

EMPOWERMENT OF WOMEN THROUGH PARTICIPATION
IN PANCHAYATI RAJ INSTITUTIONS : "SOME STRUCTURAL
IMPEDIMENTS AND A TRAINING STRATEGY"

(Study sponsored by Government of India, Planning Commission)

Study Report

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PREFACE

The study entitled "Empowerment of Women through Participation in Panchayati Raj Institutions: Some Structural Impediments and a Training Strategy" was sponsored by the Govt. of India, Planning Commission, SER Division in 2005. We express our deep sense of gratitude for accepting our proposal to undertake the above study, the findings of which are presented in this report.

The study, which is experimental in nature, was carried out in 8 districts of the states of Rajasthan and Madhya Pradesh. The main objective of the study was to assess the participation of elected women representatives of panchayats, measure the extent to which it proved empowering for them, identify gaps, if any, bridge the same through appropriate training intervention, assess its impact on women's participation and empowerment and suggest measures to improve their participation. To meet the objective, the issue of participation was approached from the perspectives of symbolic presence of women in panchayat meetings, substantive contribution they made in their functioning and consequent development of women themselves. The value of the study lies also in built –in training intervention to bring about improvement in women's participation in PRIs. The participation status of both, the present women elected representatives and the outgoing members provided us the control for the assessment of the impact of training intervention. While the findings reported here are encouraging in several respects, the gaps are noted which need to be bridged through future training exposures

The findings presented in the report are only indicative of women's participation in PRIs and resulting empowerment they have experienced. It presents views of different people associated with panchayati raj about the impact of the reservation of seats on women members in PRIs. It also tries to bring out clearly the impact training exposure made on the over all performance of women members in the functioning of panchayati raj institutions. The study offers some insights into the enabling and disabling factors in women participation and empowerment.

The report is divided into nine chapters. Chapter 1 outlines the context in which the study was undertaken and conceptual framework of the concept of empowerment having direct bearing on the approach followed in the present study. Chapter 2 is devoted to the discussion on methodology used in the study for meeting its objectives and tests its hypotheses. The profile of the sampled area and respondents is provided in Chapter 3. The extent and nature of participation of women in panchayati raj institutions and consequent empowerment are discussed in Chapter 4. Chapter 5 examines the problem from the perspectives of outgoing women members of panchayats, male members of panchayats, women candidates who contested unsuccessfully panchayat elections in the past and officials associated with panchayati raj at different levels. Chapter 6 and 7 outline the details of training intervention and its impact on the improvement or otherwise in the level of participation and empowerment of women members. Efforts were made to find out the changes that took place in the area of women's participation and empowerment as influenced by selected regional and socioeconomic factors. Chapter 8 is devoted to the discussion and appraisal of two-child norm with particular reference to the

state of Rajasthan, as desired by the sponsoring organisation. The summary of the findings and its implications for promoting women's participation and empowerment together with the suggestive training strategy are discussed in chapter 9.

In preparing this report, help and support from different organisations and individuals were received. In this connection, we convey our sincere thanks to Astha Sansthan, Udaipur, Unnati, Jodhour, IIERT, Jaipur, Prayas, Dahod/ Jhabua and Samarthan, Bhopal for extending manpower and infrastructure support for the study especially in organising training programme for the present women members of sampled panchayats. In this connection, we wish to extend our special thanks to Shri Ashwni Paliwal of Astha, Ms Shampa Betabyal of Unnati, Dr. D.L. Sharma of IIERT, Shri Dilip Dave of Prayas and Dr. B.K. Upadhyay and Dr. Binu Arickal of Samarthan.

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I am especially grateful to Professor B.R. Purohit, a renowned scholar of political science and Co- project Director for providing insights into the execution of the project, and helping in writing and organising the report.

The study was carried out in 8 districts- Udaipur, Dungarpur, Jaipur, and Jodhpur form Rajasthan, and Jhabua, Khargaun, Bhopal and Sehore form Madhya Pradesh. The officials from the state departments associated with rural development and panchayati raj have also extended us help in carrying out this study. We are thankful to each of them. More importantly, elected representatives of PRIs covered by this study have extended willing cooperation in data collection for which we express our sincere thanks to each of them.

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CHAPTER 1

INTRODUCTION

The International Fund for Agricultural Development, which funded Women's Development Project identified four main processes underlying women empowerment: (a) women's mobility and social interaction; (b) women's labour (or employment) patterns; (c) access to and control over resources; and (d) control over decision making (in family and community). The factors such as status in the family, age and educational achievement tended to expedite the process of empowerment of women.

"The only government, which can satisfy all exigencies of social state", observes J.S. Millonce, "is one in which the whole people participate". Among various processes, participation of women in political institutions is viewed as highly empowering. Of great importance in this respect was the Constitution (Seventy Third Amendment) Act, 1992, which came into effect from 24.4.1993. This was a historic event towards revitalisation of panchayati raj institutions in general and empowerment of SCs, STs and women in particular. Article 243(D) of this legislation makes provision for the reservation of SCs and STs in these institutions in proportion to their population in the given area. This is in addition to the reservation of one-third of the total number of seats (including the seats reserved for SC/ST women) for women. The instrument is aimed at empowering these groups who were getting marginalised and subjected to various types of oppressions (RGF, 1997). This development, besides making panchayats truly self-governing units and representative of people, offers these groups an opportunity to participate actively in their decision making process.

What is of great socio-political import is the possibility of emergence of the women power capable of challenging male dominance in political institutions at all levels. The participation of women, who constitute nearly half of India's population, has so far been negligible in the decision-making process in political institutions. The reservation of women in a male-dominated political system, which so far refused to provide women a space, is likely to remove imbalance and provide them an opportunity for political training and mobilisation on a scale much larger than even before. The reservation of seats for women in PRIs offers them opportunity to ventilate their grievances and to actively participate in formal political arena dealing with social and economic problems. Various Constitutional provisions for women are directed to serve two main purposes: (a) to protect women from exploitative social practices prevalent in society, and (b) to offer them opportunity that secure for them a better position in society. While first leads to women's emancipation, the second results in their empowerment. (Kaushik, 1995)

Non-participation of the population and especially of women in panchayati raj institutions, despite over half a century of experimentation, remained a major concern of those who would like to see democratic traditions getting strong. The problem is rooted mainly in the ignorance and illiteracy of masses and socio-structural impediments that keep away people from the center stage. The 73rd Constitutional Amendment providing 33 percent reservation of seats for women led large number of women to occupy leadership positions in PRIs. This represents a major shift in women participation in decision making. (Mishra and Dhaka 2005) This development resulted in constitutionally mandated 2, 32, 332 village panchayats, 6000 intermediate panchayats and 534 zilla panchayats with a representative base of 27, 75, 858 members of village panchayats, 1, 44, 491 members of intermediate panchayats, and 15067 members of zilla panchayats (India Panchayat Raj Report 2001, NIRD) The far reaching implications of this phenomenon may be gauged further from the fact that over half of these members belonged to traditionally marginalised and disadvantaged sections of society comprising of women (one-third of the total) , and SCs, STs, and OBCs (as per their proportion of the population (Jha 2005)

The right to vote in an election to PRIs and to the state Assembly and Parliament, though important towards democratisation of politics, is not enough for having a share in governance. The social and economic divide, historically rampant in the countryside, is evident between high and low castes as also between landowners and landless, daily wage-earners. The 73rd Constitutional Amendment tended to dramatically reduce the social and economic divide, at least legally, and the members of panchayat and gram sabha are all made equal irrespective of caste, economic standing, education, religion etc. all sitting together, discussing and making decisions thereby upsetting the established power-structure. Sharing of power with poor deprived and low caste category invites indifference, if not hostility, that is expressed in convening panchayat and gram sabha meetings on a day, time and many a times place inconvenient to the members belonging to poor wage earners from disadvantaged groups (Saran and Pawar, 2005).

The reservation of women, though on a limited scale, began much before the Seventy Third Amendment. The Constitution of India, as laid down in the Directive Principles of State Policy, envisages that "state would take steps to organise village panchayats as units of self government" (Article 40) since then, panchayats have come a long way. The first phase of panchayats was marked by confrontation with bureaucrats and, therefore, they failed to take roots. The reservations for women, though on a limited scale, began much earlier. The co-option of two female members at the panchayat samiti and gram panchayat levels was recommended by Balvantrai Mehta Committee Report as early as in 1958. Provision of nomination of two women was made in Maharashtra in 1961; Karnataka and Andhra Pradesh made reservations of women in panchayats in 1985 and 1986 respectively. The second phase, based on the Ashok Mehta Committee report has seen revitalization of PRIs that tended to reduce the role of

bureaucracy in rural governance. The 73rd Constitutional Amendment and after represents a third phase in which PRIs were empowered with autonomy and resources and visualized them as "institutions" rather than "units" of self government representing in a fair way hitherto neglected groups of women, scheduled castes and scheduled tribes, (Patnaik, 2005 a). This has emerged as a powerful instrument for social mobilisation of women, and removal of gender imbalance in lower level units of self-governance. Highlighting the importance of the Act for the Women, Mani Shankar Aiyer (1997) observed: "India isthe first country in the World to adopt a grassroots approach to the conscientisation and empowerment of women".

Till the beginning of 1990s, the Plans for Rural Development were formulated at the center and the state level and the rural people had neither any say nor made any effort at the local level. However, the 73rd amendment and the reservation for the women in the panchayat raj institutions have completely changed the situation. It proved the dividing line in the history of rural development in which representation of the women in panchayati raj bodies were guaranteed in the constitution itself. The groups, which were so far marginalized, have come to occupy a center stage and women constitute the largest number among them. A more significant was the fact that one third reservation of seats of women was made applicable not only at the level of members but it was ensured that one third of the posts of Presidents / Chairmen should also be reserved for women. This offered the women a unique opportunity not only for changing the rural conditions but also for their own self-development and empowerment. The political empowerment resulting from the Amendment has greatly influenced local governance and socioeconomic life. Besides, it removed the widespread myth about inability of women to shoulder political responsibility. It has also prepared the environment in which women gained not only social status and self-confidence but successfully fought the centuries old oppression and exploitation. Wherever women achieved success as above, the desire for education among girls intensified and parents started dreaming a better future for their daughters (Pillai, 2005).

Doubts were, however, expressed about the efficacy of the instrument in empowering women, given the negative stereotype view of women prevalent in the Indian society. Traditionally, women were viewed primarily as a biological entity and accordingly, the discussion on women's issues were restricted to sexuality, marriage and reproduction; they were rather expected to restrict themselves to the domestic functions. Historically and sociologically, women are supposed to play ascribed feminine roles and are, therefore, assigned subordinate position to that of men. In all matters, including political ones, they are dependent upon male figure, may it be father or brother or husband (Chatterjee, 1993).

A case study of SC women in Haryana (Dhaka and Dhaka, 2004) showed that many of them are not aware of their role and responsibilities in PRIs. Nor the social inhibitions and disabilities allow them to assert themselves. It is so primarily because most of them are illiterate, lack leadership quality, forced to

observe *purdah* and their husbands or fathers-in-law represent them in panchayat meetings and take over functions expected of elected women members. The proxy representation in panchayats has become quite common. Owing to their illiteracy, lack of confidence and *purdah*, their husbands or male family members take over their functions. The studies revealed that their reservation cannot empower women beyond a limit; there are other factors as well which need to be addressed to.

The low self-esteem and lack of confidence among women combined with their negative stereotypes as illiterate and incompetent tended to obstruct their participation in PRIs. Social pressure and *purdah* system also prevented women from assuming responsibility in PRIs. The position of SC and ST women is much worse in this regard; they feel ostracised on caste ground also (RGF, 1997). Under such circumstances, women did not visualise any substantive role for them in many non-gendered developmental issues like economy, politics, development, employment, housing, and sanitation, water, land etc.

Thus, there emerged two schools of thought on the subject opposing each other. The protagonists hold that in a male-dominated political system, which refuses to provide space for women, reservation for them would help remove imbalances and lead to social mobilization among them. The antagonists, on the contrary, feel apprehensive about the consequences of the measure considering structural cleavages in rural India and argue that the position of women as chairpersons under-cuts the age-old male-dominated landed class, and upper caste-based power structure and the latter will not be able to reconcile themselves to this idea (RGF 1997).

An optimistic view was also provided by several studies which noted that the reservation has created a vast reservoir of women politicians who in all likelihood would challenge male dominance at all levels. Holding of the position of the members or the presidents in three-tier structure of panchayati raj by about 10 Lakh women represents a formidable change in the hitherto static Indian society. It cannot be said that all women proved successful but what was happening is that a very large number of them have succeeded in changing the situation. The attention of panchayati raj institutions is now shifted to girl's education, health and sanitation, drinking water facilities and similar other problems. Such issues received hardly any attention during panchayat discussions mainly because there was no women member to raise such issues. As the women members acquire confidence and feel empowered, problems like prohibition, child marriages, and domestic violence find important place in the agenda of panchayat deliberations (Pillai, 2005).

Guarantee of representation offered by 73rd amendment has brought a marked improvement in the political socialisation of women. Thus far, a large number of women are not associated with PRIs, nor participated in election, nor spoke in panchayats. The degree and the intensity of political participation have shown distinct improvement as evident from votes cast by them, number of

women elected to PRIs, and successes they achieved in development and social improvement as members of elected bodies. The political training and experience they gained during the process is likely to contribute towards their empowerment. The doubts earlier expressed about the ability and capacity of the elected women are now getting cleared and being replaced by increased confidence in them (Kushwaha,2005).

The reservation of one-third of seats for women in PRIs by itself is not sufficient for their empowerment. The entry of women into formal structures has not been at their own volition. The freedom they enjoy in informal set up and the impediments they experience in the formal institutions tended to act against women's participation. As studies showed, women in most cases are housewives and first time entrants in politics; they tended to participate in panchayat elections and deliberations at the dictates of their male family members thereby giving rise to extra-constitutional authority of *sarpanchpati* or *adhyakshapati*, influencing the functioning of panchayats (Arun 1996; Mishra *et al*, 1996). The initiative in this regard under the circumstances came mainly from governments, political parties, and social action groups, and the role played by the women themselves remained subdued and passive which can not be said to be empowering (Jain, 1998). The people who wield power and influence in the prevailing socio-political framework of society want women to play subdued role and help them to meet their own agenda through PRIs. This led to the reinforcement of prevailing dominant social patterns relegating most women to the background with only a few women holding leadership positions.

While most elected women members endorse enhancement in their status, the proxy representation in panchayats is quite common. Owing to their illiteracy, lack of confidence and *purdah*, their husbands or male family members take over their functions. The reservation of seats for women in PRIs cannot empower women beyond a limit; there are other factors as well which need to be addressed to. A most discouraging trend was the observation that rural elites, politicians and local bureaucracy have not allowed women members of panchayat to function properly. The officials also hold that proxy representation of women members is quite common for which illiteracy and lack of skill are mainly responsible (Dhaka and Dhaka, 2004).

The participation of women in PRIs received some setback by the two-child norm introduced in Rajasthan and Madhya Pradesh with effect from 27.11.1995 and 26.01.2001 respectively. Accordingly, a person can be disqualified from contesting or holding elected office in PRIs if he or she has more than two living children. The studies showed that those who were disqualified on this account were young, illiterate, poor, and belonged to SCs, STs and OBCs (Buch 2005 a; 2005b). Women who were younger in age were most affected because they were in their prime productive stage. The older women who had three or more children before the cut-off date were least affected. Besides, various evasive techniques used by males were detrimental to women which included desertion of

wives, induced abortion of female foetus, child given in adoption, remarriage etc. (Panaik 2005a; Buch 2005a, Visaria *et al* 2006)

A broad inference that emerged from the above discussion is that the participation of women in PRIs remained restricted mainly to their presence with little or no role in decisions making process. To overcome this, a vast network of training institutions was created or strengthened in order to promote participation of women members in PRIs, improve their knowledge and skills and develop confidence in their ability. Most training programmes that are organised by governmental and non-governmental agencies for empowering women are, however, directed mainly towards improving their symbolic presence in the PRIs and contributing little towards development of their self-confidence and improvement in ability to perform PRI work effectively and thereby empowering them to influence decision making process. The proposed project was planned to bridge this gap to some extent.

In view of the divergent views about the participation of women in PRIs and consequent development and empowerment, as discerned from the above, it is extremely difficult to draw any firm conclusions about the impact of reservation of one third seats for women in PRIs and the nature and extent of their participation and empowerment. This study was, therefore, carried out in Rajasthan and Madhya Pradesh.

Case of Rajasthan and Madhya Pradesh :

The issue of local governance has attracted the attention of several committees constituted by Government of India. A major departure was made by the Ashok Mehta Committee Report of 1978 which recommended a constitutional status for the panchayats and prepared a draft bill seeking to revitalise PRIs. A similar suggestion was made by the L.M. Singhvi Committee also which for the first time suggested a provision for one-third reservation of seats for women. However, the constitutional status to the PRIs was accorded only in 1992 with the enactment of 73rd Constitutional Amendment Act. It provided a basis for uniform structure of PRIs all over the country with provisions to accommodate specific state needs.

The History of panchayati raj in Rajasthan goes back to pre-independence period. Between 1939 and 1948, seven princely states have decided to initiate action in favour of panchayats. The consolidation of panchayats at the state level was undertaken by Rajasthan State Assembly in accordance with Panchayati Raj Ordinance issued by the Government of India. It was replaced by Rajasthan Panchayat Act 1953 which provided for gram panchayat at the village level comprising elected representatives. In 1959, Balwantrai Mehta Committee Report recommended a three tier panchayati raj system, thus, laying the foundation for revival of panchayati raj in India. The Rajasthan state was first to act on *Mehta*

committee's recommendations by enacting the Rajasthan Panchayat Samithies and Zilla Parishads Act culminating in three tier structure of panchayats. A provision was also made in the Act to include women and members of SCs and STs in the elected bodies. However, the initial enthusiasm seems to have washed off with the passage of time (Unnati, 2001).

Subsequently, the *Sadiq Ali* Committee and the *Girdhari Lal Vyas* Committee, after studying the working of panchayati raj, made suggestions to improve the functioning of the system but no action was taken until 1977 when 1959 Act was amended by the government. However, elections could be held only to the gram panchayats. The fresh elections to three tiers of the panchayati raj could be held in 1982. (Ibid, 2001)

Before 73rd Amendment was promulgated, the PRIs in Rajasthan were functioning in accordance with two legislations ; i) Rajasthan Panchayat Act 1953, and ii) Rajasthan Panchayat Samithies and Zilla Parishads Act 1959. But with promulgation of the Rajasthan Panchayati Raj Act, 1994 on April 23, these two earlier Acts stand repealed. A significant development was the inclusion of the two-child norm under section 19(1) of the Act and absence of any bar on candidate's educational qualifications for panchayat representation. The two-child norm, which disqualifies persons with more than two living children to contest panchayat elections or to hold office, became effective from 27.11.1995. The efforts made by the state government was hailed for enacting new Panchayati Raj Act within the stipulated time and getting promptly conducted first round of PRI elections. The changes for extending the Act to the tribal areas, as recommended by *Bhuria* Committees, were made only in late 1999.

The new Act raised hopes of the revival of PRIs which were still in their infancy and initial doubts about their efficacy still haunt the minds of many. It is difficult to make projection about the shape of things to come as many regions in Rajasthan are sparsely populated and the panchayat headquarters are distantly located. The village poor, particularly women, find it difficult to cover the distance to participate in panchayat or gram sabha meetings and to afford the lose of one day wages. The state government has, therefore, amended the provision of two gram *sabha* meetings in a year and made it compulsory to have four ward *sabha* meetings on the dates specified by the government. (Unnati, 2001)

In Madhya Pradesh also, the traditional panchayats, which included caste panchayats and gram panchayats, were performing important role in the rural life. These governed the whole life style of the people especially tribals. Considering their importance, Government of Madhya Pradesh brought them into the fold of Madhya Pradesh Panchayati Raj Act 1962, which envisaged three tier system. In 1978, this Act was amended and minimum age for voting right was reduced from 21 years to 18 years. The Act was again amended in 1988 for making reservation for SCs, STs and women. However, these measures did not bring desired results as far as the position of women was concerned. Inspired by the 73rd Constitutional

Amendment Act, Madhya Pradesh Panchayati Raj Act 1993 was enacted and the state Governor accorded it his approval on January 24 1994. Since then, several amendments were introduced to make the Act more effective. Madhya Pradesh also adopted a two-child norm and made it operative from January 26, 2001.

The gram sabha meetings are held once in three months, the days for which are fixed by the district administration. The agenda fixed for such meetings generally remains quite long and focuses mainly on government sponsored development projects. That is why other local issues quite relevant to rural people do not figure much during discussions and hence a large number of them remain indifferent. Same holds true of panchayat meetings. Factors such as distant location of meeting place, and inconvenient date and time of meetings adversely affect women, and poor daily paid workers leading to low participation. (Samarthan, 2000). The political framework prevailing in two states as discussed above has provided us a basis for carrying out the present study in Rajasthan and Madhya Pradesh.

Objectives of the project :

The present study was undertaken out to meet the following specific objectives :

- 1) To identify the socio-economic profile of the women members of panchayati raj institutions and the changes therein, if any;
- 2) To assess the nature and degree of participation of women in panchayati raj institutions and to find out associated structural impediments;
- 3) To measure knowledge and skills of the women members and deficiency therein, if any, and to examine the relevance for the participation in panchayati raj institutions;
- 4) To provide orientation training to the women members of panchayati raj institutions with a view to develop knowledge and skills necessary to participate effectively in panchayati raj institutions; and
- 5) To assess the efficacy of training intervention in enhancing participation and empowerment of women in panchayati raj institutions.

Besides, "application of two-child norm in Rajasthan" was also examined, as desired by the sponsoring organisation.

Hypotheses tested :

The following specific hypotheses were also tested through the present study :

1. The women in larger number than before are participating in panchayati raj institutions.

2. More women from weaker sections are now participating in panchayati raj institutions than before.
3. Participation of women in panchayati raj institutions, rather than being symbolic, is substantive and developmental.
4. The women participating in panchayati raj institutions are more younger in age and educated than before.
5. The women participating in panchayati raj institutions are now more knowledgeable and skilled than before.
6. The structural constraints (i.e. age, sex, caste etc) no longer inhibit women's participation in panchayati raj institutions.
7. Women are more inclined to avail opportunities to develop their knowledge and skills as tools for their empowerment in panchayati raj institutions.

In the present study, cognizance has been taken of the broad conceptual framework of "empowerment" of women as emerged from the following discussion. It is greatly influenced by the framework of existing power structure as defined by patriarchy and more so by caste membership and hierarchy cannot be questioned especially by a woman and certainly not by a woman of low caste (Batliwala, 2004). The extent to which this power structure is weakened and women are able to assert themselves and demonstrate their ability and confidence, women's participation in PRIs proved empowering for them. Besides, the present study was carried out on the premise that the process of empowerment of women operates both intrinsically as well as extrinsically resulting in increased self-confidence and awareness about their capabilities that may weaken old images of powerlessness and helplessness amidst domination, oppression and deprivation rooted in patriarchy. Inspired by such a conceptual framework, the present study adopted a comprehensive view of participation involving physical presence, substantive role and self-development and examined the way and the extent to which this proved empowering for women. It is in these respects that the present study assumes importance.

