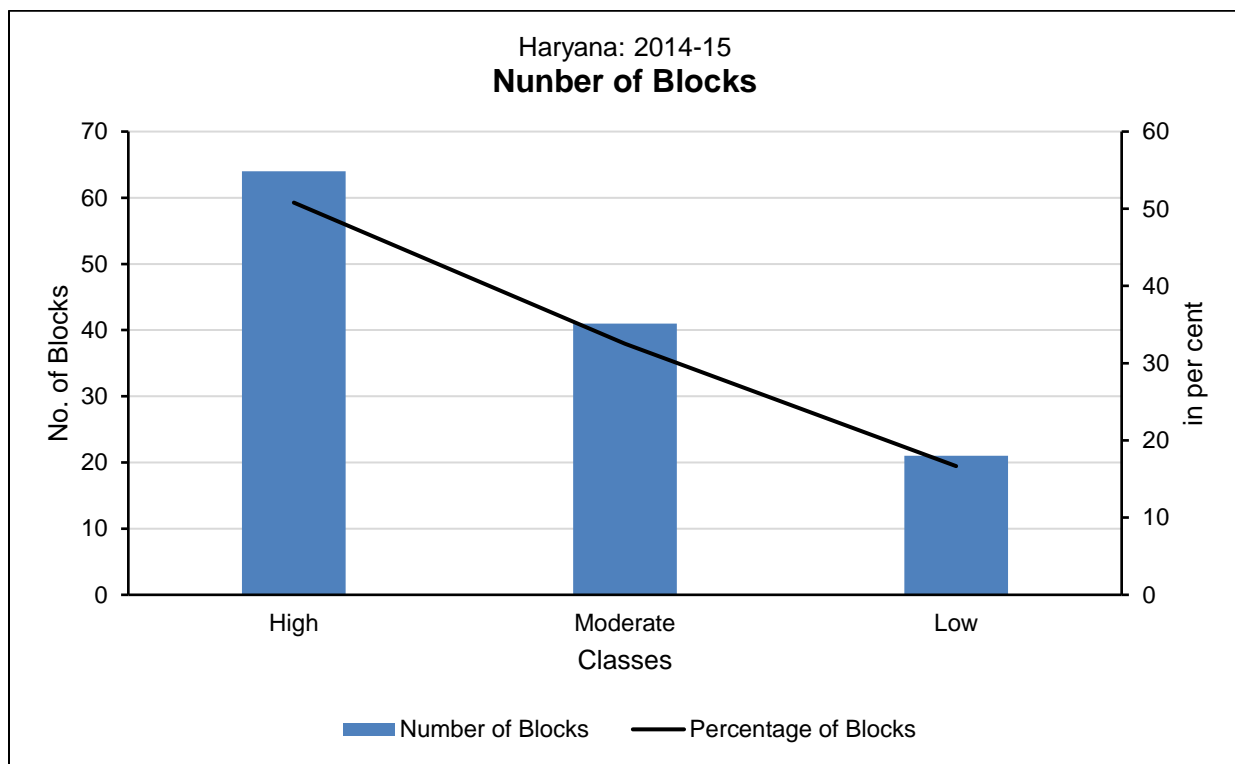
Source: Table 4.

Fig. 4

Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2015-16)

**Blocks with High employment of women through MGNREGA**

75 Haryana blocks were found in this category where the percentage of women employed through MGNREGA was greater than 40%. For the first time, the MGNREGA programme reported that women made up 75.67% of the workforce in the Haryana district of Nahar.

Table 5: Blocks in Haryana are classified depending on the employment of women under the MGNREGA (2015-16)

Name of Category	Range of Employment	Number of Blocks	Percentage of Blocks (In Percent)
High	Above 40	75	59.52
Moderate	30 - 40	35	27.78
Low	Below 30	16	12.70

