



**RETHINK
REVOLUTION:
TRANSFORMATIVE
WAVES ACROSS
DISCIPLINES**

EDITOR

DR. EKNATH MUNDHE

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PREFACE

The book entitled: “Rethink Revolution: Transformative Waves Across Disciplines” is focused on an interdisciplinary approach involving team members from different disciplines working collaboratively, with a common purpose, to set goals, make decisions and share resources and responsibilities.

In an era defined by constant change and evolving paradigms, the concept of revolution transcends mere political upheaval. It permeates every facet of human endeavor, sparking transformative waves across disciplines that redefine our understanding of progress, innovation, and societal evolution.

“Rethink Revolution: Transformative Waves Across Disciplines” is a compelling exploration into the dynamic interplay between revolutionary ideas and the diverse realms of knowledge that shape our world. From the sciences to the humanities, from technology to the arts, this book delves deep into the revolutions that have reshaped our understanding of the universe and our place within it.

As we embark on this intellectual journey, we invite you to reconsider the very essence of revolution. Beyond the traditional narratives of revolt and rebellion, we uncover the hidden currents of innovation and discovery that have propelled humanity forward. Each chapter unveils a tapestry of revolutions, woven together by the common thread of human ingenuity and the relentless pursuit of truth.

Through the lens of history, philosophy, and contemporary discourse, “Rethink Revolution” challenges us to question our assumptions, confront our biases, and embrace the transformative power of revolutionary thought. It is a testament to the resilience of the human spirit and the boundless potential of collective imagination.

So, this is the right opportunity and platform for the academician, educationalist, readers, teachers & students to express their views and thoughts about Sustainable Development through this book.

Editor

ACKNOWLEDGEMENT

The main objective of the book “Rethink Revolution: Transformative Waves Across Disciplines” is to provide global virtual platform for discussing the new area of research and innovations in the field of Sustainable Development. I would like to express my sincere gratitude to all the authors, researchers and reviewers, who provided their detailed research and views for: “Rethink Revolution: Transformative Waves Across Disciplines”. This book is wholly a collective venture. This would not be possible without the great efforts paid by all the authors and we are sure their valuable contributions increased the significance of the book. This book chapter provides a premier interdisciplinary platform for researchers, practitioners, and educators to publish the most recent innovations, trends, and concerns as well as practical challenges encountered and solutions adopted in the fields of Rethink Revolution.

Editor

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WOMEN EMPOWERMENT THROUGH MNREGA IN RURAL AREAS*Dr. Basavaraj Chinagonda Patil*

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Introduction: The government of India was introduced Mahatma Gandhi National Rural Employment Guarantee Scheme in 2005. Strengthening is an interaction pointed toward altering the nature and bearing of precise powers, which underestimate women and other burdened areas in a given setting. A huge fragment of Indian womanhood actually endures hardship and unfair mentalities. It is important to assemble the tremendous women power, if the nation needs to advance in all circle of improvement. Strengthening of women is a long and troublesome interaction which is to be advanced with full open help and this could be effective just when those women living at the lower layers who have been smothered by the male ruled society exploiting their absence of training and neediness can ascend to guarantee their legitimate spot in their own general public.

Agriculture is the major economic activity for women in rural areas. Besides household works, they are fully involved in farm & non-farm activities. In spite of their major contribution both on domestic as well as agricultural sector, they (women) face a lot of discrimination. Discrimination of women from womb to tomb is well known. Perhaps due to this, even after 67 years of independence, women especially in the rural areas are still poor, ignorant, illiterate, stressed, have low access to information & knowledge, income relating activities, employment opportunities etc.

Key words: Employment, MNREGA, women empowerment

Objectives of the study:

1. To study the role of MNREGA in employment generation process.
2. To study the women empowerment through MNREGA.

Methodology:

The present study is based on the secondary data which was published by the national & international journals and by government of India.

Economic Independence and Empowerment of Women

Starter discoveries propose that the expanded admittance to paid work because of MGNREGA emphatically affects women' financial status and general prosperity. For example, in a review directed across six states, 82 percent of the widows in the example viewed MGNREGA as a vital type of revenue, and of the complete example, 69% of the women expressed that MGNREGA had assisted them with staying away from hunger. It is seen from the discoveries of various investigations that post MGNREGA; women have more prominent authority over their wages and have been spending them on reimbursing little obligations, paying for their kids' tutoring and bearing clinical costs, etc.

Studies likewise demonstrate that women practice autonomy in assortment and expenditure of MGNREGA compensation, showing more prominent dynamic force inside the families. In Andhra Pradesh, when 600 women laborers were met across five regions, it was discovered that just about 47% of the respondents got compensation themselves, 50% got

compensation alongside their spouses and wages of around 4% respondents were paid to their husbands. In Rajasthan, right around 91% of the 600 women respondents got compensation themselves and another 4% got compensation alongside their spouses. Different States, including Bihar and Chhattisgarh reflected comparative patterns.

Provisions of facilitating Women's Participation

The MGNREGA is an opportunity, and an arena of economic freedom. In rural areas, 90% and more workers are women engaged in performing agricultural activities and substantial part of their work is not paid in economic factor but still they are performing their work. However, MGNREGA has changed this. The MGNREGA has several provisions that are aimed at improving the participation of women. More importantly, it has the potential of wider impact on gender relations. This can happen in several ways. For instance, MGNREGA employment has enhanced women's economic independence by providing them access to earnings; for the first time at rural level, it legalized equality of wage between men and women; and rejected the stereotype notion of domestic work for women.