Conceptual Framework :

Scholars define the term "empowerment" varyingly. Some view empowerment as a multi-dimensional social process through which people gain control over their own lives, communities and society. Those who argue for empowerment of women do so with or without a full understanding of the conflict between women's status in patriarchy and the goal of women's empowerment Sharma (2006), therefore, asserts that the concept of empowerment should be defined as a *process* rather than an *end – point*. The efforts made to empower women simply by education, literacy, reservation, income generation etc can not be considered adequate to ensure them a higher quality of life. The women particularly in rural areas are generally relegated mainly to household duties and

cheap labour. In absence of power to work and earn, they remain economically dependent on others with virtually no say in the family and society.

The term "empowerment" is often used loosely without the full realisation of what it entails (Batliwala and Dhanraj, 2004). Batliwala (2004) argues that power accrues to those who either control resources or influence their distribution and by virtue of these they are decision makers. In the context of rural India, these people are generally men. It is, therefore, asserted that any empowering programme has to be inclusive of men particularly in situation where they are specially privileged. The empowerment sought by women therefore has to take place within the power structures such as caste membership and hierarchy that can not be questioned and especially by a women and certainly not by a woman of low caste.

The society where men control the destiny of women, the question of their empowerment is of little relevance. The National Policy of Empowerment of Women has, therefore, outlined nine main objectives, important among which are:(a) creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential, (b) equal access to participation and decision making of women in social, political and economic life of the nation, and (c) elimination of discrimination and all forms of violence against women and the girl child; (cf Sharma, 2006)

Tenth five year Plan aims at empowering women and development of women and children through rights based approach. It viewed empowerment, as Chari (2005) observes, a multi- dimensional process that enables individuals to realise their full identity and powers in all spheres of life. It consists of access to knowledge and resources, greater autonomy in decision making, greater ability to plan their lives or greater control over circumstances, influencing their lives and freedom from impediments imposed by customs, beliefs and practices.

In India, social welfare policy and programmes are formulated on the premise that women lack power, are deprived of basic right as individual and have limited income and access to resources. But the improvement in income and living conditions alone cannot empower women unless social impediments they face in patriarchal society are removed. Sharma (2005) asserts that non- discriminatory nature of laws, though theoretically sound, cannot do away the religious and customary laws governing the status and treatment towards women, property rights, inheritance, marriage, divorce and the like.

Whichever way empowerment is defined, it takes place at three levels: (i) the individual, (i.e. self-confidence, self-esteem, dignity etc); (ii) the contextual, collective (i.e. group identity and dignity, self-organisation and management), and (iii) the relational (i.e. ability to negotiate, communicate and gather support etc). Raju (2005) asserts that "empowerment process that simply facilitates women to gain access to resources but does not aim at redefining existing patriarchal social and political power structures can indeed be " quite counter productive ". It is

contended that women have to gain more self-confidence and awareness about their own capabilities, self-transformation and reconditioning of age-old images of powerlessness to gain access to resources of all kinds----- . It is about changing social and cultural forms of patriarchy that remains the site of women's domination and oppression"

Focus of the present study :

The view of women's empowerment as emerged from the above is a multi-dimensional one. It involves social equality through redefinition of women's status in existing patriarchal and social power structures that can offer them freedom from impediments imposed by age old customs, beliefs and practices governing status and treatment towards them and ensuring them greater say in social and political spheres. The present study has taken note of such a broader view of empowerment of women, which receives little or no attention in most studies restricting themselves to mere presence in PRIs. This study laid stress on the role women played in and the resultant change occurred in their knowledge, skills and attitudes. As the main objective of the present study is to find out as to how women's 'participation ' in PRIs proves to be 'empowering'; the term 'participation' was conceptualised in three ways subsuming in some form the broader view of empowerment as outlined above: symbolic or physical presence in panchayat meetings, substantive contribution, and development of women members themselves. Thus, the study represents a departure from the earlier trend.

CHAPTER 2

METHODOLOGY

Keeping in view the nature and objectives of the study, reliance was placed mainly on primary data collected from the sampled respondents. This chapter provides details of methods and techniques employed for the collection and analysis of data.

Locale :

The study was carried out in the states of Rajasthan and Madhya Pradesh. These states were purposively selected in view of their following common characteristics: a) concentration of tribal population, b) low literacy rates, c) relatively backward economy, d) implementation of the 73rd Constitutional Amendment Act and enactment of relevant state Acts, and e) enactment of panchayats (Extension to Scheduled Areas) Act 1996 popularly known as PESA Act and its implementation by both the states.

Sampling frame :

As the states selected for the study have relatively higher concentration of tribal population, all the districts in each state were grouped into two categories: (i) tribal districts, and (ii) non-tribal districts. The districts with more than 50 percent of their population as tribal as per 2001 census were defined as "*tribal*" and the remaining districts as "*non-tribal*".

As education is known to influence human behaviour including participation in formal organisations, all the districts in each state were divided into *high female literacy districts* and *low female literacy districts*. The districts with female literacy rates higher than the state average were defined as *high female literacy districts* (HFLDs). Likewise, the districts with female literacy rates lower than the state average were defined as *low female literacy districts* (LFLDs).

Selection of Districts :

To make selection of districts from each category, it was initially proposed to match districts with female literacy rates and tribal concentration to form four groups in each state: (i) HFLD Tribal, (ii) HFLD Non- Tribal; (iii) LFLD Tribal, and, (iv) LFLD Non – Tribal. However, census data of different districts in two states relating to female literacy rates and tribal concentration made it necessary to deviate slightly while making actual selection of districts. As there was no tribal dominated district as defined above among HFLDs, the tribal dominated districts with highest female literacy rate in that category were selected. These were

Udaipur in Rajasthan and Khargaon in Madhya Pradesh. The state-wise selection of districts thus made is shown in Table 2.1

Table 2.1

State-wise distribution of sample districts as per female literacy rates and tribal concentration

S. No.	State	Tribal Concentration	Districts	Female literacy Rate
1.	Rajasthan	Tribal	Udaipur	High
			Dungarpur	Low
		Non-Tribal	Jaipur	High
			Jodhpur	Low
2.	Madhya Pradesh	Tribal	Khargaon	High
			Jhabua	Low
		Non-Tribal	Bhopal	High
			Sehore	Low

Selection of Blocks and Village Units :

From each of the selected districts, one block and from each block, two villages having gram panchayats one near the block HQs and the other away from it – were randomly selected. This was done on the basis of distance in kilometers and approachability. From each gram panchayat, all the present women members of selected panchayats and available outgoing women members were purposively selected for the study.

In addition, present and outgoing male members of panchayats and unsuccessful women candidates who contested last two panchayat elections available of the time of study were also purposively selected to obtain their views on the subject.

The sample of blocks and villages selected for the purpose is, thus, consisted of 8 blocks / panchayat samitis / janpad panchayats and 16 gram panchayats / village units.

Selection of Respondents :

Thus, the present study is based mainly on the information obtained from 285 respondents which include 97 present women members of the selected panchayats, 62 outgoing women members of selected panchayats, 66 male members of selected panchayats, both present and outgoing, and 60 women candidates who contested last two panchayat elections but were unsuccessful. The

number of various categories of respondents included in the study, except that of present women members of the selected panchayats, varied depending upon their availability at the time of data collection.

Sample Distribution :

The district-wise details of selected blocks, gram panchayats / village units and the respondents are given in Table 2.2

Table 2.2

State-wise sampled districts, blocks, villages / gram panchayats, and respondents

No.	District	FLDs	T/NT	Block/ Panchayat Samiti	Village / Gram panchayat	Respondents				Total
						PW M	OWM	MM	UWC	
1.	Rajasthan									
(i)	Udaipur	High	T	Sarada	Sagtada (N) Chandora (D)	5 4	4 3	4 4	4 3	17 14
(ii)	Dungarpur	Low	T	Dungarpur	Doza (N) Bassi (D)	4 5	3 3	4 4	3 3	14 15
(iii)	Jaipur	High	NT	Chaksu	Nimodia (N) Chandlai (D)	4 5	3 4	6 4	3 6	16 19
(iv)	Jodhpur	Low	NT	Mandore	Surpura (N) Joliali (D)	6 7	4 6	4 4	4 1	18 18
2.	Madhya Pradesh									
(i)	Khargaon	High	T	Khargaun	Temla (N) Dongargaon (D)	8 10	5 6	4 4	5 5	22 25
(ii)	Jhabua	Low	T	Bhabra	Kaliawas (N) Badgaon (D)	10 8	2 2	4 4	3 8	19 22
(iii)	Bhopal	High	NT	Bhopal	Tilakhedi (N) Funda kalan (D)	5 5	4 4	4 4	1 4	14 17
(iv)	Sehore	Low	NT	Sehore	Bijora (N) Chhapari Doraha (D)	6 5	4 5	4 4	5 2	19 16
	Total			8	16	97	62	66	60	285

*Index : FLDs = Female literacy districts; T= Tribal; NT = Non-tribal;
 PWM = Present women members; OWM= Outgoing women members;
 MM=Male members; UWC=Unsuccessful women candidates;
 N = Nearby block HQs : D = Distantly located

As per sample distribution, sample size is more or less evenly distributed among compared categories. However, in some cases, variation among certain

compared categories was noticeable. This is despite all available respondents among different categories, as per sample design, were included in the sample.

The category-wise distribution of sample as per district female literacy level, population concentration, proximity to block HQs and state is shown in Table 2.3.

Table 2.3

Category-wise distribution of sample as per district female literacy, population concentration, proximity to block HQs and state

S. No.	Category	Category of panchayat members					Grand Total
		Present women members	Outgoing women members	Total	Male members	Unsuccessful women candidates	
	<i>District Female</i>						
1.	<i>Literacy Level</i>						
	a) High	46 (47.42)	33 (53.23)	79 (49.69)	38 (57.58)	31 (51.67)	148 (51.93)
	b) Low	51 (52.58)	29 (46.77)	80 (50.31)	28 (42.42)	29 (48.33)	137 (48.07)
2.	<i>Population Concentration</i>						
	a) Tribal districts	54 (55.67)	28 (45.16)	82 (51.57)	31 (46.97)	34 (56.67)	147 (51.58)
	b) Non-tribal districts	43 (44.37)	34 (54.84)	77 (48.43)	35 (53.03)	26 (43.33)	138 (48.42)
3.	<i>Proximity to Block HQs</i>						
	a) Near	48 (49.48)	29 (46.77)	77 (48.43)	33 (50.00)	28 (46.67)	138 (48.42)
	b) Distant	49 (50.52)	33 (53.23)	82 (51.57)	33 (50.00)	32 (53.33)	147 (51.58)
4.	<i>States</i>						
	Rajasthan	40 (41.24)	30 (48.39)	70	35 (53.03)	27 (45.00)	132 (46.32)
	Madhya Pradesh	57 (58.76)	32 (51.61)	89	31 (46.97)	33 (55.00)	153 (53.68)
	Total	97	62	159	66	60	285

(Figures in brackets denote percentages)

Study Tools :

As proposed, four types of study tools were developed, pre-tested, and used :

- i) ***Interview schedule I*** : For women members of panchayats.
- ii) ***Interview schedule II*** : For male members of panchayats.

- iii) ***Interview schedule III*** : For women who contested panchayat elections but were unsuccessful.
- iv) ***Questionnaire*** : In addition, a questionnaire was later developed for collecting information from state officials also as per advice rendered by the Planning Commission vide their letter of 7.11.2005.

A copy each of the study tool, duly pre-tested and finalised, is enclosed at Annexure III

For gaining insight into the problem, case study method and observation technique were also employed wherever feasible

Data Collection :

Having received the approval of the Planning Commission vide their letter of 06.06.2005 and release of the first installment of the grant vide their letter of 1.7.2005, steps were initiated to recruit and train the members of the research team, draw the sample, develop, pretest, finalise and print the study tools and identify and mobilise local resources.

During the process, supporting organizations from the sampled districts, having long experience of working with panchayats and organising training programmes for the elected members of panchayati raj institutions, were identified and approached with a request to obtain logistic support needed at different stages of this study. The modalities for doing so were finalised in two workshops organised at Udaipur for their nominees, first from August 31-September 1, 2005 and the second on October 5, 2005

As envisaged, the study was carried out in three phases: (i) data collection phase, (ii) training phase, and (iii) evaluation phase involving collection of data relating to the impact the training had on women members. Accordingly, data collection for Phase I was undertaken during the months of September- November 2005 and for phase III during April-May, 2006, only on the completion of training phase III in early April 2006,

During the field work for Phase I, an attempt was made to assess the existing level of participation of women members in the functioning of panchayats, underlying problems, social impediments, present knowledge and skills, and the areas of training gaps that needed to be bridged during the training phase.

As data collection work in different sampled areas was carried out more or less simultaneously, the research team was divided into groups and the logistic support, wherever considered necessary and available, was obtained from the local organisations selected for the purpose.

Major Variables studied and their operationalisation :

Following independent and dependent variables were studied as part of this project:

- a) **Independent Variables :** Caste, age, education, marital status and family & political background, and training exposure.
- b) **Dependent Variables :** In order to provide insights into the question as to how far women's participation proves to be empowering, a broader view of participation and empowerment was taken covering at least three conceptualisations, namely, symbolic presence, substantive role reflected in the influence women exert on decision making processes, and internal or developmental as expressed in the enhanced confidence, abilities and capabilities of women that help them to play their role more effectively (Jain, 1998).

The relevant terms used in the present study are operationalised as under :

Participation in PRIs :

The participation of women was defined in terms six measures : (1) symbolic and substantive participation, (2) role played in panchayat deliberations, (3) ability in handling panchayat work, (4) internal and developmental participation, (5) awareness about structure and functions of PRIs, and (6) perceived improvement in participation considered empowering.

The symbolic participation was studied by taking into consideration presence and punctuality in the panchayat meetings. For measuring substantive participation, four measures were taken into account: preparation women make for attending meetings, speaking by them during meetings, casting of votes where decisions are to be made by a majority, and raising of human development issues. Participation in deliberations was measured through considering six areas: role women played in preparing village development plans, budget preparation, resource mobilization, organising community programmes, identifying beneficiaries and listing of people BPL.

Ability to handle panchayat work, used as a measure of internal development of women members, was assessed by using seven measures: presiding over panchayat meetings, seeking people's cooperation in development work, keeping records of meetings, preparing accounts, purchasing material, making bill payments and preparing schemes for BPL families. Internal or developmental participation was studied by taking into account a) training orientation (defined as previous training exposure, and desire for further training), b) leadership development (defined as ability to address public meetings and perceived increase therein), c) urban orientation (defined as visits to towns/ cities

and perceived increase in such visits), and d) banking behaviour (defined in terms of having a bank account and borrowing of bank loan).

Awareness about functioning of PRIs, reflecting internal development, was measured in terms of 14 information areas, namely, tiers of panchayati raj institutions; tenure of panchayats; seats reserved for women, scheduled tribes, scheduled castes, and other backward classes in panchayat, quorum of panchayat and gram sabha; number of gram sabha meetings in a year; interval of gram panchayat meetings; number of standing committees; functions of panchayat; sources of panchayats; taxable items, and process of removal of sarpanch. Perceived improvement in participation as empowering was measured on the basis of 11 aspects, namely, participation of increased number of women, increase in regular and active participation; increased attention being paid to women's suggestions; increased importance given to women's opinions; decline in dependence on males; positive attitude of males towards women members; increased participation in discussions; performing role more efficiently; greater awareness of relevant laws and rules; reduced hesitation in expressing views; and increased interest in panchayati raj training.

Social Impediments :

For the study of the role of social impediments, three measures were used: observance of purdah, male domination and discrimination against women. For studying the prevalence of purdah system, its observance both in family/ community and during panchayat meetings was taken into account. For the study of male domination, five measures were used: disallowing women to attend meetings without escort, males accompanying women while going to attend meetings, males taking part in panchayat meetings along with women members, males rendering advice during discussion/ decision making and males forcing women to act as per their advice. For the study of discrimination against women, three measures were considered: males discouraging women while making proposals and suggestions, discrimination against women during panchayat meetings, and separate seating arrangement for women members in panchayat meetings. The empowerment of women implies freedom from the effects of such impediments.

Age : The respondent's age was studied by classifying them in to three age groups: up to 30 years, 31-45 years, 46 years and above.

Education : Education-wise, respondents were classified into illiterates, literates, and those acquired primary level education & above. This was done in view of the widespread illiteracy and low education among women.

Marital Status : Based on the marital status, respondents were classified into two categories; married and single (including widowed, separated , deserted & divorced)

Number of children : In view of two-child norm made applicable in Rajasthan and Madhya Pradesh for the disqualification of persons having more than two children for contesting panchayati raj elections or holding post in PRIs, the respondents were classified into two broad categories: having up to 2 living children, and 3 children and above.

Family Type : Two family types were conceptualised for the purpose of present study: joint family, having 2 or more couples with and without their offspring, and nuclear family, having 1 couple and their unmarried children.

Caste status : Caste status was conceptualised in terms of scheduled castes (SCs), scheduled tribes (STs), and Others.

Income Category : Keeping in view relatively low income levels and widespread poverty, respondents were classified into two broad income categories: Below the Poverty Line (BPL) and those above the poverty line (non-BPL).

Political association : The respondent's level of political association was measured by taking into account position women members held in panchayat, panchayat samiti/janpad panchayat, zila parishad/zila panchayat, legislative assembly, parliament, political parties and other village organizations. Based on the number of organisations women members are associated with, they were grouped into two categories: low political association (membership of one organisation), and high political association (membership of two or more organisations).

Previous Training Exposure : Respondents were categorised into two groups based on their previous training in panchayati raj: trained and non-trained.

Statistical Techniques :

The analysis of data was attempted to accomplish three interrelated tasks : (i) assessment of present status of women member's participation in PRIs and consequent empowerment; (ii) the measurement of impact the training intervention has made on the women member's pre-training participation status, and (iii) study of changes in participation status in relation to selected regional and socioeconomic factors. In each of the above tasks, appropriate techniques were selected and used viz. percentage and mean values were computed for assessing the present status of participation and empowerment and drawing comparisons; CR values were computed to measure improvement or otherwise in the pre-training participation status and empowerment. Chi-square values were computed to find out the association between the level of participation and selected factors. While doing so, 'no-response' or 'unspecified' category, if any, was ignored to ensure that the measure of association between compared categories is not adversely affected. The pre-training participation status and empowerment was

compared with the results of post-training assessment and significance of difference between the two was computed through the application of Critical Ratio (CR). This was done for both, over all differences observed and category-wise differences to locate areas and categories where differences observed were more pronounced.

For the assessment of present status of women's participation and measurement of changes occurred therein as a result of training exposure, 52 areas of participation and empowerment falling under different sub-groups were taken into account: symbolic and substantive participation consisting of physical presence (2), substantive role (4), contribution in panchayat deliberations (6), ability to handle panchayat work (7); personal / internal development comprising training orientation, (2), leadership development (2), urban orientation (2), and banking behaviour (2); awareness about PRIs, (14), and perception about women member's participation and empowerment (11). In addition, 10 measures of social impediments faced by women members inhibiting their participation and empowerment were considered here. These are related to purdah system (2), male domination (5), and discrimination against women (3).

In addition, participation of women members in the election processes was also measured by taking into account 16 areas grouped into three main categories: sources motivated women members to contest panchayat elections (5), involvement in election processes (7), and sources which helped women members during their election (4). As panchayati raj elections were held prior to the conduct of this study and no fresh elections were held during or immediately after the study, the question of post-training changes with respect to these 16 election-related indicators did not arise.

While computing mean values for the purpose of comparisons, each area or indicator was assigned equal weightage and 1 score was assigned to the participation in that area and 0 score to, non-participation. Thus, the comparisons attempted between the results of pre-training and post-training surveys were restricted to 62 measures only - 52 related to participation in PRIs and 10 concerned with social impediments. The efficacy of training intervention was measured as the extent to which significant changes occurred in the level of women's participation and empowerment in relation to selected areas / measures. Same approach was followed while making inter-group comparisons. The use of measurement scales was generally avoided in view of the observations made during pre-testing of the study tools, and virtual absence of discriminatory power noted among most illiterate or poorly educated respondents with respect to difference between two adjoining scale points.

CHAPTER 3

SAMPLE PROFILE

The present study was carried out in two Hindi-speaking states of Rajasthan and Madhya Pradesh. These states, which are amongst most backward states of the country are characterised by their large rural and tribal areas/ population and their inclusion under Fifth Scheduled Areas States, relatively low literacy level, implementation of 73rd Constitutional Amendment Act and enactment of relevant State Acts ensuring reservation of one-third of seats in PRIs for women and implementation of Panchayats. (Extansion to Scheduled Areas) Act 1996 known as PESA Act in political circles. Besides, both states have adopted a two-child norm from 27.11.1995 in Rajasthan and 26.01.2001 in Madhya Pradesh resulting in the disqualification of persons from contesting or holding elected office in PRIs if one has more than two living children on the cut off date.

State Profile :

The socioeconomic context of two states in which above developments have taken place is depicted through data in table 3.1

Table 3.1

Socioeconomic profile of Rajasthan and Madhya Pradesh

S. No.	Socioeconomic / Characteristics	Rajasthan	Madhya Pradesh
1.	Geographical area (sq. kms.)	3,42,239	3,08,300
2.	Total population (2001)		
	a) Total (crores)	5.64	6.02
	b) Males (lakhs)	293.81	313.87
	c) Female (lakhs)	270.71	288.66
	d) Rural population	76.62	73.30
	e) Urban population	23.38	26.70
	f) SC population	17.29	15.40
	g) ST population	12.44	19.90
	h) Sex ratio	922	920
	i) Population density (per sq. km)	165	196
3.	Literacy rates		
	a) Total	61.03	64.11
	b) Males	76.46	76.80

S. No.	Socioeconomic / Characteristics	Rajasthan	Madhya Pradesh
	c) Female	44.34	50.28
4.	<i>Habitation</i>		
	a) Total number of villages	41353	55841
	b) Inhabited villages	39787	55105
	c) Cities	222	394
	d) Municipalities	169	88
5.	<i>Administrative units</i>		
	a) Number of districts (2003)	32	48
	b) Number of tehsils	241	268
	c) Number of developmental blocks	237	313
	d) Number of zila parishads/ zila panchayats	32	48
	e) No. of panchayat samities/ janpad panchayats	237	313
	f) Number of gram panchayats	9189	22029

It may be seen that through two states resemble greatly with respect to several population characteristics, Madhya Pradesh is better placed with respect to population density, total as well as male and female literacy rates, and urbanisation. Besides, Madhya Pradesh is relatively more tribal and more urbanised, if we take into account population criteria. The population of schedule castes is more in Rajasthan as compared to Madhya Pradesh; so is the case with sex ratio though difference is not marked.