Source: Block Development Office, 2015-16.
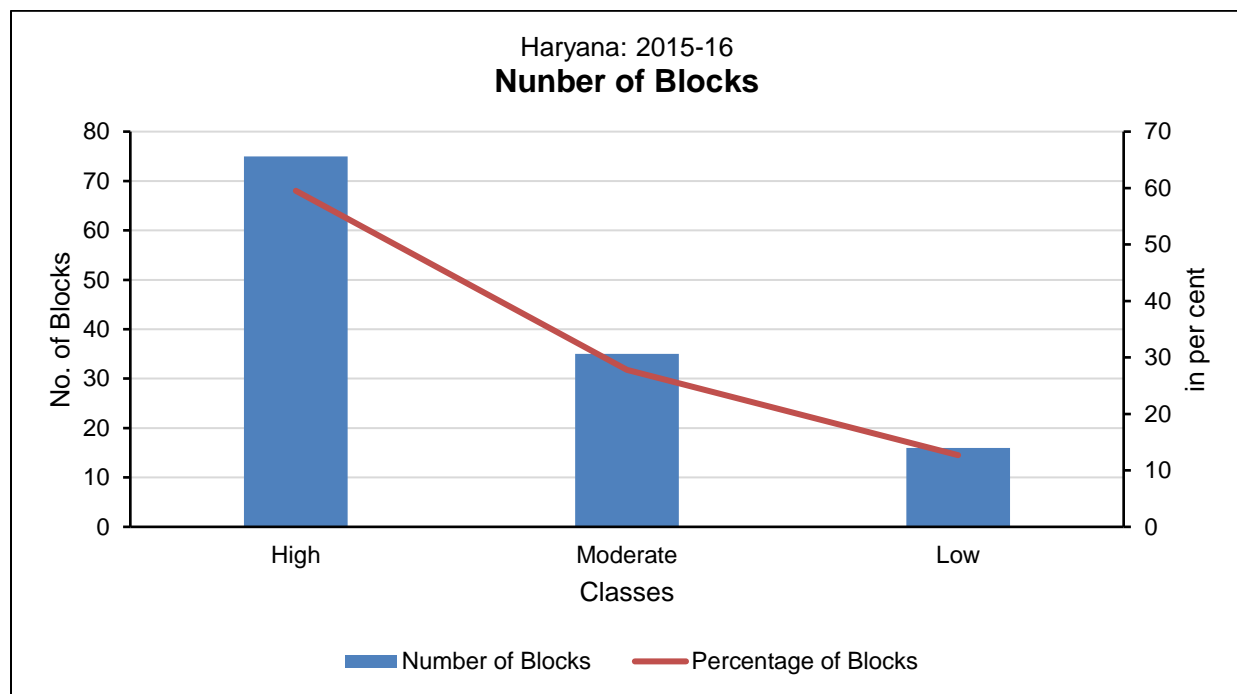
Source: Table 5.

Fig. 5

Over 60% of women are employed via MGNREGA in four blocks in Ambala-II, Pataudi, Gharaunda, and Karnal at the same time. In Haryana, 25 blocks have simultaneously had MGNREGA employment rates for women of over 50%. In Haryana, the number of blocks with more than half the women employed through MGNREGA has significantly increased, and about 60% of Haryana's blocks recorded more than 40% women employed through MGNREGA, which is consistent with the rising trends of women's employment through MGNREGA during the time period (Fig. 5).

MGNREGA blocks with moderate women employment

There were 35 different blocks where women made up 30 to 40% of the MGNREGA workforce. These blocks made up close to 28% of all the blocks in Haryana. On the other side, MGNREGA increased women's employment in four blocks of Barara, Badhra, Julana, and Saraswatinagar by 39%. (Table 5).

MGNREGA blocks with low women employment

In 16 blocks in 2015–16, women's employment via the MGNREGA programme was less than 30%. According to Narwana and Hodal, MGNREGA recorded somewhat higher rates of women employment in this sector (29.51 percent and 29 percent, respectively). MGNREGA provided employment to more than 10% but less than 20% of women in three blocks in Pinjore, Rajpurrani, and Sadaura at the same time. However, two blocks in Barwala and Morni had the lowest percentages of employed women, at 5.54 and 3.30 percent, respectively. Around 30% of women were employed in Safidon, Nizampur, Hassanpur, and Jatusana, the four blocks with the lowest percentage.

Conclusion

Despite the fact that women are working longer hours than ever before, this does not necessarily mean they are performing a wider variety of jobs. Women are strongly encouraged to work in order to supplement the meagre income levels of their households. Women are persuaded to leave their domestic responsibilities and enter the employment by more alluring forms of pay or any job outside the home. All three of the social, economic, and other contextual factors that influence women's participation in the workforce have an impact on women's opinions on the workplace. With the exception of 18 blocks, where it has declined, the general number of women hired in Haryana via MANREGA has grown. The motivations behind women's job pursuits are equally as complicated as those behind other key decisions they make in their life. The conditions that motivate women to search for job are significantly influenced by sociocultural influences. Even while socio-cultural changes have a huge impact, there are many more factors that affect women's decision to work or not. But MANREGA has proven particularly successful in enticing more women to take on the range of jobs covered by the programme.

By providing women in the village with employment paying fair wages, MGNREGA may significantly contribute to advancing women's economic independence and laying the foundation for greater independence and self-esteem.

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