The MGNREGA guidelines also have provisions for female participation in vigilance committees and it is expected that women will be able to take advantage of such provisions, making their own space in public and social life. There are three provisions in the MGNREGA that were specifically included into the Act with a view to ensuring and improving access to the benefits of the scheme by rural women. Priority for women in the ratio of 1/3rd of total workers employed equal wages for men and women crèches for the children of women workers these provisions directly seek to address the stark gender inequality prevalent in the rural Indian labour market both in terms of improving access to gainful employment opportunities and addressing the issue gender wage gaps.

Women Participation under MNREGA: National Scenario

The MGNREGA is being implemented in 27 states of the country. In the first phase, the programme was being implemented in 200 districts with total budget of 11300 crore in 2006-07. Later on, it was implemented in the 130 and more districts in the second phase of establishment of the scheme in the year 2007-08, during which the budget is also increasing till 12000 crores. It is realised that in the third phase of the implementation of the scheme, this scheme is also practiced in different 285 districts of India in the year 2008 with allocation of 30000 crore. Though the objective of 100 days of employment was not achieved in any state, MGNREGA is seen as having impacted the poor. The large numbers of unlettered households have made the effort to come forward to register; due to which migration in seasons have reduced in some villages of Andhra Pradesh, Chhattisgarh, Orissa and Rajasthan state, where the wage rates are more than Maharashtra; hence, the ratio of women workers is also comparatively more in these states and specially in Rajasthan and eastern UP; unemployment allowances were sought and actually paid in Madhya Pradesh and Orissa; the maintenance of muster rolls has become a feature in several districts.

Table no. 1
Participation of Women in MGNREGA: National Scenario

Particulars	2014-15	2015-16	2016-17	2017-18
No of Women Labour in Lakh	54.08	55.26	56.16	53.47
Average working days	40.17	48.85	46	45.76
Average wage rate	143.92	154.08	161.65	169.45

Source: www.nrega.nic.in

The Act stipulates that the wages given to the male and female workers will be equal. It is also committed to ensuring that at least 33% ratio should be of women workers and they should have to appoint with the equal wage rate between male and female. MGNREGA plays a crucial role in economic development of women which is supported to the women in greater independence and making them self-esteem. Government figures indicate an impressive participation of women in the MGNREGA. In the year 2012-13 the participation of women under MGNREGA shows Kerala on first rank by creating 93 percent employment for the women, Pondicherry 84 percent and Punjab 53 percent. The overall position of women participation under MGNREGA was 53 percent. Kerala with 93 per cent shows the highest participation, Pondicherry 86 percent, Tamil Nadu 84 percent and Punjab also showing impressive figures 54 per cent. At an all-India level, women's empowerment as a percentage of total employment in MGNREGA works 53 per cent in 2013-14.

Employment Generation through MGNREGA

The table 3.2 depicts about percentage of women participation under MGNREGA in the State of Maharashtra. The extent of distribution of these employment days is almost similar to the distribution of job cards across various caste categories. As the scheduled castes dominated over the issuance of the job cards about 77 per cent share in the job cards, their share in the total employment generation in Punjab through MGNREGA was about 77 per cent.

Table no. 2
Participation of women in India under MGNREGA

Particulars	SC	ST	Women	disabled	Others	Total
2014-15	22.4	16.97	54.08	4.1	138.25	235.8
	9.5	7.2	23	1.7	58.6	100
2015-16	22.29	17.8	55.26	4.5	135.25	235.1
	9.5	7.6	23.5	1.9	57.5	100
2016-17	21.32	17.62	56.16	4.7	151.9	251.7
	8.5	7	22.31	1.9	60.29	100
2017-18	21.51	17.61	53.47	4.7	154.11	251.4
	8.6	7	21.7	1.9	60.8	100

Source: www.nrega.nic.in

The study of all the districts has experienced as the similar kind of distribution of employment generation with a very small difference between the share of job cards issued

and the share in total employment generated under MNREGA. The share of women in total employment generation has increased during the last three years from 29.11 per cent to 37.98 per cent, which is a good sign. However, there are significant variations in the share of women in total employment generation through MGNREGA across various districts in Punjab. The participation of women under MGNREGA in Maharashtra was impressive during the financial year 2013-14. The data collected from the official site of MGNREGA shows that total 57.82% cumulative person days are generated for women. The total percentage of the person days generated for women 52.62 per cent which more than 6 percent as compare to the financial year 2012-13. The 29 percentage of employment was generated for women during the financial year 2008-09 which less than 20 % as compared to financial year 2013-14.

The highest participation of women under the MGNREGA in the State of Maharashtra is the result of implementation of MGNREGA. It is expected that MGNREGA will help in improving the household incomes not only by providing employment opportunities to the rural males but also by encouraging increased female work participation when the males start getting more remunerative employment opportunities outside the MGNREGA ambit. There has been a consistent increase in the female share in total employment in almost all the districts which favours the above argument.

Conclusion

The gains to individual women are a more prominent result of the scheme as compared to the gains to the community which have been minute. Nevertheless, MGNREGS has given women a toehold in community-based activities and decision-making processes which prior to the implementation of the MGNREGS were completely male-dominated spheres of social life. The latter process needs to be further strengthened. On the whole, the impact of the MGNREGA on women has been a mixed one and there are a multitude of implementation problems that need to be rectified. Also, due consideration needs to be given to extend the scope of the MGNREGS to further marginalized sections within the women populace in India such as the Scheduled Castes and Scheduled Tribes. Over the past three years, employment works opened under the MGNREGA in India have had a significant impact on the lives of women and men workers. In the case of women, it is important to note that relatively minuscule levels of MGNREGA employment have resulted in the significant perceived benefits from the MGNREGA.

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