Comparing two states in terms of local governance, it may be noted that Madhya Pradesh is having relatively higher number of zila parishad/ panchayats, higher number of panchayat samities/ janpad panchayats as also tehsils and far higher number of gram panchayats. Likewise, the state of Madhya Pradesh is divided into larger number of administrative units, like districts, tehsils and blocks, as compared to Rajasthan.

District Profile :

The present study was carried out in 8 districts - 4 from Rajasthan and 4 from Madhya Pradesh which were equally divided into two based on concentration of tribal population. These districts are: Dungarpur and Udaipur (tribal) and Jaipur and Jodhpur (non-tribal) from Rajasthan; Jhabua and Khargaun (tribal) and Bhopal and Sehore (non-tribal) from Madhya Pradesh. The broad population profile of these districts is provided in table 3.2

Table 3.2
Population profile of sampled districts

		Rajasthan				Madhya Pradesh			
		Tribal		Non- Tribal		Tribal		Non- Tribal	
		Dungarpur	Udaipur	Jaipur	Jodhpur	Jhabua	Khargaon	Bhopal	Sehore
1.	Area (sq. kms)	3770	12510	11061	22850	6782	13450	2772	6578
2.	Population								
	a) Total (lakhs)	11.08	26.32	52.52	28.81	13.97	15.29	18.36	10.79
	b) Rural (%)	92.76	81.38	50.62	66.25	91.33	93.05	19.47	81.98
	c) Urban (%)	7.24	18.62	49.38	33.75	8.67	26.95	80.53	18.02
3.	Sex ratio	1027	972	897	908	990	948	896	908
4.	Population density	294	196	471	126	206	114	662	164
5.	Literacy rates								
	a) Total	48.32	59.26	70.83	57.38	37.08	63.41	75.08	63.83
	b) Male	66.19	74.47	83.58	73.86	48.75	75.23	82.56	78.14
	c) Female	31.22	43.79	56.18	39.18	25.50	50.89	66.27	47.97

As is evident, there exists a vast differences between tribal and non-tribal districts and among tribal as well as non tribal districts themselves and these differences can be discerned with respect to area, population, density, urbanisation, and literacy rates.

We may note that area of the districts ranged from mere 2772 sq. kms of Bhopal to 22850 sq. kms of Jodhpur. Likewise, district population ranged from mere 10.79 lakhs of Sehore to 52.52 lakhs of Jaipur. The population density also varies from mere 114 of Khargaun to 662 of Bhopal. The sex ratio of the districts ranged from 1027 in Dungarpur to 896 in Bhopal.

The growth of urbanisation in the sampled districts also presents a glaring contrast: With only 7.24% of urban population, Dungarpur district is least urbanized whereas Bhopal district with its 80.53% urban population is most urbanised.

The literacy rates also present a contrast: 37.08% for Jhabua to 75.08% for Bhopal. More or less similar differences were noted with respect to male as well as female literacy rates.

The present study was carried out with the assumption that district female literacy rates tend to influence participation of women in panchayati raj institutions. The validity of this assumption has been examined in the present study.

Respondent's Profile :

As indicated in Chapter 2, five groups of respondents were included in the study in order to comprehend the multifaceted issue of women development and empowerment through participation in panchayati raj institutions. These included, besides present women members of panchayats, outgoing women members of panchayats, present and outgoing male members of panchayats, unsuccessful women candidates and state officials associated with the functioning of panchayati raj institutions. This was done mainly with a view to understand the phenomenon of women participation and empowerment from the perspectives of different groups involved in the local governance.

While the study is concerned mainly with the present women members of panchayats and their socioeconomic profile, that of outgoing women members of panchayats was studied with a purpose to identify changes that occurred over the years among elected women representatives of the panchayati raj institutions. The profile of the outgoing women members of panchayats offered us a base for making comparisons and enlisting changes in the socioeconomic background of women members elected in successive elections. Thus, it served as a control for enlisting changes taken place over the years.

As the question of women's participation in panchayati raj institutions was examined from the perspectives of other groups of respondents as well, the study of socioeconomic background of such groups becomes relevant for understanding their viewpoints on the subject.

For building the profile of different groups of respondents, attributes considered here are age, education, marital status, family type, caste status, occupation, and poverty status, besides others.

Table 3.3 presents profile of - 159 present and outgoing women members of panchayats. The profile of 66 present and outgoing male members of panchayats and 60 women candidates who contested panchayat elections unsuccessfully is provided in Table 3.4

Women members of panchayats: Present and outgoing :

Age Composition : From the age composition of 97 present and 62 outgoing women members of panchayats in table 3.3, the pre-dominance of middle aged members (59.75%) is discernible; their concentration is more among outgoing (69.35%) than among present members (53.61%). The proportion of younger members upto 30 years of age is far higher among present ones. The increase in the proportion of younger members in successive election represents a healthy trend indicating increasing role of younger women in local governance and this is

despite their relatively greater involvement in productive and reproductive activities and household work.

The studies of different states including Rajasthan and Madhya Pradesh showed that majority among those disqualified for entry and continuation in panchayati raj institutions due to having more than two children were young in a prime reproductive stage. (Buch 2005a; 2005b)

Level of Education : Illiteracy and low education are known to prevent women members from assuming responsibilities (RGF, 1997). The illiterates and un-informed women members became easy prey to unscrupulous elements (Sinha 2005, Verma 2005). The literacy rates in Rajasthan and Madhya Pradesh are relatively low and this is particularly so among rural population and women. Data in table 3.3 showed that over three-fourth of the women members are distributed more or less equally in two categories of illiterates or simply literate. This holds good for both present and outgoing women members of panchayats. Those who acquire education upto middle standard or above were 1 in 10 among present women members and 1 in 20 among outgoing women members. Poor educational level among women representatives exerts adverse influence on their performance and makes them vulnerable to exploitation. Besides, most of those who were disqualified for entry or continuation in panchayati raj institutions on account of having more than two children were illiterates (Buch 2005a 2005b). This makes education highly relevant for the study.

Table 3.3

Socioeconomic profile of present and outgoing women members of panchayats

S. No.	Attributes	Panchayat members		
		Present women	Outgoing women	Total
		members (N = 97)	members (N = 62)	(N=159)
1.	<i>Age</i>			
	Upto - 30	21 (21.65)	4 (6.45)	25 (15.72)
	31 - 45	52 (53.61)	43 (69.35)	95 (59.75)
	46 - 60	18 (18.56)	10 (16.13)	28 (17.61)
	61 Above	4 (4.12)	4 (6.45)	8 (5.03)
2.	<i>Education</i>			
	Illiterate	37 (38.14)	25 (40.32)	62 (38.99)
	literate	38 (39.18)	23 (37.10)	61 (38.36)
	Upto Primary	10 (10.31)	9 (14.52)	19 (11.95)
	Middle	7 (7.22)	2 (3.23)	9 (5.66)
	Sr. Secondary & Above	3 (3.09)	1 (1.61)	4 (2.52)
3.	<i>Marital status</i>			
	Married	89 (91.75)	55 (88.71)	144 (90.57)
	Unmarried	2 (2.06)	1 (1.61)	3 (1.89)

S. No.	Attributes	Panchayat members		
		Present women	Outgoing women	Total
		members (N = 97)	members (N = 62)	(N=159)
4.	Number of Children			
	No children	6 (6.19)	5 (8.06)	11 (6.92)
	Upto - 2	27 (27.84)	10 (16.13)	37 (23.27)
	3 to 4	30 (30.93)	26 (41.93)	56 (35.22)
	5 & above	32 (32.99)	19 (30.65)	51 (32.07)
5.	Family Type			
	Joint Family	44 (45.36)	21 (33.87)	65 (40.88)
	Nuclear Family	51 (52.58)	29 (46.77)	80 (50.31)
6.	Caste category			
	General	12 (13.37)	7 (11.29)	19 (11.95)
	S.Cs	16 (16.49)	11 (17.74)	27 (16.98)
	S.Ts	44 (45.36)	19 (30.65)	63 (39.62)
7.	Main family occupation			
	Agricultural & Allied	46 (47.42)	33 (53.23)	79 (49.69)
	Labour / Wage earner	20 (20.62)	14 (22.58)	34 (21.38)
	Trade / Business	5 (5.15)	3 (4.83)	8 (5.03)
8.	Economic status			
	Non - BPL	62 (63.92)	41 (66.13)	103 (64.88)
	BPL	27 (27.83)	19 (30.65)	46 (28.93)
	Unspecified	8 (8.25)	2 (3.22)	10 (6.29)
9.	Political association			
	Low	44 (45.36)	N.A.	--
	High	53 (54.64)	N.A.	--

(Figures in brackets denote percentages)

Marital status : Family attributes like marital status, family pattern and number of children tend to influence exposure and development of women and their participation in wider society. As can be seen from data in table 3.3, 9 out of every 10 women members are married and this holds true for present as well as outgoing women members. Remaining unmarried, especially for women, is not acceptable in Indian rural society. The single women comprising widows, deserted or divorced constituted only 7.55% of the total respondents - 9.69% among outgoing and 6.19% among present members.

Number of Children : The number of children born to a women is relatively higher in rural areas. This attribute assumed importance in the context of contesting panchyati raj elections and holding position in panchayats. The legislative measures initiated by both Rajasthan and Madhya Pradesh disqualified

those having more than two children to contest panchayati raj election or to hold office in panchayats.

About 30% of all women members have only two children or less which included 7% women without any issue. More or less equal proportion of women members has 5 or more children each. Almost same proportion of women members has 3 to 4 children each. These figures, though do not appear surprising considering the rural value system, may make many women members liable to disqualification if cases are filed and processed against them on ground of having more than two children under respective state provisions.

The state of Rajasthan and Madhya Pradesh which recorded high rate of population growth during 1971-1991 decided to bring down fertility rate by nearly half as part of their population policy and to this end passed laws debarring people having more than two children to enter and hold office in panchayati raj institution (Bunch 2005a, 2005b).

Family Type : Family and community are two important institutions, which not only govern social behaviour of the individual but also lend social support in hours of need. Ever since 73rd Amendment Act was enacted and 33% reservation was made for women in PRIs, the role of husband and other family relation, particularly male member, is being widely debated in the context of freedom and independence of women sarpanches and members in discharging their duties. The chances of such intervention are greater in large and joint families. Data regarding family pattern revealed predominance of nuclear families (50.31%).

Caste Category : The role of caste in governing rural social life is well recognized and extensively documented. The caste system tends to strengthen social impediments in development and empowerment of women and other weaker sections. A Rajiv Ghandi Foundation (1997) noted caste factor prevented women to assume responsibilities and SC and ST women feel ostracised on caste grounds. The experience of different states also showed that most of the persons disqualified on account of having more than two children belonged to SCs, STs and OBC (Buch, 2005a; 2005b). A study of caste wise distribution of respondents thus assumed importance.

The caste system is known to sustain and strengthen tradition value system and practices also. Important among these are purdah system, male superiority and domination and discrimination against women. The observations concerning these factors as impediments in the functioning of women sarpanches and panchayat members are widely shared across the country. The force of caste system is experienced more by women members of upper castes than those of dalits, scheduled castes and schedule tribes.

As revealed by caste-wise distribution, about two-fifth of all respondents belonged to STs with OBCs constituting about one-third. The women from SCs

comprise only about one-sixth of the total. While similar distribution is evident among both present as well as outgoing women members, the proportion of women from scheduled tribes among present members registered an increase from mere 30.65% to 45.36% in successive elections to panchayats. In absence of adequate education, and awareness and economic independence, such a caste composition offers a formidable challenge to effective participation of women in PRIs.

Family Occupation : Occupation of family greatly affects its members. Participation in panchayat meetings and deliberations requires its members to suspend their farm work or wage labour, travel long distances if residence is located away from the main village where such meetings are held. To a great extent, this is influenced by the occupation family pursues. To a wage labour pursuing his work at a distance place, it is difficult to get off from his work, lose a day's wage and spend money to meet travel cost to attend panchayat or gram sabha meetings.

Data relating to occupation revealed that of about half of them are engaged in agriculture and allied work. Labour work remains the main source of living of about one-fifth of them. This holds good for both present as well as outgoing members. Rests are pursuing other vocations. However, some decline in the proportion of those engaged in agriculture and labour can be discerned among present women members. Likewise, their proportion in other occupations has shown some increase.

Economic Status : As indicated earlier, respondents are classified into those falling below the poverty line (BPL) and those who are above poverty line (Non-BPL). The poverty conditions and wage employment tend to exert adverse impact on the physical presence of panchayat members since it involves losing of a day's wages and thereby making arrangement of their two-meals difficult. Besides, most panchayat members who were disqualified to hold office in panchayats were poor (Buch 2005a, 2005b). The economic status of the members thus become relevant for the study.

Data showed that 3 out of 10 belonged to BPL category and a little less than two-third are above the poverty line. A small proportion of women members were unable to take a firm view about their economic category.

Political association : There exists adequate evidence to show that involvement in local governance is positively influenced by association of a person or his family with political institutions. Participation in political institutions is measured here in terms of membership or office bearer-ship of panchayati raj institutions, membership of legislative assembly or parliament, political parties and other local organisations such as self-help groups, cooperative society and women's organisations.

Data in table 3.3 showed that majority of the present women members of the panchayats (54.64%) are associated with two or more political institutions of which gram panchayat is one. The remaining 45.36% of the present women are found associated with only one institution and that is gram panchayat.

Male members and Unsuccessful Women Candidates :

The question of empowerment of women through participation in panchayati raj institutions was examined also from the perspectives of male members of panchayats, present as well as outgoing, and women candidates who contested panchayat elections unsuccessfully. This was done to find out if the views held by these groups associated with panchayati raj and having more or less similar socioeconomic background, matched with that of women members themselves. If we find that they also hold similar views, the findings of the study of development and empowerment of women resulting from their participation in panchayati raj institutions are further strengthened.

It was, therefore, considered relevant to build a socioeconomic profile of such respondents also on the lines of women members. The results are shown in table 3.4. It may be noted that the two groups of respondents are broadly comparable with women members of panchayats in terms of their personal, social and economic contexts :

Table 3.4

Distribution of Male panchayat members and unsuccessful women candidates as per socioeconomic attributes

S. No.	Attributes	Respondents	
		Male members (N = 66)	Unsuccessful women candidates (N = 60)
1.	<i>Age</i>		
	Upto - 30	8 (12.12)	10 (16.67)
	31 - 45	40 (60.60)	36 (60.00)
	46 - 60	15 (22.73)	9 (15.00)
	61 Above	3 (4.54)	5 (8.33)
	No Response	-	-
2.	<i>Education</i>		
	Illiterate	11 (16.67)	25 (41.67)
	literate	10 (15.15)	21 (35.00)
	Upto Primary	11 (16.67)	6 (10.00)
	Middle	14 (21.21)	6 (10.00)
	Sr. Secondary & Above	14 (21.21)	1 (1.67)
	N.R.	6 (9.09)	1 (1.87)
3.	<i>Marital status</i>		

S. No.	Attributes	Respondents	
		Male members (N = 66)	Unsuccessful women candidates (N = 60)
	Married	59 (89.39)	53 (88.33)
	Unmarried	5 (7.57)	0 (0.00)
	Others	2 (3.03)	7 (11.67)
4.	<i>Number of Children</i>		
	No children	12 (18.18)	4 (6.67)
	Upto - 2	16 (24.24)	14 (23.33)
	3 to 4	26 (39.39)	29 (48.33)
	5 & above	12 (18.18)	13 (21.87)
	No Response		
5.	<i>Family Type</i>		
	Joint Family	29 (43.94)	31 (51.67)
	Nuclear Family	33 (50.00)	26 (43.33)
	Unspeagled	4 (6.06)	3 (5.00)
6.	<i>Caste category</i>		
	General	14 (21.21)	8 (13.33)
	S.C.	6 (9.09)	6 (10.00)
	S.T.	22 (33.33)	27 (45.00)
	O.B.C.	24 (36.36)	13 (21.67)
	N.R.		6 (10.00)
7.	<i>Main family occupation</i>		
	Agricultural & Allied	52 (78.79)	31 (51.67)
	Labour / Wage earner	3 (4.55)	13 (21.67)
	Trade / Business	4 (6.06)	5 (8.33)
	Others	7 (10.61)	11 (18.33)
8.	<i>Economic status</i>		
	Non - BPL	42 (63.64)	36 (60.00)
	BPL	19 (28.79)	22 (36.67)
	Unspecified	5 (7.57)	2 (3.33)

(Figure in brackets denote percentages)

Age Composition : Data showed that a like women members, the two groups of respondents are mostly middle aged or old. While there as no marked difference among male members and unsuccessful women candidates, there exists some difference in the age composition: more of unsuccessful women candidates are younger whereas more of the male members are in the older age groups.

Education : Education wise, unsuccessful women candidates resemble more with women members rather than male members. A far higher proportion of them were illiterates (41.67%) than male members (16.67%). Data further revealed that

educationally, male members are better placed as compared to all other groups of respondents: whereas over two-fifth (42.42%) have acquired education ranged from middle standard and above, the corresponding proportion of unsuccessful women candidates was only 12.

Marital Status : Marital status of two groups of respondents is more or less similar as revealed from data in table 3.4. Overwhelmingly, respondents are married. Relatively smaller proportion of male members among widowed deserted and divorced is indicative of continuation of the system in which males are permitted to remarry after the death or separation of the spouse, but women are not.

Number of Children : Most respondents from both categories have three or more children each and are thus ineligible to contest any panchayat election if third child was born after the cur-off date. However, respondents having upto 2 children each differ as borne out from our data: While about 30% of unsuccessful women candidates have upto 2 children each, the corresponding proportion of male members is 42.42% including those having no children at all. It appears likely that in order to escape the disqualification, false information about the number of children was furnished by the male members.

Family Type : A little over half of all the respondents taken together (52.28%) belonged to joint families. This holds good for both the groups as well. However, two groups slightly differ with respect to the membership of nuclear family. While about half of the unsuccessful women candidates are members of joint family, corresponding proportion of male members was only 43.94%.

Caste Category : As is evident from data in table 3.4, both groups of respondents vary greatly with respect to their caste background. About two-third of both groups were members of STs, OBCs. Those belonging to SCs and General category comprise about one-fourth of the total. The respondents belonging to general category are highest among male members with respective proportion of 21.21%, the OBCs outnumber other respondents in both groups.

Family Occupation : If we consider all the respondents together, we find that 56.84% of them are pursuing agriculture and allied occupations to earn their living. About one-third of them pursue wage labour or other vocations. Trade, business or manufacturing as a source of earning are pursued by a handful of respondents.

The occupational distribution further suggests that while over three-fourth of the male members are engaged in agriculture or related occupations, only about half of the unsuccessful candidates were doing so. Similarly, whereas about one-fifth of all other respondents are pursuing wage labour as an earning source, a little less than 5% of the male members were doing so. Conversely, the pre-occupation

of male members in agriculture and related occupations tends to eliminate the need to depend upon wage labour.

Economic Status : The respondents falling below the poverty line comprise only about 30% of the total whereas over three-fifth (63.51%) of them are above the poverty line. Comparatively, more unsuccessful women candidates than male members are from BPL category. The poverty status of women members may act as a disabling factor to participate in panchayat work.

Officials:

The study of the perceptions of officials are based on the information finished by 29 officials working at different levels of administration in two states and associated in some way with the departments of rural development and panchayati raj. About one-fourth of the officials included in the study are working at district and state level; 37.93% at block level and the rest at village level.

The Government officials associated with the functioning of panchayati raj institutions in the sample states were also approached to obtain their views on the impact of the 73rd Constitutional Amendment and consequent one-third reservation for women in such institutions. Initially they had not responded favourably to this development; they were rather apprehensive about the ability of the women members to run panchayati raj institutions. But as the years passed, many of the officials had to change their opinion and started appreciating the work being done by many women sarpanches and panchayat members.

Under the changed circumstances, it has become relevant to probe into the perception of officials working at different levels of administration about the ability of the elected women members and their development and empowerment through participation in panchayat meetings and decision making process. In all, 29 officials have responded to the questionnaire made available to them for obtaining their views on the subject. About 45% of them are in the age category of 46 and above and almost same percentage are in the age category of 31 to 45. Except two, all were males and little less than two-third belonged to the general category. The rest are more or less divided equally into STs, SCs and OBCs. Over half of them are post graduates and over two-fifth were graduates. These officials had a long working experience: two-third of them have put in over 16 years of service each; half of them put in 6-15 years of service in department connected with rural development and panchayati raj. About one-third had over 16 years of service.

Summary :

Rajasthan and Madhya Pradesh resemble in some population characteristics but differ in others. The later has higher population density, higher total as well male and female literacy rates and greater concentration of tribal population.

Rajasthan relatively, has higher sex ratio and greater concentration of scheduled caste population.

Profile of sampled districts presents vast differences between and within districts: The population density ranged from 114 for Khargaun to 662 for Bhopal; sex ratio from 896 for Bhopal to 1027 for Dungarpur; urbanisation from 7.24% for Dungarpur to 80.53% for Bhopal, and literacy rates from 37.08% for Jhabua to 75.08% for Bhopal.

Present and outgoing women members of panchayats were mostly middle-aged, former being relatively younger; illiterates or literates, but slightly higher educational level of the former being; married, having three or more children and majority being members of nuclear families. STs form largest group, their share increased in successive elections. Agriculture and labour being the main sources of living, majority belonged to non-BPL categories and associated with two or more political organisations.

Male panchayat members and unsuccessful women candidates are in majority, middle aged, the former enjoying relatively better position educationally. Overwhelmingly, members of both groups are married with less singles among males; a vast majority has three or more children and more women than men are members of joint family. Respondents differ greatly with respect to their caste composition. A majority was pursuing agriculture and allied occupations for a earning of living and belonged to non- BPL category.

CHAPTER 4

WOMEN'S PARTICIPATION IN PANCHAYATI RAJ I : PRESENT STATUS

As earlier indicated, the question of women empowerment through participation in PRIs was examined from the perspectives of a) present women panchayat members themselves, b) outgoing women members of panchayats, c) present and outgoing male members of panchayats, d) women candidates who unsuccessfully contested any last two panchayat elections, and e) officials associated at different levels with the functioning of panchayat raj institutions in respective states. This chapter is devoted to the discussion on self-perception of present women members of panchayats about their participation and resultant empowerment.

It is generally believed that women members are mostly illiterate, lack awareness about functioning of panchayati raj institutions, work under age old traditions and values like purdah system and gender discrimination and work at the dictates of their husbands or male family members. The profile of the present women members in chapter 3 also indicated illiteracy widespread and low education, low political participation, prevalence of poverty conditions and low class/caste background. The CWDS in its study of panchayats and women in Uttar Pradesh, Rajasthan and Madhya Pradesh, identified four myths prevalent in society about women's participation in panchayati raj institutions: a) lack of interest in political institutions, b) women from upper class being main beneficiary of reservation, c) their political connection being decisive factor, and d) most women members being proxy candidates of their male folk. The present study was, therefore, conducted to examine the validity or otherwise of such an image of women members.

For examining the participation of women members, and their knowledge and skills, several measures were employed which included election processes, presence in panchayat meetings, contribution in decision making and deliberations ability to handle panchayat work, exposure to wider society, nature of social impediments, women's awareness about functioning of panchayati raj system and women's own view about their new role in panchayat raj as a result of reservation of one-third of seats for them in PRIs.

Election Processes :

Women member's activeness in panchayati raj was measured through their participation in election processes as also in the functioning of panchayats. The

studies in different parts of the country reported that women in majority are housewives and first entrants in politics, illiterate and ignorant about processes and functions of panchayats and hence, the decision to participate in panchayat elections is not of their own volition, nor they involve themselves in seeking support and in canvassing and campaigning. All the jobs concerning election process are attended by their husbands or male family members (RGF 1997). It was, therefore, considered relevant to find out as to how far such an observation holds true now.

Motivating Factors : Data in table 4.1 provide information about the sources which motivated women members to contest panchayat election. Of the 5 important sources considered, husbands or family members or relations emerged as the most important motivating force (75.26%). Next in order was the self motivation (42.27%) wherein women themselves decided to contest panchayat election. This points towards increasing confidence among women in making a choice about a political process. Surprisingly, only one out of six women members reportedly motivated by caste and community leaders and equally by political parties. The role of caste and political parties in local elections did not find much support from our data. Equally surprising was the poor involvement of local level officials and non officials in this regard.

Table 4.1
Sources motivated women members to contest panchayat election (N=97)

S. No.	Source of motivation	Number	Percent
1	Self motivation	41	42.27
2	Motivated by husband/ family/ relations	73	75.26
3	Caste / Community members	17	17.53
4	Political Parties	17	17.53
5	NGOs/Gram Sevak / Patwari / Village organisations	9	9.28

Sources of support : With most women members observing purdah and restricting themselves to the household duties, it is imperative that they rely upon family and community members and seek their help and support.

Data presented in table 4.2 lent support to this observation. In case of about four-fifth of the respondent (79.38%), husbands, family members and relations extended help to the women members in their election to panchayat. Caste and community members and political parties were ranked next in importance. The help received from local level officials and non-officials was also evident in about one-fifth of the cases (19.59%). Evidently, traditional social institutions like

family, caste and community continue to influence the functioning of political institutions.

Table 4.2

Sources of help and support women members used during panchayat election (N=97)

S. No.	Source of motivation	Number	Percent
1	Husband/ family/ relations	77	79.38
2	Caste / Community members	31	31.96
3	Political Parties	28	28.87
4	NGOs/Gram Sevak / Patwari / Village organisations	19	19.59

Involvement in election processes: It is generally believed that women candidates, who continue to work under several social controls, rarely participate in most election processes; rather the husbands and male family members tend to undertake all the related tasks. The lack of education and experience in political activities discourage women candidates to actively participate in election process. The extent to which this holds true is being examined with the help of data in table 4.3.

Table 4.3

Involvement of women members in panchayat election processes (N=97)

S. No.	Election processes	Number	Percent
1	Filing nomination	62	63.92
2	Door to Door publicity	52	53.61
3	Participation in meetings/rallies	33	34.02
4	Distribution of pamphlets/ displaying posters	24	24.74
5	Use of media	3	3.09
6	Collection of election funds	9	9.28
7	Casting Votes	70	72.16

As can be seen, the requirement of physical presence during filing nomination and casting of votes was responsible for personal involvement of respondents in election processes. In other election processes, door-to-door publicity for seeking votes emerged as the most important activity for over half of respondents (53.61%). Considering the wide prevalence of purdah system, the involvement of half of respondents in door-to-door publicity appears to be directed towards seeking support of females voters in their favour. It is encouraging to note that over one-third of the respondents (34.02%) participated in meetings and

rallies, organised for canvassing. In other words, women members in overwhelming proportion tended to avoid public appearance for the purpose of their election. It seems, purdah system, domestic duties and lack of self-confidence have made women candidates to refrain from participating in election meetings and rallies. Same holds true of women's involvement in waging publicity campaign directed towards distribution of pamphlets and displaying of posters. The areas of list involvement of women members were related to collection of election funds and media use.

Participation in PRIs :

Symbolic & Substantive Participation : It is generally believed that the family responsibilities, social traditions and domestic duties and above all lack of education and poor understanding of the processes and functions of panchayats act as strong impediments to women's participate in panchayati raj meetings. In cases when women ensure their physical presence, they do not effectively participate in deliberations and decision making. As most members are married, middle aged, mother-in-laws, belonging to large sized families, they find it difficult to attend all the panchayat meetings. Data concerning physical or symbolic as well as substantive participation of women members are given in table 4.4. As is evident, 9 out of 10 respondents were punctual in attending meetings and 8 out of 10 women remain present during the meetings throughout its deliberations. Clearly, the provision of reservations for women has contributed greatly in increasing presence in panchayat meetings. This is in contrast to the observation of many regarding poor attendance of women members or their representation by their husbands or male family members.

Table 4.4

Symbolic and substantive participation of present women members in PRIs (N=97)

S. No.	Participation	Number	Percent
1	Punctual in attending meetings	88	90.72
2	Remaining present in meetings till end	84	86.60
3	Number of women making prior preparation for attending meetings	53	54.64
4	Number of women who spoke during panchayat meetings	48	49.48
5	Number of women exercising votes during meetings	18	18.56
6	Number of women raising human development	56	57.73

Reasons for Absence from Meetings : On probing into the factors responsible for non-participation in panchayat meetings, several reasons were attributed but important reasons emerged were pre occupation of women members in their domestic work (29.90%) followed by illness in the family (10.31%).

Interestingly, very few respondents have attributed opposition of husbands or family members and lack of interest as reasons for absence from the panchayat meetings. However, 30.93% of the respondents perceived attitude of family members discouraging. The participation of women members in gram sabha meetings was also not regular ; only 23.71% of them were attending such meetings regularly.

It was also probed as to how active are women members during panchayat meetings. Data showed that about half of them attend meetings after making prior preparation (54.64%), do speak in the panchayat meetings (49.48%), and raise human development issues such as health, education, family, welfare etc (57.73%).

Hesitation on the part of respondents in speaking during panchayat meetings is reported by many studies. Low education, tradition of remaining silent before elderly members of panchayats, lack of understanding of the functioning of PRIs and similar other factors are often attributed for many women remaining silent during discussions. Many a times, respondents communicate their view point to the sarpanch or active members of panchayat outside the meeting place.

Areas of deliberations : Speaking is closely related with the participation in panchayat deliberations centred on developmental issues. To probe into this aspect, six areas were identified to find out respondent's involvement: preparing village development plans, preparing panchayat budget, organizing community programmes, mobilising resources, identifying beneficiaries and listing people below the poverty line. As is clear from the responses (table 4.5) participation of women in deliberations on different areas is extremely low as 7 to 8 respondents out of every 10 did not at all involved themselves in deliberations on different subjects. Identification of beneficiaries, organising community programmes, preparing village development plans and listing of people below the poverty line in which over one-fifth of the respondents participate. Thus, there is a need to develop among women confidence and ability to ensure their active participation in panchayat activities.

Table 4.5

Participation of women members in panchayat deliberations (N=97)

S. No.	Deliberations	Number	Percent
1	Preparing village development plans	26	26.80

2	Preparing budget	10	10.31
3	Mobilising resources	10	10.31
4	Organising community programmes	28	28.87
5	Identifying beneficiaries	29	29.90
6	Listing people below poverty line	20	20.62

Handling of panchayat work: A probe was made to find out if women members involve themselves in getting panchayat work done and if so, do they have ability to do so? For this purpose, responses were obtained on seven panchayat activities, namely, presiding over panchayat meetings; seeking cooperation of people in development work; keeping records of the meetings; preparation of accounts; purchase of material; making payments of bills, and preparing schemes for BPL families. (table 4.6)

Table 4.6

Ability of women members to handle panchayat work (N=97)

S. No.	Deliberations	Number	Percent
1	Presiding panchayat meetings	39	40.21
2	Seeking cooperation of people in development work	36	37.11
3	Keeping record of the meetings	12	12.37
4	Preparation of accounts	9	9.28
5	Purchase of material	35	36.08
6	Making payments of bills	24	24.74
7	Preparing schemes of BPL families	27	27.84

As data revealed, involvement of respondents in undertaking panchayat work appears slightly greater than that in deliberations. Over two-fifth of the respondents (40.21%) consider themselves better equipped to preside over the panchayat meetings. The ability to elicit people's cooperation in village development and to make purchase of material was reported by over one-third of the respondents. About one-fourth of them reportedly possessed ability to prepare schemes for BPL families and make payments. As far as preparation of accounts and keeping of records of the panchayat meetings are concerned, respondents find themselves ill-equipped. Perhaps, extremely low level of education and lack of relevant experience are responsible for respondent's inability to handle these two areas of panchayat work.

Internal Development : Active and continued participation of women in the functioning of panchayati raj institutions tends to generate awareness, overcome their inability and develop in them self reliance and confidence and provide them exposure to wider society. In a sense, women pass through the whole process of

personality development. In order to find out the extent to which respondents experience their own development while participating in the functioning of panchayats, four measures were considered: a) orientation towards training to develop knowledge and skills, b) development of leadership qualities, c) urban exposure, and d) transactions with banking institutions.

Training orientation : The responses obtained on each of the above measures are analysed in table 4.7. Data showed that only about 37% of the respondents could acquire training in panchayati raj and remaining 63 percent are yet to be provided training exposure. The results thus justified the organization of orientation training in panchayati raj for the respondents as part of the present project. Of those who had previous training exposure, 9 out of every 10 considered training of beneficial to them. It was also revealed that over 83 % of the respondents expressed desire to undergo panchayati raj training. These included many of those who had already undergone some training and still wish to undergo training to become effective as panchayat member.

Table 4.7

Internal development of women members of panchayat (N=97)

S. No.	Personal/Internal development	Number	Percent
(a)	<i>Training orientation</i>		
1	Number received PR training	36	37.11
2	Number desirous of further training	81	83.51
(b)	<i>Leadership development</i>		
1	Number addressed public meetings	8	8.25
2	Number feeling more capable to address public meetings	22	22.68
(c)	<i>Urban orientation</i>		
1	Number visiting city/town	67	69.07
2	Number reported increase in visits to city/town	35	36.08
(d)	<i>Banking behaviour</i>		
1	Number having bank accounts	25	25.77
2	Number borrowing loans from banks	12	12.37

Leadership Development : The leadership quality of the respondents was judged by the number who had addressed any public meeting and the number who feel themselves capable to address such meetings. It was noted with concern that only about 8% respondents had a chance to address some public meetings as a panchayat member and only 22.68% of them had the relevant skill more than before. Out of 8 members who had chance to address public meetings, only 5 did so twice or more. Besides, low education, lack of confidence, and absence of opportunity seem to be responsible for poor leadership. Effort was, therefore,

made to provide panchayat members an opportunity to address the class during orientation training subsequently organised as part of the present project.

Urban orientation : The involvement of vast number of rural people in local governance has led to greater interaction between PRI members and officials and among PRI members themselves operating at different tiers. This necessitated movement of women members from panchayat headquarters to block and district headquarters. Besides, sarpanches and up sarpanches and standing committee members are also required to participate in meetings of panchayat samities/ janpad panchayats. Otherwise also, contacts with higher educational centers, specialised health centers, and marketing centers also tended to increase with increasing education, income level and awareness. These and similar other factors tend to increase urban-ward mobility of women members of panchayats also. Data showed that while over two-third of the respondents (69.07%) have been paying visits to towns and cities with varying frequencies, over one-third of them reported further increase in such visits due mainly to the reservation of one-third of seats for women in panchayat raj institutions and their election to panchayat.

Banking Behaviour : In a primitive and traditional economy where barter system was widely prevalent, transactions through bank represent growing modernisation of the economy, It was therefore probed as to how many women members have opened their account in banks and borrowed loan for meeting their needs. Data showed that women members have yet to go a long way as far as their banking behaviour is concerned: while over one-fourth of the respondents have opened their accounts in some bank, only one out of 8 borrowed loans. This may be attributed to the financial transactions of the family being handled by male family heads members, respondents having no separate income of their own, and lack of education and awareness among them.

Role of Social Impediments : Though 73rd Constitutional Amendment was hailed as a most powerful instrument to empower women, reservations were also expressed about its efficacy on grounds of social and structural impediments rural women face. Most elected women are illiterate, housewives, first time entrants in politics, and lack confidence and ability to participate effectively in panchayat raj institutions. They tend to contest elections not at their own volition but do so at the dictates of their male family members; they are escorted by their males; and they speak and do what is told to them. This gives rise to the extra-constitutional authority of *sarpanchpati*.

Purdah System : The purdah system prevalent in rural society does not allow respondents to speak freely before the elderly males in panchayats. They sit separately as well. It was expected that the pressure of these or other factors has declined with the passage of time, gaining of experience by the respondents,

increasing awareness about the rules and regulation and increasing confidence in their ability.

The responses received from the respondents on different social impediments faced by them are analysed in table 4.8. As is evident, the observance of purdah in family and community and also during panchayat meetings showed a declining trend. The practice is not followed in majority of the cases. Hopefully, the practice will further decline with the passage of time.

Table 4.8
Social impediments as reported by present women members (N=97)

S. No.	Impediments	Number	Percent
(a)	<i>Observing of purdah</i>		
1	In family/community	47	48.45
2	During panchayat meetings	39	40.21
(b)	<i>Male domination</i>		
1	Disallowed to attend meetings without escort	14	14.43
2	Male accompany women while going to attend meetings	24	24.74
3	Males participate in meetings alongwith women members	21	21.65
4	Males render women advice during discussions/decision making	22	22.68
5	Males compel women to act as per their advice	15	15.46
(c)	<i>Discrimination</i>		
1	Males discourage women while making proposals/suggestions	13	13.40
2	Women discriminated in panchayat meetings	24	24.74
3	Separate seating arrangement for women	55	56.70

Male domination: The domination of husbands or family males and their intervention in the performance of women member's role were often highlighted by many studies (Dhaka and Dhaka 2004). Data on the subject, however, do not lend much support to the above observation. Only one-fifth to one-fourth of the respondents reported that male family members accompany them while going to attend panchayat meeting, participate in meetings, along with them and render them suggestions and advice during discussions and decision making. It is in only 1 out of 7 cases that women are disallowed to go to attend panchayat meeting without escort or compel them to act as per advice of their male folk.

Discrimination: In rural society seating arrangements for men and women are made separately on all social and ceremonial occasions. This tradition is observed

invariably in formal institutions also. The majority of the respondents (56.70%) indicated separate seating arrangements being made for them during panchayat meetings. About one-fourth respondents informed about discrimination they face during panchayat meetings on one pretext or the other. Discouragement by males while making proposals and suggestions was endorsed only by a negligible proportion of respondents.

The above observations point towards gradual weakening of the influence of social and structural impediments that come in the way of women members while performing their role in panchayats.

Awareness about Functioning of PRIs :

The apprehensions expressed about the effective implementation of 73rd Constitutional Amendment and reservation of one-third of seats in panchayati raj institutions for women were based on illiteracy and low education and virtual lack of awareness among women members about the structure and functions of panchayati raj institutions. However, with improvement in educational level and gaining of experience, these limitations are expected to be overcome. The question as to how far this holds good is examined with the help of data in table 4.9. For this purpose 14 areas of information about the structure and function of panchayati raj were taken into account and responses of respondents were obtained on each of them.

Table 4.9
Awareness of women members about functioning of PRIs (N=97)

S. No.	Areas of functioning of PRIs	Number	Percent
1	Tiers of PRIs	42	43.30
2	Tenure PRIs	94	96.91
3	Reservation of seats for women in panchayats	21	21.65
4	Reservation of seats for scheduled castes	5	5.15
5	Reservation of seats for scheduled tribes	8	8.25
6	Quorum of gram panchayat	19	19.59
7	Quorum of gram sabha	5	5.15
8	Minimum number of gram sabha meetings in a year	47	48.45
9	Interval of gram panchayat meetings	76	5.15
10	Minimum Number of standing committees of gram panchayat	10	10.31
11	Functions of panchayats	22	22.68
12	Sources of panchayat income	7	7.22
13	Items on which panchayat can impose tax	9	9.28

14	Process of removal of panchayat sarpanch	19	19.59
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Data showed a great variation in the awareness level with regard to different areas of structure and functions of panchayati raj institutions. The tenure of panchayati raj system is the single area about which all the respondents were aware with a few exceptions (96.91%). In contrast, there are 6 areas about which only about 1 out of 10 or less found aware. These include reservation of seats for Scheduled Castes and Scheduled Tribes in panchayati raj institutions, quorum of gram sabha; number of standing committees; sources of panchayat income, and taxable items. In addition, another 5 areas are such about which only about one-tenth to one-fifth of the respondents were aware. These cover reservation of seats for women in panchayati raj institutions, quorum and functions of gram panchayat and process of removal of sarpanch. These results appear disturbing in view of relatives long period of the functioning of panchayati raj institutions in 23 states.

Benefits from different schemes :

It is surprising to note that only 8.25% of the present women members have reportedly benefited by one or the other schemes. Except one, all availed either loan facility or received grant.

The depriving of women members from availing benefits of government schemes for violating two-child norm is provided in the relevant law. However, its impact was not hardly discernible : only 3.09% of the present women members reportedly deprived of the benefits available to women under different schemes.

Empowering participation : Data were also obtained about respondent's perception of women empowerment through participation in PRIs. The results provide an optimistic picture emerging from the views about participation in panchayat meetings. (Table 4.10). Data showed that over three-fourth of the respondents reported participation of women in panchayat meetings in greater number (81.44%) and with more regularity and actively (75.26%). In another 4 areas, over three-fifth to two-third of the respondents reported improvement in participation level. These included greater interest in training, increased attention being paid to women's suggestions, greater importance to the opinions expressed by women members and decreased hesitation in expressing their views. The increased number of males having positive attitude towards women members and greater participation of women in discussions were endorsed by about half of the respondents. The areas in which greater improvement is needed included awareness about relevant laws and rules and dependence of women members on males.

Table 4.10
Perceived improvement in women member's participation in PRIs (N=97)

S. No.	Perceived improvement	Number	Percent
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1	More number of women participate	79	81.44
2	Women participate more regularly and actively	73	75.26
3	More attention paid to women's suggestions	66	68.04
4	More importance given to women's opinion	60	61.86
5	Dependence on males reduced	38	39.18
6	Male members have now more positive attitude towards women	50	51.55
7	Women participate more in discussions	47	48.45
8	Women perform their role more efficiently now	34	35.05
9	Women now more aware about laws and rules	18	18.56
10	Women are now less hesitant in expressing views	58	59.79
11	Evince more interest in training	66	68.04

Observed gaps and areas of training :

One of the objectives of the study was to first identify gaps in participation of women members in different areas of functioning of PRIs and to overcome them through training intervention. The pre-training survey has identified several gaps to be bridged through training of women members. However, focus was laid only on areas in which majority of the women members needed improvement so as to become effective as members of PRIs. The responses obtained on this aspect are analyses in table 4.11

Table 4.11

Gaps in participation of women members to be bridged by training intervention

S. No.	Area of participation	Total areas	Percent respondents reporting gaps		
			50% to 74%	75% & above	Total
1	Symbolic & substantive participation	6	2 (33.33)	1 (16.65)	3 (50.00)
2	Role in deliberations	6	3 (50.00)	3 (50.00)	6 (100.00)
3	Ability to handle panchayat work	7	4 (57.14)	3 (42.86)	7 (100.00)
4	Personal/ internal development	8	3 (37.50)	3 (37.50)	6 (75.00)
5	Awareness about PRIs	14	2 (14.28)	10 (71.43)	12 (85.71)
6	Perception about improved participation	11	3 (27.27)	1 (9.09)	4 (36.36)
7	Social impediments	10	1 (10.00)	0 (0.00)	1 (10.00)
		62	18 (29.83)	21 (33.87)	39 (62.90)

(Figures in brackets denote percentages)

Data in table 4.11 are related to 52 areas of participation in PRIs and 10 areas of role of social impediments therein. Of these, majority of women members reported gaps in 62.90% of the areas. 75% or more of the respondents reported gaps in over one-third of the areas, whereas gaps in about 29 percent areas was experienced by 50 to 74% of the respondents.

Area-wise analysis showed that gaps are more pronounced in women's participation in deliberations, their ability in handling panchayat work, awareness about structure and functions of PRIs and self-development of women members themselves. The areas of gaps which emerged as most conspicuous among 75% or more respondents was related to the level of awareness about structure and functions of PRIs. These areas of gaps in women member's participation were incorporated in three-phased training programme organised for the present women members of sampled panchayats in two states. The extent to which these were bridged through training intervention has been analysed in chapter 7.

Thus, there have taken place several positive developments as a result of women's participation in PRIs, but at the same time few areas were also identified where increased efforts are needed to be directed. The low awareness level with regard to the relevant laws and rules was taken care of during the orientation training of women members. The continuation of purdah system and dependence of women on males are rooted in tradition and hence are difficult to change in a short period. Perhaps, education, experience and confidence may help in reducing the impact of such impediments far as functioning of panchayati raj.

Status of Participation in PRIs: Some Observations and Case Studies :

In addition, observations of panchayat meetings were made with the main purpose finding out the way women members conduct themselves in meetings and the response they received from other members of panchayat. A summarised view of these observations and that emerged from in-depth studies throwing light on women member's background, their struggle to find a place in panchayats, role they played, impediments they faced, and empowering changes they experienced is outlined below:

Observation of participation : The broad inference one can draw from the above is that the reservation of one-third of the seats in PRIs for women did not seem to change much the position of women. As born out from the interviews, many women members continued to be used as tools in the hands of their male-folk. Most of them contested panchayat election at the dictates of their husbands or families. During discussions, "Hajoo bai", wife of Shri Kana Lal Meena, a sarpanch in gram panchayat Chandoria in Sarada block of Udaipur district, contended that despite her election to the panchayat, her identify is restricted to her household. The people address her husband Shree Kana Lal by the name of "*Sarpanch Saheb*" and discuss their problems only with him.

When asked about the standing committees and other information about PRIs, she was found virtually blank, besides complete lack of confidence. The position of other women ward members from the same panchayat was not found very different. While one of them was being interviewed, her brother-in law was

trying to answer the questions. It was revealed that he accompanies the ward panch while going to attend panchayat meetings and he does all the speaking on her behalf during meetings.

During an interview with an unsuccessful women candidate, it was observed that her husband was working in Ahmedabad and she contested the panchayat election on the advice of her father-in-law. Though she was the only women educated upto 8th standard, she lost the election owing to the division of votes.

The interviews held with Smt. Dhani Bai and Indra Bai, ward panches from panchayat Sagtada in panchayat samiti Sarada of Udaipur district, showed that they do not participate in panchayat meeting at their own; rather, they do so only when they are informed by the sarpanch.

The women members of panchayat in general lack awareness about the structure and functions of PRIs. No one knew about the standing committees except a few. During interviews with elected members, two observations were frequently made: a) women displayed lack of confidence in themselves while answering the questions, and (b) they were not responding in the presence of their husbands and male family members who at times were found interrupting in between. In fact, tribal women members consider it a privilege of male folk to talk to the outsiders on their behalf. Otherwise also, the opinions of the women members are not taken cognisance of. This restricts women to put their views effectively and with firmness during panchayat meetings.

The above observations were further reinforced during the interviews of women members of Jaliali and Surpura panchayats of Mandore panchayat samiti of Jodhpur district in Rajasthan and subsequent observation of fortnightly meeting of panchayat.

The highest educated women was only primary pass; many outgoing women members became literate only during their tenure in panchayat. Most women members contested elections at the instance of their husbands and family members rather than their own volition.

The factors of caste and regional equations played important role in the success and failures in elections. During elections, women members do involve themselves in door to door publicity and meetings personally with women. Women members were found attending panchayat meetings regularly but male member who accompany them tended to interfere in discussions and decision making. Male members also found women members regular in attending meetings and interested in training but hold that they do not express their views freely and feel hesitant to speak in presence of elderly males. Purdah system and patriarchal system were held mainly responsible.

Women members in general were found unformed about reservation of seats for SCs STs and OBCs, standing committees, functions and sources of income of panchayats. Some improvement in women members position in panchayats is evident but still they continue to depend upon male family members in the discharge of their role as panchayat members. The entry of a large number of women in panchayats was made possible because of reservation of seats for them. The main hurdle in their effective participation is lack of education and awareness which needs to be removed.

The observation of panchayat meetings revealed that women members who were educated are taking part in discussions and deliberations while other women members remain silent and simply watch what was happening and putting their signatures or thumb impressions on registers/ papers. Interestingly, no effort is being made by male members to involve women members in discussions or to seek their views on matters being discussed there.

Case Studies : Summary of findings :

An insight into the functioning of PRIs and women member's participation therein was obtained by in-depth interviews of 9 members of gram panchayats from both, Rajasthan and Madhya Pradesh which included 3 sarpanches, 1 upsarpanch, and 5 ward panches. They hail from both tribal as well as non-tribal areas, were illiterates, literates and educated. While the case studies are attached at Annexure II, their summary findings are discussed below.

1. Women entering into local governance came mainly from Scheduled Castes and Scheduled Tribes also and were able to demonstrate effectively their ability in discharging their roles as members, sarpanch and upsarpanch.
2. The poor, illiterate and lowly educated women are also entering into panchayats but most of whom have subsequently proved themselves equally effective
3. Women members in general entered into politics not at their own will but with the persuasion of their husbands, family members and neighbours and sometimes caste members.
4. Almost all women members at the time of their first entry into panchayats were ignorant about the structure and functions of panchayati raj institutions but in all cases, they became gradually aware.
5. Initially, most elected women were apprehensive, fearful, and remained silent during panchayat or gram sabha meetings; many were avoiding attending panchayat meetings. But with the passage of time, they became increasingly aware about procedures, rules and programmes keen to attend meetings and became bold enough to express themselves and without hesitation.

6. Initially, women members particularly those who were elected as sarpanch tended to depend upon their husbands and others for running panchayat and they themselves acted as proxy candidates, and put their signatures as asked for without knowing the content. But gradually they took up the tasks upon themselves and reduced their dependence on their husbands or male family members to a great extent.
7. The women members who tried to prove themselves effective gradually move towards independent working without support from their husbands or male members but this was not appreciated by their male folk. But while doing so some of the women continued to consult them and to seek their support and guidance thinking that they have to carry on with them for the whole life.
8. Most women members observe purdah in the family and community but do not observe while participating in panchayat meetings.
9. Many women come to attend meetings without being escorted by their husbands or family members and those who accompany generally do not participate in the meetings.
10. All the women members endorsed their empowerment as they acquired experience, and developed confidence, they acquired ability to perform panchayat work but at the same time recognized the hindering effect of prevailing social traditions on them.
11. As the time passed and women members gain experience, they became less apprehensive of panchayat meetings; rather, they eagerly await the convening of next meeting, feel encouraged to participate in it, reach their in time and remain present there throughout the meeting.
12. Initially, women members were seeking advice and guidance only from their husbands or other male members of the panchayats. But with increasing confidence, they started consulting officials and local organisations also.
13. Women members, in general, now submit proposals and suggestions particularly on girl's education, child development, health and sanitation, and drinking water.
14. In a male dominated society, women members have learnt techniques to assert themselves. For this purpose, women members joined hands with each other and get things done through panchayats. They have met with successes in getting drains constructed, deletion of non genuine persons from the list of BPL beneficiaries, inclusion of names of genuine beneficiaries, getting hand pumps installed, deepening of existing wells, and distribution of social security pension.

15. Close association of women members with panchayats resulted not only in increasing their awareness level but also in leadership development and broadening of contacts with officials in administration. Some of them started issuing directions to panchayat secretary, and get the work done through them. Many of them are visiting block and district headquarters for obtaining requisite information or getting some panchayat work done.
16. The participation of women in panchayats is no longer confined to their physical presence in the meetings. Some of them have now assumed responsibility to get schemes implemented, made inspections to institutions like anganwari, observed distribution of mid-day meal, and recorded absence of angarwadi teacher. With their intervention, things have shown improvement. They have succeeded in getting panchayat land free from illegal occupation and using it for kitchen gardening.
17. The sharing of experiences among women for the development and empowerment also became evident. The experienced women members are taking part in educating fellow women, involve them in summary discussions on their problems, making them aware about PRIs etc.

Summary :

Pre-training status showed that present women members overwhelmingly contested panchayat elections at the instance of their husbands and relations and secured their support and help. The physical presence of women members in panchayat meetings was widespread, but majority neither spoke, nor cast their votes. A majority has attended meetings after prior preparations. Only a small proportion participated in panchayat deliberations, and majority did not feel capable to undertake panchayat work. Further, except in case of separate seating arrangement, most neither observe purdah, nor use male escort to attend meetings, nor entertain advice of their male-folk. Majority also found their participation in most areas empowering. However, most, reported no previous training exposure, experience of addressing public meetings and dealing with banking institutions.

The most conspicuous gap widely shared was in the area of awareness about PRIs. Pronounced gaps were noted also in participation in deliberations, ability in handling panchayat work and self-development. Training programme organised for women members took cognisance of these gaps. The observations of panchayat meetings and in-depth interviews of selected women members tended to substantiate the above findings.

CHAPTER 5

WOMEN'S PARTICIPATION IN PRIs II : DIFFERENTIAL PERCEPTIONS

We have so far examined the participation of women in panchayati raj institutions and its impact on their development and empowerment. This based solely on the self perception of present women members of sampled panchayats. This section deals with the perceptions of those associated, directly or indirectly, with the functioning of panchayati raj institution in the states of Rajasthan and Madhya Pradesh. For this purpose information was gathered from four categories of respondents:

- i) Outgoing women members of selected panchayats
- ii) Male members of selected panchayats, present and outgoing
- iii) Women candidates who unsuccessfully contested past two election to panchayats, and
- iv) Officials associated with the functioning of panchayati raj in two states.

The perceptions of each of these four categories of respondents are discussed one by one in the following paragraphs.

(i) OUTGOING WOMEN MEMBERS OF PANCHAYATS :

The perceptions being discussed here about women empowerment are based on responses of 62 outgoing women members of panchayats -- 30 from Rajasthan and 32 from MP. The observations and views of these respondents assumed importance in view of the fact that they themselves are women, fought panchayat election at one stage or the other, and participated in the functioning of panchayats as their elected members. It is, therefore, quite likely that their views about the problem under study are comparable with those of the present women members of panchayats and also serve as a basis to outline changes over the time. For this purpose, the information from these respondents was collected on the same issues on which the present study is based. These included participation in election processes, presence in panchayat meetings, contribution in decision making process and panchayat deliberations and the extent of awareness about functioning of panchayati raj system, internal development and their own opinion about empowerment of women members and social impediments women face in their working. The results are given in table 5.1 through 5.3

Participation in election processes :

To study the role of women in election processes, 3 measures were employed, namely, forces that motivated women members to contest panchayat election, sources that helped them during the election, and their own involvement in different election processes

Motivating forces : In response to a question as to who have motivated them to contest panchayat election, about three-fourth named their own husbands, family members or relations. The important role that family members and relations played in case of present women is further confirmed by the views of outgoing women members (74.19%). Over one-fourth (27.42%) of the respondents listed self-motivation underlying their participation in panchayat election. However, the corresponding proportion of present women members was found to be 42.27, indicating greater amount of self-confidence among the later. Next in order was the motivation provided by caste and community members (20.97%). There was slight decline in the influence of caste and community members in case of present women members (17.53%). The general view held by people about the influence of political parties, NGOs, local officials particularly gram sevak and patwari and village organisations in elections did not find much support from the responses of outgoing women members (Table 5.1 (1))

Table 5.1

Participation of outgoing women members of panchayat in election processes (N=62)

S. No.	Source	Number	Percent
1.	<i>Sources Motivated women members</i>		
(i)	Self motivation	17	27.42
(ii)	Motivated by husbands/ family/ relations	46	74.19
(iii)	Caste / Community members	13	20.97
(iv)	Political Parties	7	11.29
(v)	NGOs/Gram Sevaks / Patwaris / Village oraganisations	5	8.06
2.	<i>Sources Helped women members</i>		
(i)	Husbands/ family/ relations	42	67.74
(ii)	Caste / Community members	17	27.42
(iii)	Political Parties	8	12.90
(iv)	NGOs/Gram Sevaks / Patwaris / Village oraganisations	10	16.13
3.	<i>Involvement of women members</i>		

(i)	Filing nomination	39	62.90
(ii)	Door to door publicity	38	61.29
(iii)	Participation in meetings/rallies	16	25.81
(iv)	Distribution of pamphlets/ displaying posters	12	19.35
(v)	Use of media	4	6.45
(vi)	Collection of election funds	8	12.90
(vii)	Casting Votes	41	66.13

Sources of help during election : Another important question relates to the sources which helped outgoing women members most during their panchayat election. Generally, husbands or male family members perform almost all tasks related to election processes particularly in case of women candidates. This observation is supported by the fact that over two-third of the outgoing women members (67.74%) were also helped by their husbands or family members or relations followed by their respective caste or community members (27.42%). In this connection, more of the present women members were also helped by their families, relations, and caste/community members. Here also, the help extended by political parties, NGOs or local officials was not marked. (Table 5. 1 (2))

Involvement in election processes : An attempt was made to find out if the campaigning during panchayat election was done only by husbands, family members or caste or community leaders or women themselves. Data showed that in 3 out of 7 election processes, over three-fifth of the respondents have participated. These were filing nomination forms (62.90%), making door-to-door publicity (61.29%) and casting of votes (66.13%). Interestingly, it is in these 3 processes in that the higher proportion of present women members were also reported their involvement. Nearly one-fifth to one-fourth of the respondents participated in meetings, and rallies and distribution of publicity material. Extremely low involvement in media use and fund raising for election appears to be due mainly to their low educational level, lack of confidence, sociostructural constraints like pardah system, caste background, and traditional value system table 5.1 (3).

Participation in PRIs :

For the assessment of participation of outgoing women members in panchayat raj institutions, measures related to presence in panchayat meetings, substantive contribution during the meetings, and participation in deliberations on different subjects were examined.

Symbolic and substantive participation : It is generally believed that due to widespread illiteracy and low education of women members and their

preoccupation with domestic tasks, they seldom attend panchayat meetings. As reported by several studies, male family members attend panchayat meetings on their behalf and perform all the functions expected of the elected women members of the panchayat. Data in table 5.2(1), however, present a contrary picture: An overwhelming proportion of the respondents were punctual in attending meetings and ensured their presence till deliberations are over. Interestingly, a slightly less than half (48.39%) of them were attending panchayat meetings after making prior preparation. When these findings were compared with that of the present women members, slight improvement was discernable.

Mere election of women members to panchayati raj institutions play by itself does not necessarily lead to women's empowerment. What is required is the active role in expressing views, contributions in deliberations, making proposals, raising issues concerning human development and the like. Data showed that over half (56.45%) of the respondents spoke in meetings and they expressed their viewpoint. The issues concerning human development were also raised by slightly less than half of the respondents (46.77%). Surprisingly, only about one-fifth of them have exercised their votes during decision making. Table 5.2 (1) These observations are more less similar to that of present women members.

Table 5.2
Participation of women in PRIs as reported by outgoing women members (N=62)

S. No.	Source	Number	Percent
1.	<i>Physical & substantive Participation</i>		
(i)	Punctual in attending meetings	52	83.87
(ii)	Remain present in meetings till end	53	85.48
(iii)	Number of women making prior preparation for attending meetings	30	48.39
(iv)	Number of women who spoke during panchayat meetings	35	56.45
(v)	Number of women exercising votes during meetings	13	20.97
(vi)	Number of women raising human development	29	46.77
2.	<i>Participation deliberations</i>		
(i)	Preparing village development plans	20	32.26
(ii)	Preparing budget	8	12.90
(iii)	Mobilising resources	8	12.90
(iv)	Organising community programmes	23	37.10
(v)	Identifying beneficiaries	22	35.48

S. No.	Source	Number	Percent
(vi)	Listing people below poverty line	10	16.13
3.	<i>Ability to handle panchayat work</i>		
(i)	Presiding over panchayat meetings	24	38.71
(ii)	Seeking cooperation of people in development work	18	29.03
(iii)	Keeping record of the meetings	6	9.68
(iv)	Preparation of accounts	6	9.68
(v)	Purchase of material	19	30.65
(vi)	Making payments of bills	14	22.58
(vii)	Preparing schemes of BPL families	17	27.42
4.	<i>Personal / Internal Development</i>		
(a)	<i>Training orientation</i>		
(i)	Number received PR training	25	40.32
(ii)	Number desirous of further training	21	33.87
(b)	<i>Leadership development</i>		
(i)	Number addressed public meetings	5	8.06
(ii)	Number feeling more capable to address public meetings	9	14.52
(c)	<i>Urban orientation</i>		
(i)	Number visiting city/town	37	59.68
(ii)	Number reported increase in visits to city/town	16	25.81
(d)	<i>Banking behaviour</i>		
(i)	Number having bank accounts	16	25.81
(ii)	Number borrowing loans from banks	5	8.06
5.	<i>Awareness about PRIs</i>		
(i)	Tiers of PRIs	27	43.55
(ii)	Tenure PRIs	57	91.94
(iii)	Reservation of seats for women in PRIs	20	32.26
(iv)	Reservation of seats for scheduled castes in PRIs	9	14.52
(v)	Reservation of seats for scheduled tribes in PRIs	7	11.29
(vi)	Quorum of gram panchayat	14	22.58
(vii)	Quorum of gram sabha	12	19.35
(viii)	Minimum number of gram sabha meetings in a year	32	51.61

S. No.	Source	Number	Percent
(ix)	Interval of gram panchayat meetings	41	66.13
(x)	Minimum Number of standing committees of gram panchayat	10	16.13
(xi)	Functions of panchayats	0	0.00
(xii)	Sources of panchayat income	0	0.00
(xiii)	Items on which panchayat can impose tax	0	0.00
(xiv)	Process of removal of panchayat sarpanch	43	69.35
6.	<i>Perception about women's participation & empowerment</i>		
(i)	More number of women participate	51	82.26
(ii)	Women participate more regularly and actively	43	69.35
(iii)	More attention paid to women's suggestions	32	51.61
(iv)	More importance given to women's opinion	30	48.39
(v)	Dependence on males reduced	29	46.77
(vi)	Male members have now more positive attitude towards women	32	51.61
(vii)	Women participate more in discussions	29	46.77
(viii)	Women perform their role more efficiently now	28	45.16
(ix)	Women are now more aware about laws and rules	22	35.48
(x)	Women are now less hesitant in expressing views	30	48.39
(xi)	Evince more interest in training	41	66.13

Role in Deliberations : Several subjects out of the 29 listed in the 73rd Constitutional Amendment Act form the basis for panchayat deliberations. The participation of the respondents in deliberations on 6 out of these subjects was studied. Data on the subject showed comparatively low participation level in deliberations in different areas during panchayat meetings. Over one-third of the respondents reported their involvement in deliberations on organisation of community programme (37.10%) followed by identification of beneficiaries (35.48%) and preparation of village development plans (32.26%). The remaining areas did not attract much participation. Table 5.2 (2) These findings may be attributed to low education, lack of awareness about different development programme and decision being taken by male members with or without involving women members.

Ability to handle panchayat work : The initial apprehensions about the ability of most women members of panchayats were gradually removed with gaining of experience and women members have demonstrated their ability to conduct

panchayat work effectively. The opinion of the outgoing women members was, therefore, obtained to find out as to how women were able to handle different functions of panchayat. Data in table 5.2 (3) revealed a vast gap between expectations and practice. About one-fifth to one-third of the respondents reported their ability to preside over panchayat meetings (38.71%), purchase of material (30.65%), enlisting people's cooperation in development work (29.03%), preparing schemes for BPL families (27.42%) and making payments (22.58%). When these results are compared with those of the present women members, the latter are slightly better equipped to handle most of the panchayat functions listed.

Internal development of women : The respondents were asked if their membership of panchayat was in anyway associated with their own development. Four measures were used for this purposes: training exposure, leadership development, urban orientation and banking behaviour. The responses analysed in table 5.2 (4) showed that respondents in substantial number were exposed to training (40.32%), desirous of further training (33.87%), paying visits to near by town (59.68%), and have their accounts in some bank (25.81%). However, the respondents were found on weak footing with respect to their ability to address public meetings and borrowing of bank loan. Comparing the findings with that of the present women members, some improvement can be discerned but the marked change was noticed only in their desire to undergo further training. It appears to be due to inadequate opportunities made available to them for panchayati raj training. While there exists no possibility of further training for outgoing women members, present women members by virtue of their elected position can always avail such chances till they remain members of panchayats.

Awareness about PRIs : An attempt was made to assess the level of awareness of elected members of panchayats. The responses obtained on different aspects of the functioning of panchayati raj institutions are analysed in table 5.2 (5). It can be seen that 9 out of 10 respondents were aware about tenure of panchayats while about two-third knew about process of removal of panchayat sarpanch and interval of panchayat meetings. A substantial number of them were aware also about frequency of gram sabha meetings and number of tiers of panchayat raj institutions. Surprisingly, awareness about several important aspects of the functioning of PRIs was grossly inadequate. These included functions of panchayats, sources of their income, items on which panchayats can impose tax, number of standing committees and reservation for SCs and STs in PRIs. Such a state of affairs may be attributed to relatively low participation of women in panchayat deliberations and lack of training in panchayati raj.

Improvement in participation : The study tried to obtain respondent's view about empowering improvement in women's participation in the functioning of panchayats table 5.2 (6). As data showed, 8 out of 10 respondents find women participating in panchayat meetings in increased number, whereas about two-third of them reported regular and active participation on one hand and increased interest in panchayati raj training on the other. The view, that male members now

have more positive attitudes towards women members, that increased attention is now paid to suggestions offered by women members, that women members are now less hesitant to express their views and that women member's opinions are now considered more important, is shared by about half of the respondents. A slightly lower proportion of the respondents found women less dependent on males, participating more in panchayat discussions and performing their expected role more effectively. The views about improvements made by present women members are not markedly different from those of the outgoing women members.

Social Impediments :

Most studies carried out in different states identified several structural and cultural factors for low participation of women in panchayati raj institutions. It was hoped that the impact of such factors will be gradually weakened with the education, experiences gained and exposure to training programme. The views of the outgoing women members of panchayats was, therefore, obtained to find out the extent of observance of pardah, role of male authority and gender discrimination. (Table 5.3)

Table 5.3

Social impediments women face as reported by outgoing women members

S. No.	Impediments	Number	Percent
(a)	<i>Observing of purdah</i>		
(i)	In family/community	56	90.32
(ii)	During panchayat meetings	53	85.48
(b)	<i>Male domination</i>		
(i)	Disallowed to attend meetings without escort	57	91.94
(ii)	Males accompany women while going to attend meetings	48	77.42
(iii)	Males participate in meetings along with women members	44	70.97
(iv)	Males render women advice during discussions/ decision making	44	70.97
(v)	Males compel women to act as per their advice	51	82.26
(c)	<i>Discrimination</i>		
(i)	Males discourage women while making proposals/suggestions	33	53.23
(ii)	Women discriminated in panchayat meetings	20	32.26
(iii)	Separate seating arrangement for women	30	48.39

As is evident, 9 out of 10 respondents were observing purdah in the family and community while slightly less number observe purdah in panchayat meetings as well. The respondents overwhelmingly (91.94%) endorsed women members being disallowed by their families to attend panchayat meeting without escort and that male members accompany women members while going to attend panchayat meetings (77.42%).

Besides, 7 out of 10 reported family male members participating in discussions held in panchayat meeting along with women members and render them advice as well. A far higher proportion of respondents find males (82.26%) compelling them to act on their advice. The discouragement of women to make proposals/ suggestions was also reported by a little over half of the respondents (53.23%). However, discrimination against women members during panchayat meetings was reported only by less than one-third of respondents (32.26%). About half of them reported separate seating arrangements for women during panchayat meetings. When these results were compared with those of the present women members, sharp decline in the discouragement by males and discrimination during panchayat meetings became evident. It appears, women members have now developed self confidence and started asserting themselves in discharging their role as panchayat members.

(ii) PERCEPTIONS OF MALE MEMBERS :

The participation of women members in PRIs has been examined also from the perspective of male members of panchayats and women contestants who contested panchayat elections unsuccessfully,. To this end, views were obtained on women member's involvement in panchayat election processes, sources of their motivation, and support, physical and substantive participation in panchayats, development gains made by women members, sources women members use for seeking advice, and social impediments that women have to face.

Participation in election processes :

For this purpose, views of the male members were obtained on 12 election related activities 7 pre-training to election processes and 5 motivating sources used by women.

As can be seen from data in Table 5.4(1), male members identified two areas of highest involvement of women members in election processes, namely door-to-door publicity (77.27%) followed by filing of nomination (72.73%). The majority of male members listed two more areas in which women members involved themselves: a) casting of votes, and b) participation in election meeting/ rallies. The area of least involvement of women members was the use of media (6.06%). It may be attributed to low educational level of women and low outside exposure.

Table 5.4

Involvement of women members in panchayat election processes as perceived by male members of panchayats* (N = 66)

S. No.	Election activities	Number	Percent
1.	<i>Areas of Involvement</i>		
(i)	Filing nomination	48	72.73
(ii)	Door to door publicity	51	77.27
(iii)	Participation in meetings/ rallies	36	54.55
(iv)	Distribution of pamphlets/ displaying posters	26	39.39
(v)	Use of media	4	6.06
(vi)	Collection of election funds	15	27.73
(vii)	Casting Votes	41	62.12
2.	<i>Source (s) motivated women members</i>		
(i)	Self motivation	15	22.73
(ii)	Motivation by husbands/ family members	52	78.79
(iii)	Caste / Community members	13	19.70
(iv)	Political Parties	7	10.61
(v)	NGOs, Gram seveks/ Patwris/ local organisations	2	3.03

**Multiple responses were allowed*

Views of male members was sought also about the sources that motivated women members to contest panchayat elections. The decision to contest panchayat election is not made by women themselves; rather women members do so at the instance of their husbands or male family members. The views expressed by male members of panchayats lent support to this observation as evident from data in table 5.4 (2). Women members are motivated mainly by their husbands or family member (78.79%). No other factor was attributed that could exert such a profound influence on women members as do family members particularly males. The factors which exercised modest influence were self motivation (22.73%), followed by caste and community members (19.70%). As is generally believed, NGOs and political parties were not viewed important in motivating women members.

Women participation in PRIs :

It is often argued that the women members participate in panchayati raj activities only at the dictates of male family members and that they themselves do not act independently. Such a notion was dispelled by the responses of male panchayat members in table 5.5.

Physical participation : Over half of the males find women members attending most of the panchayat meetings with a few exceptions. All endorsed that women attend more meetings now than before, and also feel encouraged to do so. Over two-third of the males reported women members making prior preparations for attending meetings and over half of them feel that they are doing so more now than before table 5.5 (1). Evidently, the earlier view about poor participation of women members in panchayat activities was not endorsed by male members of panchayats.

Table 5.5
Participation of women members in PRIs as perceived by
male members* (N= 66)

S. No.	Areas of participation	Number	Percent
1.	<i>Physical participation</i>		
(i)	Most of meetings attended by women members	37	56.06
(ii)	Women members attend more meetings now than before	62	93.94
(iii)	Women make prior preparation for attending meeting	47	71.21
(iv)	Women make more preparation now than before	36	54.54
(v)	Feel encouraged to participate in panchayat meeting more now than before	61	92.42
(vi)	Women feel more encouraged to attend meetings now than before	59	89.39
2.	<i>Substantive participation in PRIs</i>		
(i)	Active role women play in panchayat decision making	63	95.45
(ii)	Women play greater role now than before in panchayat decisions	52	78.79
(iii)	Women make proposals in panchayat meetings	58	87.88
(iv)	Women members speak more now than before	50	75.76
(v)	Attention paid to proposals made by women members	64	96.97
(vi)	Greater attention paid now than before to the proposals made by women members	55	83.33
3.	<i>Subjects on which women members made proposals</i>		
(i)	Agriculture and allied	17	25.76
(ii)	Women and child welfare	20	30.3

S. No.	Areas of participation	Number	Percent
(iii)	Girl's education	29	43.94
(iv)	Health and family planning	12	18.18
(v)	Rural, roads, drains electricity etc.	49	44.24
(vi)	Social evils and crimes	9	13.64
4.	<i>Subjects on which women members take greater part in discussions</i>		
(i)	Discrimination/ violence against women	27	40.91
(ii)	Eradication of social evils like		
(iii)	Child marriage, death feast etc.	28	42.42
(iv)	Girls education	53	80.30
(v)	Prohibition	33	50.00
(vi)	Health and nutrition	46	69.70
(vii)	Drinking water, sanitation	49	74.24
(ix)	Human development issues	55	83.33
5.	<i>Development and empowerment</i>		
(i)	Women are aware about constitutional and legal provisions relating to PR	40	60.61
(ii)	Women are more aware now than before about constitutional and legal provisions on PR	45	68.18
(iii)	Women as members of standing committees	44	66.67
(iv)	More women are members of standing committees now than before	34	51.51
(v)	Perceived improvement in women's participation in panchayat meetings		
6.	<i>Perceived improvement in participation</i>		
(i)	Women participate more regularly	59	89.39
(ii)	Women participate more actively in discussions	45	68.18
(iii)	Less hesitation in expressing their views	39	59.09
(iv)	Take part with greater preparations	31	46.97
(v)	More attention paid now to women's suggestions	40	60.6
(vi)	Express views on more number of issues	34	51.51

S. No.	Areas of participation	Number	Percent
(vii)	Accept views of males less blindly	39	59.09
(viii)	Shoulder greater responsibilities	34	51.51
(ix)	More participation in training	48	72.73
(x)	More efficient in conducting panchayat meetings	31	46.97
(xi)	Women members are now more educated than before	48	72.72
(xii)	Women members are now more younger than before	50	75.75
7.	<i>Sources of advice used by women members</i>		
(i)	None	1	1.51
(ii)	Husbands / family/ relations	60	90.9
(iii)	Caste / community leaders	9	13.64
(iv)	Political parties	0	0.00
(v)	NGOs	1	1.51
(vi)	Gram Sewaks	5	7.58
(vii)	Patwari	1	1.51
(viii)	Village organisations	5	7.58

**Multiple responses were allowed*

Substantive Participation : The views of male members about the substantive participation being made by women members were also obtained which, included questions relating to women's participation in decision making process, making proposals, speaking in the meetings, attention paid to women's proposals, nature of proposals and interest areas of discussions in which women took greater part. The responses of the male members received on these aspects are analyzed in table 5.5 (2).

Almost all males noted active participation of women members in decision making and about four-fifth reported increase in this role. About 89% of the males found women members making proposals in panchayat meetings. Almost all noted the attention being paid to proposals made by women members. Over four-fifth of them feel that the proposals put up by women members receive greater attention now than before. Over three-fourth find women members speaking in the meetings more now than before.

Women's proposals : The views of the male members about the subject covered by the proposals, they listed rural roads, drains, electricity(42.24%) and girl's education (43.94%). These are followed by programmes of women and child welfare and agriculture and allied subjects. (table 5.5. (3))

Subjects of discussions : The views of male members about the areas of discussion of women's interest were sought. 8 out of 10 males listed issues concerning girl's education and human development questions. These are followed by drinking water and sanitation (74.24%), health and nutrition (69.70%) and prohibition (50%). Surprisingly, only about two-fifth of the males reported child marriage, death feasts, discrimination and violence against women as main interest areas of women members. (table 5.5 (4))

Women Development : Views of male members were obtained also on the impact participation in PRIs exerted on the development of women members table 5.5 (5). As can be seen, male members in general (60.61%) did not find women members ignorant about constitutional and legal provisions concerning PRIs and over two-third of them believed further increase in women member's awareness. Almost similar number holds that women are members of one or the other standing committees of panchayats and over half of them find women members associated with standing committees more now than before.

Empowering Development : When specifically asked about the improvements women have made in their participation in PRIs, 9 out of 10 found them more regular in attending panchayat meetings and over two-third hold that more younger and educated women are entering into panchayats, attending panchayati raj training and active in discussions. Further, over half of them believe that women members now express their views more freely and on more numbers of issues accept views of their malefolk less blindly and shoulder greater responsibilities. Greater participation and greater efficiency in conducting panchayat meetings on the part of women members are also endorsed by considerable proportion of male members Table 5.5 (6). These and similar other observations refuted the pessimistic view held about women members themselves about their ability and attitudes.

Sources of help and advice : In general, people engaged in social and political activities often seek help and guidance in improving their behaviour and performance. Views of the male members about the sources women members often use for seeking advice in discharging their role were also ascertained Table 5.5.(7). The general observation, that women contest elections and participate in panchayat meetings at the dictates of their husbands and male family members, find support from the perceptions held by male members as well. About 9 out of 10 males find husbands or family members as the main source on whom women rely for advice and guidance. It is interesting to note that among different groups of respondents interviewed, highest proportion of male members reported women's dependence on husbands/ family members relations for advice and help (90.91%). However, caste and political leaders, village organizations, NGOs and village officials like gram sevaks and patwaris reportedly exercise nominal influence and are seldom approached for seeking advice and support by women members

Social Impediments :

Purdah system, male authority, caste system and restrictions on outside movement are often cited as crucial factors inhibiting women's participation in panchyati raj. The force of such factors tended to weaken with increased education, awareness, and experience in PRIs, outside exposure etc. Male member's view of such social impediments and their adverse influence on women's participation in PRIs was also obtained. (Table 5.6)

Table 5.6

Social impediments of women members face as perceived by male members*

S. No.	Impediments	Number	Percent
1.	Women observe purdah in community	59	89.39
2.	Women observe purdah during panchayat meetings	61	92.42
3.	Male Domination women come to panchayat meetings with male family members	27	40.91
4.	Male family members always remain with women members during panchayat meetings	48	72.73
5.	Male family members always render advice to women members during discussions / decision making	46	69.70

**Multiple responses were allowed*

As is evident from data, 9 out of 10 male members reported observance of purdah by women members in the community as also during panchayat meetings. Rendering advice by the family males to women members during decision making was also endorsed by similar number of males. A little less than three-fourth of males endorsed participation of family males along with elected women in panchayat meetings. Family males escorting women members while going to attend panchayat meetings was also reported by over two-fifth of the respondents.

These findings lent further support to the continuation of patriarchal system and its extension to institutions in general and PRIs in particular.

(iii) PERCEPTION OF UNSUCCESSFUL WOMEN CANDIDATES :

The question of women's participation and empowerment was examined from the standpoint of those women also who contested panchayati raj elections but were unsuccessful. This was done to find out if the views held by these women about the role of PRIs in development and empowerment of women is in way different from those of the present women members of panchayats themselves,. For this purpose, more or less similar aspects of participation were taken into

account on which responses of other groups of respondents were obtained. Data in this regard are shown in table 5.7 through 5.9.

Contesting of panchayat election :

As noted in case of other groups of respondents, majority of unsuccessful candidates (53.33%) also fought panchayat elections at the behest of their husbands or other family members. However, relatively a small proportion of them held their family responsible for contesting panchayat elections. Self-motivation to serve the society emerged as the next important source. Over one-fourth of the unsuccessful candidates (28.33%) attributed it to their caste and community leaders. Political parties and local organisations played only a marginal role in contesting panchayat election (table 5.7 (1)).

Table 5.7

Participation of unsuccessful women candidates in panchayat election processes* (N=60)

S. No.	Election activities	Number	Percent
1.	<i>Reasons for contesting panchayat election</i>		
(i)	To do social service	22	36.67
(ii)	At the instance of family members	32	53.33
(iii)	At the instance of caste / community leaders	17	28.33
(iv)	Encouraged by political parties	8	13.33
(v)	Encouraged by other women / village organisations	3	5.00
2.	<i>Involvement in election processes</i>		
(i)	Filing nomination	31	51.67
(ii)	Door to door publicity	43	71.87
(iii)	Mobilisation of resources	14	23.33
(iv)	Distribution of publicity material	20	33.33
(v)	Casting votes / motivating others to vote	46	76.69
3.	<i>Factors attributed to the defeat</i>		
(i)	Own indifference	18	30.00
(ii)	Opposition / non cooperation of family	15	25.00
(iii)	Lack of resources	17	28.33
(iv)	Lack of awareness about election processes	25	41.67
(v)	Opposition of caste / community members	0	0.00

S. No.	Election activities	Number	Percent
(vi)	Conflict with domestic responsibilities	4	6.67
(vii)	Negative attitude of males	3	3.33
(viii)	Others	5	8.33

**Multiple responses were allowed*

The question as to what extent and how actively unsuccessful women candidates participated in their own election was also examined. As data showed, casting of votes and door-to-door publicity have emerged areas of highest involvement of women in the election processes. Filing of nomination forms also occupied most of the respondents (51.67%). Owing to widespread illiteracy, low education and poor economic base of women, involvement in distribution of publicity material and resource mobilisation was found lowest. Clearly, male family members appear to have taken care of different election processes (table 5.7 (2)).

Why women candidates lost the election? Whom they attribute their defeat? Views of the unsuccessful women candidate were obtained on these questions as well. As can be seen from data in table 5.7 (3) ignorance about the election processes was cited as the most important reason for their defeat by the respondents (41.67%). This is followed by candidate's own indifference (30.00%), lack of funds required to mobilised votes (28.33%), and opposition and inadequate support from the family (25%)

The preoccupation with the domestic responsibilities and child care seems to be the reason for respondents indifference. Poor economic base and lack of resources needed for waging an election campaign tend to compel women candidates to keep a low profile during panchayat election. The women candidates, in general, seldom take independent decision on such matters; rather, males undertake all responsibilities of election campaign.

Participation in functioning of panchayats :

Respondent's views about participation of elected women in PRIs were also sought. As is evident, 7 out of 10 respondents believe that more women now contest election and 6 out of 10 hold that more women are now members of panchayats and feel encouraged to participate in panchayat meetings. (table 5.8 (1)).

Physical participation : One of the prerequisites of the empowerment of women through PRIs is that ensure their physical meetings and make contributions in panchayat deliberations and decision making. Over one-third of the respondents find women members attending panchayat meetings in greater proportion and

representing standing committees of panchayats in large numbers. Evidently, one-third reservation of seats for women in PRIs provided them an opportunity to come out of the four-walls of their house and participate in local governance.

Table 5.8
Participation of women members in PRIs as perceived by unsuccessful women candidates*

S. No.	Areas of participation	Number	Percent
1.	<i>Physical participation</i>		
(i)	More women contest panchayat elections now than before	43	71.67
(ii)	More women represent now than before in panchayats	38	63.33
(iii)	Women members feel encouraged to participate in panchayat meetings	43	61.67
(iv)	Women members attend in meetings with greater preparation	22	36.67
(v)	More women as members of standing committees	21	35.00
2.	<i>Substantive participation</i>		
(i)	Women members putting proposals on		
	a. Agricultural & Allied subjects	11	18.33
	b. Women & child welfare	17	28.33
	c. Girls education	21	35.00
	d. Health & family planning	15	25.00
	e. Social evils & crimes	8	13.33
(ii)	Women members raise human development issues	39	65.00
(iii)	a. Proposals made by women members receive attention from panchayat members	49	81.67
	b. Proposals of women members receiving more attention now than before	32	53.33
(iv)	a. Women members making very active role in decision	41	68.33
	b. Women members play greater role in panchayat decision now than before	29	48.33
(v)	a. Women members are frequently consulted in panchayat meetings	46	76.67
	b. Women members are consulted in panchayat meetings more now than before	27	45.00
3.	<i>Views about women development and empowerment</i>		

S. No.	Areas of participation	Number	Percent
(i)	Women members are more educated now than before	32	53.33
(ii)	Women members are now younger in age than before	31	51.67
(iii)	Women members participate more regularly	36	60.00
(iv)	Women members participate more actively in decision making	27	45.00
(v)	Women members express views more freely	29	48.33
(vi)	Women member's views receive greater attention now than before	30	50.00
(vii)	Women members express views on more issues	23	38.33
(viii)	Women members are now more aware about constitutional and legal provisions about PR	14	23.33
(ix)	Women members accept male's views less blindly	24	40.00
(x)	Women members conduct meetings more efficiently	20	33.33
(xi)	Women members shoulder greater responsibility	21	35.00
(xii)	Women members participate in training more now than before	26	43.33
4.	<i>Sources consulted by women</i>		
(i)	Husbands / family members	51	85.00
(ii)	Caste / Community leaders	8	13.33
(iii)	Political Parties	3	5.00
(iv)	NGOs	0	0.00
(v)	Gram Sevak / Patwari	16	26.67
(vi)	Village organisations	4	6.67

**Multiple responses were allowed*

Substantive Participation : As can be seen, over four-fifth of the respondents find panchayat members paying attention to proposals made by women members and over three-fourth find women members being consulted during panchayat meetings. 45% respondents feel that women members are consulted more now than before. The active role being played by women members in decision making and raising human development issues were endorsed by about two-third of the respondents. (Table 5.8 (2))

As regards submission of proposals is concerned, the role of women members was not considered encouraging. Over one-third of the respondents find women members submitting proposals on girls education. The submission of proposals on women and child welfare and health and family planing was also reported by about one-fourth of the respondents. Thus, the increasing role being

played by women members in decision making process and panchayat deliberations is clearly evident.

Women Development : The question, as to what extent women member's participation in panchayati raj has been able to develop and empower women, has been examined from the responses obtained from unsuccessful women candidates.

As is evident, from data in table 5.8(3), over half of the respondents believed that the elected women members of the panchayats are now more educated and more younger than before and that they participate more regularly in panchayat meetings. Likewise, about three-fifth of them hold the view that women members are playing more active role in decision making, express their views more freely, participate more in training and accept views of the male less blindly. The increase in the ability of women members was evident from shouldering of greater responsibility and conducting panchayat meetings more efficiently as reported by about one-third of the respondents.

Sources of Support and Advice : A probe was also made to find out the sources on which women members of panchayats rely for support and guidance. The views expressed by unsuccessful women candidates also showed great reliance women members place on husbands/ family members as most important source of help, support and advice (85%). About one-fourth of the respondents identified gram sewak and patwari as next important source. Surprisingly, caste and community leaders, village organisations and NGOs were listed as factors of little or no importance (Table 5.8(4)).

Social impediments and inhibiting factors in participation :

Impediments: Views of the unsuccessful women candidates were also obtained regarding impediments and inhibiting factors in the participation of women members in PRIs (Table 5.9 (1)). The respondents in overwhelming proportion find women members observing purdah in community as well as during panchayat meetings. Interestingly, more respondents find observance of purdah during panchayat meetings than that in family and community. The interference of male members was evident from fact that majority find male family members attending panchayat meetings along with elected women members and rendering them advice during decision making process. Half of them find attitude of males towards women members discouraging. When asked if women members had to face any hurdle created by males during panchayati raj election or whether women members were ever disqualified from contesting panchayati election, a small percentage of the respondents answered in affirmative.

Table 5.9

Social impediments and inhibiting factors as perceived by unsuccessful women candidates*

S. No.	Impediment/ inhibiting factors	Number	Percent
1.	<i>Social impediments</i>		
(i)	Women observe purdah in community	42	70.00
(ii)	Women members observe purdah in panchayat meetings	48	80.00
(iii)	Women members come to attend panchayat meeting with males	24	40.00
(iv)	Males attend panchayat meetings along with women members	36	60.00
(v)	Males render advice to women members in panchayat discussions/ decisions	34	56.67
(vi)	Women disqualified from contesting panchayat elections	3	5.00
(vii)	Hurdles created by males while contesting panchayat elections	4	6.67
(viii)	Discouraging attitude of males towards participation of women members	30	50.00
2.	<i>Inhibiting factors</i>		
(i)	Purdah system	49	81.67
(ii)	Low esteem as compared to males	39	66.00
(iii)	Opposition to move alone	34	51.51
(iv)	Dependence on husbands / males	46	76.67
(v)	Caste discrimination	19	31.67
(vi)	Illiteracy / low education	51	85.00
(vii)	Hurdles in expressing views	42	70.00
(viii)	Lack of confidence in one's ability	44	73.33

**Multiple responses were allowed*

Inhibiting factors: A related question as to what factors inhibit participation of women members in PRIs was also probed (Table 5.9 (2)). The respondents listed several inhibiting factors, most important among which were continuation of illiteracy and low education (85%), purdah system (81.67%), dependence on males(81.67%), lack of confidence (73.33%) among women members about their ability, and hurdles created by males in the way of expressing their views (70%). The factors such as restrictions placed on moving alone and discrimination against women were also cited as inhibiting factors but the role of such factors are not considered of much importance.

(iv) OFFICIALS:

Women's role in election processes :

Involvement in political activities : It is generally believed that women lack awareness about politics. An attempt was therefore made to obtain official's view on the subject. As responses revealed, overwhelmingly, officials endorsed significant improvement in women's association with political and development institutions. All the officials hold that number of women in panchayat institution had increased and those contesting panchayat elections had also increased. The number of women associated with rural organisation and panchayat standing committees has also registered a substantial increase. About three-fourth of the officials note increase the number of women in political parties and state assemblies (Table 5.10(1)).

Table 5.10
Perception of officials about involvement of women in panchayat election processes* (N=29)

S. No.	Impediment/ inhibiting factors	Number	Percent
1.	Participation in election processes		
(i)	Filing nomination	13	44.83
(ii)	Door To door publicity	20	68.97
(iii)	Participation in meetings / rallies	14	48.28
(iv)	Distribution of pamphlets/displaying posters	13	44.83
(v)	Use of media	7	24.14
(vi)	Collection of election funds	10	34.48
(vii)	Casting Votes	19	65.52
2.	Motivating sources to contest elections		
(i)	Self motivation	8	27.59
(ii)	Motivation by husbands / family / relations	24	82.76
(iii)	Political Parties	16	55.17
(iv)	Caste / Community members	14	48.28
(v)	Local officials gramseveks / patwaris	7	24.14
(vi)	Village organisations	16	55.17

*Multiple responses were allowed

In officials circles, women are known to have poor awareness and ability, who participate in panchayati raj activities mainly at the dictates of their husbands

or male member of family, rather than their own volition. Such a view was however not substantiated by our data. Over two-third of the officials reported involvement of women in door-to-door publicity during panchayat elections and casting of votes. A little less than half of them find women members participating in election meetings and rallies, distribution of publicity material, and filing of nomination. The use of media was, however, not found common among them.

Source of Motivation : Regarding motivation women members, received for contesting election forms reliance on husband/ family members or relation was reported also by four-fifth of the officials (Table 5.10 (2)). Over half of them listed political parties and village organisations. Only small proportion have assigned important to local officials like gram sevak and patwari (24.14%)

Women's participation Status :

Political Participation : In general, officials overwhelmingly endorsed increased participation of women in PRIs, legislature, and parliament, political parties and local organisations; they are reportedly contesting panchayat election also. Thus, political activeness of women is evident (Table 5.11(1))

Participation in PRIs : Both, officials and non-officials associated with panchayati raj elsewhere hold that women are, in general, illiterate or low educated, pre-occupied with domestic duties, belong to weaker sections and therefore seldom participate in panchayat meetings and in decision making process. However, officials included in this study did not subscribe to such a view. Data showed (Table 5.11(2)) that over half of them find women attending most of the panchayat meetings and two-fifth find most women attending most of the meetings. Overwhelmingly, women members were participating in discussions, contended officials.

Table 5.11

Perception of officials about participation of women in PRIs & political activities (N=29)*

S. No.	Areas of participation	Number	Percent
1.	<i>Political participation</i>		
(i)	Increase in the number of women in PRIs	29	100.00
(ii)	Increase in the number of women in State assemblies	21	72.41
(iii)	Increase in the number of women in political parties	22	75.86
(iv)	Increase in the number of women in rural organisations	25	86.21
(v)	Increase in the number of women in panchayat standing committees	27	93.1

S. No.	Areas of participation	Number	Percent
(vi)	Increase in the number of women contesting panchayat elections	29	100.00
2.	<i>Participation in panchayati raj</i>		
(i)	Panchayat meetings attended by most women	15	51.72
(ii)	Women members attending most panchayat meetings	12	41.38
(iii)	Women participate in panchayat discussions	28	96.55
(iv)	Women attend meetings after prior preparation	19	65.52
(v)	Women participate in decision making process	23	79.31
(vi)	Women make purposeless & suggestions	26	89.66
3.	<i>Subjects of women's deliberations</i>		
(i)	Agricultural development	3	10.34
(ii)	Rural sanitation	13	44.83
(iii)	Health and nutrition	19	65.52
(iv)	Girl's educations	12	41.38
(v)	Prohibition	7	24.14
(vi)	Eradication of social evils	3	10.34
4.	<i>Sources consulted by women members in discharging roles</i>		
(i)	None	2	6.90
(ii)	Husbands / family/ relations	28	96.55
(iii)	Caste / Community members	11	37.93
(iv)	Political Parties	12	41.38
(v)	Gram Sevaks / Patwaris	10	34.48
(vi)	Village organisations	10	34.48

**Multiple responses were allowed*

Substantive participation : Over three-fifth of the officials hold that women members come prepared while attending meetings and about four-fifth find women participating in decision making process. 89.66% reported submission of proposals and suggestions by women in panchayat meetings (table 5.11 (2)).

Participation in deliberations : When probed about the areas of deliberation in which women participate more, about two-third of the respondents identified health and nutrition and over two-fifth listed rural sanitation and girls education. The subject of prohibition as an area of deliberation was reported by only one-fourth of the officials (Table 5.11(3)).

Sources of Consultation : They experience of working with panchayati raj showed that women rely greatly on their husbands and family members. Such an observation finds further support from the views expressed by officials (96.55%). Over one-third of the officials found political parties, caste and community members, gram sewaks and patwaris and village organisations as sources of support and advice for women (table 5.11 (4)).

Perception about Women Development : Officials were asked, the questions pertaining to the exposure of women, their ability to express themselves and to address public meetings, dependence on males, awareness about functioning of panchayati raj institutions and involvement in decision making process (Table 5.12).

Table 5.12

Views of the officials about development and empowerment of women (N=29)*

S. No.	Development and empowerment	Number	Percent
1	Women feel encouraged to participation in panchayat meetings	27	93.10
2	Number of women trained in panchayat Raj.		
	(a) Most of the women	9	31.03
	(b) Some women	18	62.07
3	Women attach importance to outside training	27	93.10
4	Urban contact of women members increased	19	85.52
5	No. of women feeling confident in addressing public meetings		
	(a) Most of the women	2	6.90
	(b) Some women	27	93.10
6	Dependence of women on males decreased	15	51.72
7	Hesitation of women to speak during meetings decreased	14	48.28
8	Importance of purposeless / suggestions made by women increased	2	6.90
9	Greater awareness among women about functioning of PRIs	24	82.76
10	Participation of women in decision making process increased	14	48.28

**Multiple responses were allowed*

As is evident, from table 5.12, all officials with a few exceptions find women quite enthusiastic about attending panchayat meetings; and over 31% reported most women having received training. Widening of urban contacts of women was noted by about two-third of the officials. All found women members confident in addressing public meetings. Further, over four-fifth of the officials reported greater awareness among women about of functioning of panchayati raj and about half of them reported decrease in their dependence on males. The hesitation to speak during panchayat meetings declined and their involvement in

decision making increased as noted by slightly less than half of the officials. Evidently, the negative view of women's ability and performance was not shared by most officials.

Social Impediments : A question about social disabling factors underlying women's participation in PRIs was also probed. The responses from officials revealed prevalence of purdah system, male domination, restrictions on women's movement, indifference towards women's views and the like, As data indicated, over four-fifth of the officials find women members observing purdah during panchayat meetings, discouraging attitude of males, women being disallowed to attend panchayat meetings without escort and rendering of advice by males during decision making process (table 5.13 (1)). The results further strengthened the view that social factors will continue to exert adverse effects on women's participation in PRIs till such time they are educated, made aware and become self-reliant and independent.

Table 5.13

***Social impediments and factors inhibiting women's participation
as perceived by officials* (N=29)***

S. No.	Impediments / inhibiting factors	Number	Percent
1.	<i>Social impediments</i>		
(i)	Encouraging attitude of males towards women members	13	44.83
(ii)	Male members advising women	24	72.41
(iii)	Low Importance panchayat members attachments to views of women members	25	86.21
(iv)	Males accompany women members going to attend panchayat meetings	17	58.62
(v)	Males participation in panchayat discussions with elected women	23	79.31
(vi)	Women observing purdah during panchayat meetings	24	82.76
2.	<i>Inhibiting factors</i>		
(i)	Low education	28	96.55
(ii)	Social traditions and customs	17	58.62
(iii)	Male domination	9	31.03
(iv)	Dependence on others	4	13.79
(v)	Poverty and employment	9	31.03
(vi)	Lack of training	1	3.45

S. No.	Impediments / inhibiting factors	Number	Percent
(vii)	Lack of interest and self-confidence	3	10.34

**Multiple responses were allowed*

Inhibiting Factors : The initial apprehensions of officials about women members, ability were based mainly on the social constraints women are facing for centuries leading to their oppression and exploitation. In response to a question as to what factors in their view tend to inhibit development and empowerment of women, all officials with a single exception held illiteracy and low education responsible. About three-fifth considered social traditions and customs as important in women's empowerment. A little less than one-third of the officials listed patriarchal framework of society, domination by males and widespread poverty and unemployment as major obstacles in the empowerment of women (Table 5.13(2)).

Disqualification of women : One of the most debatable questions in relation to participation of women and other weaker sections in panchayati raj is the implementation of two child norm for entry and continuation in PRIs. A large number of cases of disqualification of the elected members have been reported in both Rajasthan and Madhya Pradesh. In this connection, officials are believed to be more aware and, therefore, their views were obtained. 31.03% of them reported that the women members on account of having more than two children were disqualified. Likewise, 1 out of 10 reported that women were disqualified to contest PRI election on account of having more than two children. When probed if elected members were debarred from availing developmental benefits for violating two child norm, 6.85% of the respondents answered in affirmative (Table 5.14).

Table 5.14

Views of officials about women having been disqualified to contest panchayat election (N=29)

S. No.	Factors / disqualification	Number	Percent
1	Women were disqualified to contest panchayat election participate in meetings	3	10.34
2	Women were disqualified to contest on account of having more than two children	9	31.03
3	Women were denied developmental benefits on account of having more than two children	2	6.85

Present efforts and suggestive measures :

Associated with the above is the question concerning adequacy of programmes to empower women. Three-fourth of the officials feel that the existing programmes directed towards women empowerment were somewhat adequate and only about 7% considered them highly adequate.

Table 5.15

Perception of officials about adequacy of state programmes of women empowerment* (N=29)

S. No.	Adequacy	Number	Percent
(a)	Highly adequate	2	6.90
(b)	Somewhat adequate	22	75.86
(c)	Not at all	5	17.24

The officials, who are closely associated with rural development programmes and panchayati raj, are likely to be more aware about the limitations of existing programmes and alternative options to promote women's development and empowerment. When asked as to what measures they consider helpful in the betterment and empowerment of women, officials overwhelmingly pleaded for their educational development (75.86%) and relevant and continuous training. A considerable proportion of them suggested awareness generation and measures to make women self-employed and self-reliant. Other measures, as suggested by a small number of officials, included eradication of social evils and encouragement of women by the family members.

Table 5.16

Measures official perceived as helpful for women empowerment* (N=29)

S. No.	Measures	Number	Percent
1	Family encouragement	3	10.34
2	Relevant continuous training	19	65.52
3	Educational development	22	75.86
4	Creating awareness	11	37.93
5	Programme of self-employment / economic independence	8	27.59
6	Removal of social evils / social change	4	13.79
7	Organising women	1	3.45
8	Recruitment of women officials	1	3.45
9	Loan facilities	1	3.45
10	Entry of unauthorised persons in panchayat meetings stopped	1	3.45

**Multiple responses were allowed*

Summary :

Outgoing women members: The perceptions of other groups about women's participation in PRIs further reinforced the self-perceptions of present women members themselves. Overwhelmingly, outgoing women members were motivated and supported by their husbands and relations in elections and involved in door-to-door campaigning. Majority of them were remained punctual and regular in attending panchayat meetings, and spoke there, but neither participated in deliberations, nor considered capable to undertake panchayat work. In most cases, purdah is observed and males escort women members while going to attend meetings and discourage them to express. However, a majority did not endorse separate seating arrangement and discrimination; Internal development was found poor in most cases. Awareness about PRIs was viewed grossly inadequate. In generally, improvement in participation was viewed empowering for women.

Male Members: Male members of panchayats and unsuccessful women candidates have broadly endorsed the views expressed by outgoing women members regarding role in elections processes and participation in panchayat meetings. Interestingly, male members had better appreciation of women's participation in deliberations, awareness about PRIs, empowerment through participation and declining influence of social impediments. However, they endorsed dependence of women on husbands or relations for help, support and advice with little role played by caste leaders, political parties, NGOs and local influentials.

Unsuccessful women candidates: Most unsuccessful women candidates also contested panchayat elections at the instance of their husbands / family members and involved in door-to-door publicity. They attributed their failure mainly to lack of awareness, own indifference and non-cooperation of family. Majority find more women now contesting elections, entering into panchayats, feeling encouraged to participate in meetings, taking part in decision making and their views receiving greater attention. Most find women observing purdah, seeking advice from family males, and attending meetings with them. Low education, lack of confidence, purdah system and dependence of males were cited as main impediments.

Officials in general endorsed increased participation of women in election activities, reliance on husbands/ relations for help and support, and active participation in panchayat meetings and decision making. They recognize purdah, male interference, restrictions on free movement and low education as main inhibiting factors of women. About one-third of them reported disqualification of women for violating two-child norm and some reported their exclusion from availing development benefits. Overwhelmingly, they endorsed increased awareness level and decreased dependence in males. Most consider educational development and continuous training necessary to increase awareness level.

CHAPTER 6

TRAINING INTERVENTION

The training of development functionaries has always been a part of rural development in India since its inception in 1952. The introduction of three-tier system of panchayati raj and local governance in 1959 has further necessitated the need for training of panchayat representatives. Since then, numerous committees were constituted by the central government, all of which expressed the need for providing training to the functionaries and representatives of PRIs for effective delivery of services and implementation of development projects. Presently, there exists an elaborate network of training institutions of rural development: National Institute of Rural Development at the national level, 25 State Institutes of Rural Development at the state level and 88 Extension Training Center at district / blocks level.

Need of Training :

The 73rd Constitutional Amendment Act of 1993 followed by enactment of conformity Acts by different states have opened "floodgates of political participation to the rural masses" resulting in the election of over 3 million members of PRIs. With broadened and diversified base, elected members now include illiterate, literate and neo-literate women, scheduled castes, scheduled tribes and other marginalised groups, a sizeable proportion of which are first or second generation entrants to PRIs. Notwithstanding their enthusiasm, many PRI members lack understanding of the art of governance as also of awareness about their rights and functioning of PRIs. The women members especially suffer from "double jeopardy of having to overcome their own political innocence, and traditional patriarchal disposition", for panchayats were historically male bastions of power. Similar dilemma is faced by SC and ST members as PRIs have also been the traditional bastion of upper castes. (Bandopadhyay *at al* 2003). In most cases, women are housewives and first time entrants in politics, most of whom are illiterates or at the most primary educated and are ignorant about PRIs, their processes and functions. The decision to participate in panchayat elections is not of their own volition, nor have they gone for seeking support and canvassing; their husbands or male family members had done all the jobs for them. This gave rise to the institution of *Sarpanch Pati*, atleast in some cases. Initially, women members, wherever came forward, did not prove very effective, for illiteracy and low education acted as impediment. Under the circumstances training of women members of panchayats encouraged women to participate actively and helped them to come out of *Social Purdah*. (RGF 1997)

In her study, Jain (2005) found only about one third (36%) of women members active in deliberations and remaining were not at all active. As majority was illiterate, preoccupied mainly in household chorus and farm work, they are neither aware of their responsibilities nor took desired interest in panchayat meetings. They entered in politics simply because of reservation provisions. She further noted that one fourth of women members neither participate in panchayat meetings, nor consider it necessary to do so, nor are informed of such meetings in advance. Their presence is shown without having been participated in panchayat meetings and their signatures on the register are obtained at their residence itself. Thus, the provision made to enhance women's participation has virtually failed in meeting its objectives. The study of the role of male accompanying women members during panchayat meetings showed that women members put their signatures or thumb impressions on papers as per dictates of the accompanying person. They remain silent throughout the deliberations and are hardly able to take decisions independently. The husband, brother, father or father in law, whoever accompanies women members in panchayat meetings, consider it of their right to represent women members and serve their own cause through the medium of women members.

It is this kind of audience which needed to be offered training to ensure that they discharge their new role effectively in relation to 29 tasks outlined in Eleventh Schedule to the Constitution. It is generally believed that most PRI members lack required enthusiasm and attitude as reflected in the "culture of silence" which goes against the logic underlying the creation of PRIs. It is this problem of breaking the 'culture of silence' that required to be addressed through training of PRI members with providing understanding of their rights and obligations (Bandopadhyay, 2003). A training programme aimed at meeting this objective covers events that create an awareness among PRI members about their rights and obligations and an urge to play their expected role more effectively which will help them in breaking the "culture of silence".

In the light of the above, the Ministry of Rural Development organised a National Conference in 1993 with the participation of state panchayat raj ministers and secretaries, heads of State Institutes of Rural Development and other training institutions to prepare National Trainings Programmes. Every state government took up the initiative and sponsored training programme to meet the needs. The national, state and district level NGOs with or without financial assistance from international donors have taken up programmes of imparting training to PRI members. The emphasis is being placed on capacity building of PRI members with the main purpose to promote their participation in decision-making and implementation of development and welfare programmes. For this purpose, training policy was formulated, strategies were evolved and training modules were prepared. The training modules so developed focus on social sector development, which include subjects like gender equity, reproductive health, childcare, sanitation, micro credit and education. Many PRI members have shown interest in

subjects like powers and functions of PRIs, on going development and welfare schemes, resources that are available and can be raised and the like.

PRI Training: Some Considerations :

Some assume that men have inborn qualities and that they learn automatically by experience only and hence the training is a waste of expenditure contributing little to the development of practical skills. On the contrary, training, improves behaviour of the person so that he "becomes more useful and productive for himself as well as for the organisation of which he is a part ", asserts Jeff Harris. Training aims at a lasting improvement "on the job, ----- not for knowing more but for behaving differently", observe Linton and Pareek (1990)

Training is known to perform two functions: a) remedying deficiency and improving functions associated with one's job, and b) develop new skills, knowledge and attitudes necessary for successful performance of the expected job. To this end, the training intervention is quite often attempted in three phases of pre-training, training and post-training, the first one is far more significant and longest in terms of time required and involves selecting training strategies, identifying training needs, preparing participation, selecting training methods to attain objectives set and integrate them in the training programme and (Linton and Pareek, 1990). The tasks associated with each phases can be started as under:

- a) **Pre-Training Phase:** This involves identification of training needs by finding out gap between actual performance and expected performance; (ii) training content; (iii) training methodology, (iv) training material, including training module, (v) training team, and (vi) physical arrangements.
- b) **Training Phase:** Conducting training as planned, provide requisite knowledge, skills, build confidence and obtain feedback.
- c) **Post-training Phase:** Evaluate training imparted, conduct follow up, bridge gaps, if any.

The choice has also to be made during this phase between direct contact or distance training formal or non-formal training, centralised or dispersed training, and content or process training (i.e. development of leadership qualities, confidence / capacity building, mobilising organisational support etc). The relative balance has to be worked out between information / knowledge content, action / activity and personal development. The primary objective of any training process is the improvement in behaviour i.e. knowledge, skills, attitude, orientation, confidence and the like (Linton and Pareek, 1990)

Training Needs Assessment :

In the present study, training needs assessment was made through a) interview schedule I used to collect relevant pre-training information with regard

to participation level, knowledge, skills and attitudes of present women members of panchayats and socio- cultural impediments faced by them; b) interviews and discussions held with respondents during the first phase of data collection; c) discussions held with representatives of NGOs in both the states associated with panchayati raj training for a long time, and d) case studies, observations and other printed reports on the subject.

The information received during pre-training survey about present status of women member's participation indicated wide gaps in over three-fifths of the 52 areas of participation considered here. (Table 4.11) These gaps were shared by 50% or more of all the respondents. The order in which attention during training is needed to be given is: (a) role in deliberation and ability to handle panchayat work, (b) level of awareness about PRIs, (c) personal/ internal development, (d) physical presence and substantive participation during panchayat meetings.

The assessment made of training needs was then matched with the prescribed structure and functions of the PRIs and roles of their members, gaps were identified, and training content was accordingly developed, methodology was decided and the training module prepared. In the process, the supporting organisations of the two states who had agreed to provide us logistic support were involved in the process wherever needed.

Training Phases :

It was decided to provide the present women members of sampled panchayats of the three phased training exposures beginning first with four days training, followed by two days and ending with one day training. These represent more intensive to gradually less intensive phase. The first was planned to offer women members of the panchayats basics of panchayati raj structure and functions and the role they are expected to play; the second and the third phases were more or less repetitive in character and planned basically to reinforce learning occurred during intensive Phase I.

Phase II and Phase III were intersected by at least one or two panchayat meetings during which trained women members of panchayats were encouraged to apply in real setting what is learnt in preceding training phase. Failures and shortcomings, if any, reported by women members were removed in the subsequent training phase as far as possible.

Two workshops were organized in Udaipur, first from August 31-September 1, 2005 and the second on Oct. 5, 2005 for the project team and supporting organizations to develop and finalize common approach to the training of women members of panchayats including training content and training methodology. Training Module was discussed and finalised and copies got prepared for making it available to all women members of panchayats.

A programme of three-phase training was also finalized in consultation with the nominees of participating NGOs, which included four-days training to provide intensive orientation in November end– early December 2005, two - days of follow-up training in the end of January 2006 and one–day training in the end of Feb. 2006 or early March 2006. A three-phase training programme was planned with a sole purpose to assess the impact of first training on the performance of women members and weaknesses, if any, are to be removed in the subsequent training exposures.

Training Venue and Dates :

The venue and dates for the training of women members of panchayats were decided in consultation with supporting organizations located in the sampled area in two states. As training programme was to be conducted more or less simultaneously in the sampled districts and as the women members to be trained are scattered in different districts of two states, help of the experienced master trainer in the field of panchayati raj from each supporting organization was sought to assist project team in the conduct of training programme in their area of operation. Training was organised in small batches and at places nearest to women member's location.

The goal of women empowerment remains illusive so long women are not made aware about their powers and responsibilities and capable to assert themselves with confidence. This task can be successfully completed by organizing series of training programmes involving smaller groups for shorter duration in or near their own village. Such programmes can be made more effective if locally available trainers are involved and local dialect is used in training; while doing so, it needs to be ensured that their livelihood sources are not adversely affected during their participation in panchayat activities as most women members belonged to households living below the poverty- line. These considerations were kept in view while providing training exposure to present women members of selected panchayats.

Training Content and Methods :

One of the main objectives of the project proposal was to provide women members of panchayats an orientation training to equip them with requisite knowledge and skills that may enable them to participate effectively in panchayat deliberations as also to assess its impact on participation of women in the functioning of PRIs and thereby empowerment.

A comprehensive view of participation and empowerment of women members was taken in the study that ensures their presence in panchayat deliberations, enhance their ability to influence decision making in PRIs and while

doing so women acquire requisite knowledge and skills, and develop self-confidence.

To ensure that training content should prove relevant to women members, preliminary interactions among women members themselves were held in the beginning of the three-phase origination training. These were directed to find out experiences of each other, strengths and weaknesses, problems encountered and expectations from training.

During the process, following problems concerning the functioning of PRIs, as emerged from the interactions, were also taken into account during the training with a view to outline possible corrective measures :

- 1) The information about convening of gram sabha is not received.
- 2) Most members do not attend gram sabha meetings.
- 3) The quorum of gram sabha meetings is generally not met but signatures or thumb impressions are obtained by visiting households.
- 4) The discussions on issues relevant to women rarely take place. Women members attend gram sabha meetings simply to put signatures.
- 5) Male family members do not allow their female members to participate in gram sabha meetings. Those who attend cannot share their problems with males. If they attend and speak something, they are ridiculed by males.
- 6) Women themselves also feel hesitant to go out of the house to attend panchayat or gram sabha meetings mainly because male folk also do not want them to attend.
- 7) Many people are poor and work as wage labour. For them attending panchayat or gram sabha meetings is not as important as earning wages for sheer survival.
- 8) Despite becoming panchayat members, women are not assigned responsibilities, nor other members have confidence in them.
- 9) Most of the work of the women sarpanches or panchayat members is done by their husbands or male family members.
- 10) During panchayat meetings, women members are made to put their signatures or thumb impressions without letting them know the content.
- 11) As women members are fully preoccupied with domestic responsibilities, training is of no use for them.
- 12) The suggestions offered by women are not taken seriously and their problems are not heard properly.
- 13) Male members do not have faith in women member's ability to contribute towards village development and contend that they should restrict themselves to the household's duties.
- 14) Sarpanch and panchayat secretary take all the decisions and panchayat secretary does not provide required information.
- 15) The problems of rich and powerful are dealt with priority, while those of the poor and the weak do not receive much attention

- 16) Wherever standing committees are constituted, most of their members do not know about them.

Training Module :

During deliberations in workshop, a draft of about 180- page Training Module, got prepared with support from Shri G.S. Narwani, was thoroughly discussed, modifications made wherever considered necessary and finalised, training schedule was prepared and 7 video cassettes and 19 posters were identified and selected for their use during training of women members of panchayats. Arrangement was made to provide each women member a copy of the Training Module and each training team a set of videocassettes and posters. The list of contents of the Training Module and four days training programme are attached (Annexure IV & V).

Training Methods :

In addition to the training module made available to each women member, the training was provided also through the use of combination of training methods and techniques which mainly included: (1) lectures, (2) talks by facilitators, (3) question- answer sessions / discussions, (4) presentation by women members, (5) feedback- verbally and through check list, (6) role play/case studies / (7) songs on development themes, (8) charts & posters, (9) video cassettes, (10) blackboard, and (11) evaluation of learning occurred.

A special mention may be made about guest speakers invited from amongst those who were associated with rural development and panchayati raj to share their experiences with women members being trained. These included mainly officials and non-officials from the department of rural developments and panchayati raj, block development officers, present or outgoing members/ office bearers of panchayat samities or janpad panchayats, and zila parishads or zila panchayat.

The question-answer method was extensively used to ascertain and improve the level of knowledge and understanding and to provide everyone an opportunity to speak; while doing so it helped women to overcome their hesitation and to acquire confidence in their ability. Besides, women members were provided opportunities to narrate their experiences. This has also encouraged women to speak.

The method of role-play was also used to present before women simulated situations of working of panchayati raj and conducting of panchayat meetings. This has provided women members an idea as to how they should conduct themselves in panchayat meetings.

The videocassettes that were procured for the purpose and used during training are listed below with their respective themes:

1. Sanshodhan Part I (Based on 73rd Amendment) (Courtesy UNICEF)
2. Sanshodhan Part II (Based on 73rd Amendment) (Courtesy UNICEF)
3. Sansthodhan Part III (Based on 73rd Amendment) (Courtesy UNICEF)
4. Gaon Kinhi Panch Ka (Courtesy UNNATI)
5. Hamara Faisala (Courtesy Hunger Project, Rajasthan)
6. Meena (Courtesy UNICEF)
7. Pahala Sukh Niaragi Kaya (On health) (Courtesy ICE)

Training Support :

It was recognized that a human development task of women empowerment could be effectively completed only with the active involvement in the process of experienced grassroots organizations and professionals. Effort was therefore made to gain insight into the ground realities by involving known professionals and leading NGOs from the two states having long experience of organizing panchayati raj training and programmes of women empowerment working in the sampled area. These were Astha Sansthan (Udaipur), Unnati (Jodhpur), IIERT (Jaipur), Prayas Sansthan (Dahod/Jhabua), and Samarthan (Bhopal).

Shri G.S. Narwani, IAS (Ret.) Former Director, Department of Rural Development and panchayat raj, Govt. of Rajasthan and renowned author and expert in the field of Panchayati Raj was invited to develop a draft Training Module keeping in view the objectives of the project and to share his experiences with the project team and selected NGOs participating in two – days workshop organized at Astha Sansthan, Udaipur from August 31 – Sept. 1, 2005 to finalise training module and training methodology. The workshop was attended by two or three nominees from each NGO who agreed to provide logistic support to the institute in organising training of present women members of panchayats of their respective area of operation in two states.

Training Evaluation :

Evaluation, as a process of assessment of learning / changes occurred in knowledge, skills, and attitudes, was carried out in three main stages: i) pre-training evaluation, ii) ongoing or continuous evaluation, and iii) post - training evaluation. Baseline survey of existing level of participation of women members in PRIs and areas of training gaps was attempted during Sept- Nov 2005 by using Interview Schedule I. (Table 4.11) The existing level of women member's involvement in PRIs and their knowledge, skills and attitudes were matched with those expected under the constitutional provisions and relevant State Acts. The gaps thus identified were tailored to the three-phase training programme to be bridged. Ongoing or continuous evaluation was undertaken at the end of each

phase of training of women members. The feedback, thus, received from four days of intensive training in phase I helped us in assessing the extent to which gaps identified during pre-training evaluation were bridged besides encouraging women members to apply the learning in the forthcoming meetings of respective panchayats

Further, the feedback provided by subsequent training phases helped us in ascertaining the application of learning occurred among the women members as also the gaps still needed to be bridged. The Training Phase III of one-day duration was planned to assist women members to review what was learned in earlier two training phases, and the gaps still remained, if any, were bridged with the hope that they would now discharge their functions as panchayat members more effectively.

As envisaged in the project proposal, a post-training evaluation using the same Interview Schedule I was undertaken between the of March- April 2006 to assess the impact of training intervention on women members, when they were able to participate in one or two panchayat meetings held after training phase III and to make application of the learning occurred. The responses, thus, received from women members were compared with results of the pre-training assessment. This has provided a measure of changes, and improvements in the behaviour and performance of women members over two periods of time. This has also provided us a measure of the efficacy of the training intervention as well and the contribution made by panchayati raj in development and empowerment of women. The results of evaluation obtained are discussed in chapter 7.

Summary :

The pre-training survey of participation status revealed a wide gap in most participation areas. The training intervention, directed to meet these gaps, was introduced in three phases of 4 days, 2 days and 1day duration. The use of a training module, several methods and techniques, with stress on a set of C.Ds./Video cassettes, role-play and presentation by women members and question-answer/technique were employed to bridge the observed gaps. To make training effective, the leading NGOs from the study area with rich and long experience of organising panchayati raj training were involved, and training was provided near to the respective panchayat headquarters and in local dialect.

CHAPTER 7

IMPACT OF TRAINING ON WOMEN'S PARTICIPATION IN PRIs : ASSOCIATED FACTORS

The age old traditions, widespread illiteracy and lack of awareness tended to act as major impediments for women which made them ineffective wherever they came forward to assume responsibilities in PRIs. Under the circumstances, training offered to women members helped them to overcome many of the limitations they faced and to come-out of *social purdah*. The lack of knowledge about panchayat meetings, their agenda, rules regarding functioning of panchayats, different schemes for rural development and welfare of women and children made women members unable to express their view points and dependent on the males (RGF 1997; Samarthan 2000). Experiences showed that the training offered to women members proved quite helpful in improving their performance and in establishing themselves as effective members and sarpanches of panchayats. The extent to which this holds true is being examined with the help of data presented in tables 7.1 through 7.8. These are based on the comparisons between the results of pre-training survey and post training data relating to different measures of participation.

PRE – TRAINING AND POST – TRAINING COMPARISON:

Symbolic and Substantive Participation : As earlier indicated, symbolic participation was measured through physical presence in panchayat meetings and substantive participation was studied through activeness demonstrated by women members in such meetings as expressed in prior preparations made, speaking during the meetings, casting of votes or presenting their own points and raising of relevant issues.

As can be seen from Table 7.1. women's participation in all the six measures considered has registered an increase but significant differences were noted only in four areas i.e. punctuality in attending meetings, speaking during the meetings, participation in votings and raising of human development issues. The overall mean percentage of respondents, having participated in six areas, worked out to be 59.62 before training which rose to 77.49 after training.

Table 7.1

Improvement in women member's symbolic and substantive participation in PRIs (N=97)

S. No.	Participation	Pre Training	Post Training	Difference	C.R. Value
(i)	Punctual in attending meetings	88 (90.72)	95 (97.94)	7.22	2.17*
(ii)	Remaining present in meetings till end	84 (86.60)	91 (93.81)	7.21	1.69
(iii)	Making prior preparation for attending meetings	53 (54.64)	59 (60.82)	6.19	0.87
(iv)	Number who spoke during panchayat meetings	48 (49.48)	68 (70.10)	20.62	2.93**
(v)	Number of women exercising votes during meetings	18 (18.56)	56 (57.73)	39.18	5.62**
(vi)	Number of women raising human development	56 (57.73)	82 (84.54)	26.80	4.12**
	Mean	57.83 (59.62)	75.17 (77.49)	-	-

(Figure in brackets denote percentage)

Participation in Deliberations : The participation in panchayati raj institutions can be empowering only if women members share their views with others and contribute in discussions on issues taken up during such meetings. Of the six areas being discussed during panchayat meetings, involvement of women has significantly improved in all of them. Listing of people below the poverty line and preparation of village development plans emerged as areas where improvement was most marked (Table 7.2). The overall mean percentage of respondents participation in six areas of panchayat deliberations was 21.13 before training which shot up to 60.31 after training intervention.

Table 7.2

Improvement in women member's role in panchayat deliberations (N=97)

S. No.	Area of deliberations	Pre Training	Post Training	Difference	C.R. Value
(i)	Preparing village development plans	26 (26.80)	73 (75.26)	48.45	6.75**
(ii)	Preparing budget	10 (10.31)	46 (47.42)	37.11	5.70**
(iii)	Mobilising resources	10	39	29.90	4.79**

		(10.31)	(40.21)		
(iv)	Organising community programmes	28 (28.87)	56 (57.73)	28.87	4.06**
(v)	Identifying beneficiaries	29 (29.90)	65 (67.01)	37.11	5.17**
(vi)	Listing people below poverty line	20 (20.62)	72 (74.23)	53.61	7.48**
	Mean	20.50 (21.13)	58.50 (60.31)	-	-

(Figure in brackets denote percentage)

Personal and Internal Development : The participation of women members in PRIs proves empowering only if it results in their personal or internal development as expressed in enhancement in their knowledge, and improved confidence and ability. The extent to which training intervention helped women to achieve self-development is being examined in Tables 7.3.

Among several measures used to assess internal development of women, predisposition to training, leadership development, urban orientation and banking behaviour were considered important. Of the eight measures considered here, improvement was observed in five of them and except in one, the improvement was found highly significant in four and significant in one. The change was found more marked with respect to visits to towns or cities and obtaining training. The overall mean percentage of respondents witnessing internal development in 8 selected areas was 36.86 before training which increased to 63.27 after training exposure.

Table 7.3

Impact on personal / internal developmental of women members (N=97)

S. No.	Indicators	Pre Training	Post Training	Difference	C.R. Value
1.	Training orientation				
(i)	Number received PR training	36 (37.11)	86 (88.66)	51.55	7.43**
(ii)	Number desirous of further training	81 (83.51)	95 (97.94)	14.43	3.46**
2.	Leadership development				
(i)	Number addressed public meetings	8 (8.25)	30 (30.93)	22.68	3.98**
(ii)	Number feeling more capable to address public meetings	22 (22.68)	33 (34.02)	11.34	1.75

3.	<i>Urban orientation</i>				
(i)	Number visiting city/town	67 (69.07)	90 (92.78)	23.71	4.20**
(ii)	Number reported increase in visits to city/town	35 (36.08)	86 (88.66)	52.58	7.56**
4.	<i>Banking behaviour</i>				
(i)	Number having bank accounts	25 (25.77)	46 (47.42)	21.65	3.13**
(ii)	Number borrowing loans from banks	12 (12.37)	25 (25.77)	13.40	2.38*
	Mean	35.75 (36.86)	61.37 (63.27)	-	-

(Figure in brackets denote percentage)

Ability to Handle Panchayat work : Women members are quite often sidelined when routine day to day tasks are required to be completed. Are women capable to undertake such tasks? The responses analysed in table 7.4 tend to dispel all doubts about the capabilities of women members. Of seven routine tasks on which responses were obtained, significant improvement in each of these was discernible and in each case, the improvement was highly significant. More striking improvement was noted with respect to preparation of schemes for BPL families and presiding over panchayat meetings. The overall mean percentage of respondents possessing ability to perform different panchayat activities came out to be 26.80 before training which went up to 62.44 after training in panchayati raj.

Table 7.4

Improvement in women member's ability to handle panchayat work (N=97)

S. No.	Nature of Improvement	Pre Training	Post Training	Difference	C.R. Value
(i)	Presiding panchayat meetings	39 (40.21)	79 (81.44)	41.24	5.88**
(ii)	Seeking cooperation of people in development work	36 (37.11)	69 (71.13)	34.02	4.75**
(iii)	Keeping record of the meetings	12 (12.37)	48 (49.48)	37.11	5.59**
(iv)	Preparation of accounts	9 (9.28)	39 (40.21)	30.93	4.99**
(v)	Purchase of material	35 (36.08)	62 (63.92)	27.84	3.88**
(vi)	Making payments of bills	24	58	35.05	4.94**

		(24.74)	(59.79)		
(vii)	Preparing schemes of BPL families	27 (27.84)	69 (71.13)	43.30	6.03**
	Mean	26.00 (26.80)	60.57 (62.44)	-	-

(Figure in brackets denote percentage)

Awareness about PRIs : Women members, having no knowledge of the structure and functions of PRIs, and no information about panchayat meetings and its agenda, can not play their role effectively. Rather, they remain dependent on others with no say of their own (Samarthan, 2000). Despite widespread illiteracy and low education, experience of working with PRIs tends to help women members to become aware about their structure and functions. Data were, therefore, obtained from women members about 14 items of information relating to the functioning of PRIs. The responses received are analysed in Table 7.5.

Table 7.5

Increase in women member's awareness about PRIs (N=97)

S. No.	Awareness about PRIs	Pre Training	Post Training	Difference	C.R. Value
(i)	Tiers of PRIs	42 (43.30)	83 (85.57)	42.27	6.15**
(ii)	Tenure PRIs	94 (96.91)	90 (92.78)	4.12	1.30
(iii)	Reservation of seats for women in panchayats	21 (21.65)	93 (95.88)	74.23	10.50**
(iv)	Reservation of seats for scheduled castes	5 (5.15)	52 (53.61)	48.45	7.41**
(v)	Reservation of seats for scheduled tribes	8 (8.25)	59 (60.82)	52.58	7.70**
(vi)	Quorum of gram panchayat	19 (19.59)	59 (60.82)	41.24	5.86**
(vii)	Quorum of gram sabha	5 (5.15)	52 (53.61)	48.45	7.41**
(viii)	Minimum number of gram sabha meetings in a year	47 (48.45)	55 (56.70)	8.25	1.15
(ix)	Interval of gram panchayat meetings	76 (5.15)	65 (53.61)	48.45	7.41**
(x)	Minimum Number of standing committees of gram panchayat	10 (10.31)	38 (39.18)	28.87	4.66**

(xi)	Functions of panchayats	22 (22.68)	47 (48.45)	25.77	3.75**
(xii)	Sources of panchayat income	7 (7.22)	13 (13.40)	6.19	1.42
(xiii)	Items on which panchayat can impose tax	9 (9.28)	11 (11.34)	2.06	0.47
(xiv)	Process of removal of panchayat sarpanch	19 (19.59)	59 (60.82)	41.24	5.86**
	Mean	27.43 (28.28)	55.43 (57.14)	-	-

(Figure in brackets denote percentage)

As can be seen, significant improvement was observed in the knowledge level of women members in 64.28% of the information areas. Improvement in awareness was noted in another 21.43% of the areas also but the same was not found significant. The drop in the knowledge level with respect to two areas of information, including significant drop in one area, was surprising. These pertain to tenure of panchayati raj institutions and interval of gram panchayat meetings. It appears, preoccupation of women in household activities and low education were responsible for lack of interest in panchayat work and consequent lack of information about these areas. Moreover, as women members in many cases, contested panchayat election at the instance of their male family members, they remain dependent on them also for information about dates of meetings and panchayat tenure. It is relevant to note that the improvement, wherever made, was found highly significant and the highest improvement was observed with respect to reservation of seats for women in PRIs (followed by reservation of seats for scheduled tribes). The overall mean percentage of respondents having awareness about 14 information areas came out to be 28.26 before training and 57.14 after training indicating marked improvement in the overall awareness level as a result of training.

Perceived Area-wise Improvement : An attempt was made to find out the areas of improvement which are considered more empowering for women. Data in table 7.6 revealed positive improvement in 10 of the 11 aspects of empowerment considered here; but the difference was significant only in four of them. A most encouraging part was the highest improvement observed in the level of awareness about relevant laws and rules and decline in women's dependence on males. It is these two areas where change was most needed to accomplish empowerment of women. The overall mean percentage of respondents, who endorsed empowering improvement in 11 areas, worked out to be 55.20 before training, which rose to 67.10 after training exposure.

Table 7.6

Improvement perceived in women member's participation in panchayats (N=97)

S. No.	Perceived improvement	Pre Training	Post Training	Difference	C.R. Value
(i)	More number of women participate	79 (81.44)	86 (88.66)	7.22	1.41
(ii)	Women participate more regularly and actively	73 (75.26)	69 (71.13)	4.13	0.65
(iii)	More attention paid to women's suggestions	66 (68.04)	77 (79.38)	11.34	1.79
(iv)	More importance given to women's opinion	60 (61.86)	66 (68.04)	6.19	0.90
(v)	Dependence on males reduced	38 (39.18)	65 (67.01)	27.84	3.88**
(vi)	Male members have now more positive attitude towards women	50 (51.55)	57 (58.76)	7.22	1.01
(vii)	Women participate more in discussions	47 (48.45)	68 (70.10)	21.65	3.07**
(viii)	Women perform their role more efficiently now	34 (35.05)	50 (51.55)	16.49	2.32*
(ix)	Women now more aware about laws and rules	18 (18.56)	49 (50.52)	31.96	4.68**
(x)	Women are now less hesitant in expressing views	58 (59.79)	60 (61.86)	2.06	0.29
(xi)	Evince more interest in training	66 (68.04)	69 (71.13)	3.09	0.47
	Mean	53.55 (55.20)	65.09 (67.10)	-	-

(Figure in brackets denote percentage)

Impact of Social Impediments : While change in age-old traditions, values and practices is relatively slow and quite difficult to bring about, some success can be achieved if women members are encouraged to do so in their own interest. Data were also obtained about 10 measures relating to the practice of purdah, authority of males as affecting women's participation in panchayats, and discrimination against women in panchayat meetings (table 7.7).

Table 7.7

Change in the impact of social impediments faced by women members (N=97)

S. No.	Social impediments	Pre Training	Post Training	Difference	C.R. Value
1.	<i>Observing of Purdah</i>				
(i)	In family/community	47 (48.45)	35 (36.08)	12.37	1.74
(ii)	During panchayat meetings	39 (40.21)	32 (32.99)	7.22	1.04
2.	<i>Male domination</i>				
(i)	Disallowed to attend meetings without escort	14 (14.43)	6 (6.19)	8.25	1.89
(ii)	Male accompany women while going to attend meetings	24 (24.74)	17 (17.53)	7.22	1.23
(iii)	Males participate in meetings alongwith women members	21 (21.65)	9 (9.28)	12.37	2.38*
(iv)	Males render women advice during discussions/ decision making	22 (22.68)	17 (17.53)	5.15	0.90
(v)	Males compel women to act as per their advice	15 (15.46)	18 (18.56)	3.09	0.57
3.	<i>Discrimination</i>				
(i)	Males discourage women while making proposals/suggestions	13 (13.40)	17 (17.53)	4.12	0.79
(ii)	Women discriminated in panchayat meetings	24 (24.74)	66 (68.04)	43.30	6.05**
(iii)	Separate seating arrangement for women	55 (56.70)	48 (49.48)	7.22	1.01
	Mean	27.40 (28.25)	26.50 (27.32)	0.93	-

(Figure in brackets denote percentage)

The effectiveness of training intervention was measured by the extent women member feel freedom from such social impediments. It is encouraging to note that role of social impediments in women member's life has declined in different degrees. It is evident form the decline in the influence observed in 8 of the 10 measures of social impediments. However, the decline, was not found

significant, with only one exception. The significant decline noted was in the practice of participation of family males in panchayat meetings along with women members. This represents a major change towards independent working of women and their empowerment in a patriarchal society. At the same time, a most discouraging aspect noted was the significant increase in the discrimination experienced by women in panchayat meetings. It seems centuries old practices will take a long time to disappear and the male dominance is difficult to be overcome in a traditional and patriarchal society. The overall mean percentage of respondents experiencing declining influence of structural impediments on their participation came out to be 28.25 before training and 27.32 after training. This is indicative of persisting adverse influence of purdah system, interference by males and discrimination against women.

Overall Change Through Training :

The foregoing analysis provides a broad picture of the area-wise improvement women members have made in their participation as a result of their training in panchayati raj. An overall view of the above is provided in table 7.8.

From data provided in table 7.8, we may note improvements women members have made in 49 out of 52 (94.23%) areas of participation and negative change observed in the remaining 3 areas (5.77%) . The critical ratio, however, indicated significant improvements only in 37 areas of participation (71.15%), whereas significant decline was noted only in one area (1.92%).

Table 7.8

Summary of impact of panchayati raj training on women member's participation

S. No.	Area of Participation	No. of Areas	Areas with Significant & positive Improvement		Areas with Significant & negative improvement		Areas with no significant change	
1	Symbolic & substantive participation	6	4	66.67	0	0.00	2	33.33
2	Area of deliberation	6	6	100.00	0	0.00	0	0.00
3	Handling of panchayat work	7	7	100.00	0	0.00	0	0.00
4	Personal/ Internal development	8	7	87.50	0	0.00	1	12.50
5	Awareness about PRIs	14	9	64.29	1	7.14	4	28.57
6	Area of improved participation	11	4	36.36	0	0.00	7	63.64
	Total	52	37	71.15	1	1.92	14	26.92
7	Weakening of Social	10	1	10.00	1	10.00	8	80.00

Impediments								
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The three-phase training in panchayati raj organised as part of this study project, thus helped women members in varying degrees in enhancing their participation in panchayats, both symbolic and substantive, the role they play in deliberations during panchayat meetings, widening of their social circle, increasing their awareness about structure and functions of PRIs as also their ability to handle panchayat work and thereby developing among them a feeling of increased empowerment.

Women members can be empowered also by securing freedom from the impact of social impediments which inhibit their participation in PRIs. In this connection, panchayati raj training could not make much dent. While impact of these impediments weakened in 8 out of 10 areas, significant decline was observed only in one. Surprisingly, the influence of impediments was further strengthened and that too significantly with respect to discrimination women faced during panchayat meetings.

The above findings tent strong support to the hypothesis that "the participation of women in panchayati raj institutions rather than being symbolic, is substantive and developmental". The hypothesis is thus sustained.

CHANGES IN PARTICIPATION: A COMPARISON WITH OUTGOING RESPONDENTS :

A comparison was drawn in the preceding section between the pre-training and post-training participation status of same group of respondents with a purpose to assess the impact of training. But as per objectives and hypotheses formulated the study aims at measuring changes in participation rates over a period of time irrespective of the training intervention. A comparison between outgoing women members of panchayats with present ones therefore offered us a basis for measurement of such changes. For this purpose, the participation status of outgoing women members was compared with the post-training participation status of the present women members.

Present and Outgoing Women Members : The comparison between present and outgoing women members was drawn with respect to 78 areas - 16 pertaining to election related activities, 52 related to participation in the functioning of panchayati raj and 10 concerning role played by social impediment in participation in PRIs. Data obtained in this connection are shown in table 7.9 (a) and 7.9 (b).

Table 7.9 (a)
Participation of present and outgoing women members in PRIs *

S. No.	Area of participation	Outgoing women members (n=62)	Present women members (n=97)	Diff.	C.R. Value
1.	<i>Involvement in election processes</i>				
(i)	Source of Motivation				
(a)	Self motivation	17 (27.42)	41 (42.27)	14.85	1.90
(b)	Motivated by husband/ family/ relations	46 (74.19)	73 (75.26)	1.06	0.15
(c)	Caste / Community members	13 (20.97)	17 (17.53)	3.44	0.54
(d)	Political Parties	7 (11.29)	17 (17.53)	6.24	1.07
(e)	NGOs/Gram Sevak / Patwari / Village organisations	5 (8.06)	9 (9.28)	1.21	0.26
(ii)	Sources of Help and support				
(a)	Husband/ family/ relations	42 (67.74)	77 (79.38)	11.64	1.65
(b)	Caste / Community members	17 (27.42)	31 (31.96)	4.54	0.61
(c)	Political Parties	8 (12.90)	28 (28.87)	15.96	2.35*
(d)	NGOs/Gram Sevak / Patwari / Village organisations	10 (16.13)	19 (19.59)	3.46	0.55
(iii)	Role in election processes				
(a)	Filing nomination	39 (62.90)	62 (63.92)	1.01	0.13
(b)	Door to Door publicity	38 (61.29)	52 (53.61)	7.68	0.95
(c)	Participation in meetings/rallies	16 (25.81)	33 (34.02)	8.21	1.09
(d)	Distribution of pamphlets/ displaying posters	12 (19.35)	24 (24.74)	5.39	0.79
(e)	Use of media	4 (6.45)	3 (3.09)	3.36	1.01
(f)	Collection of election funds	8 (12.90)	9 (9.28)	3.62	0.72
(g)	Casting Votes	41 (66.13)	70 (72.16)	6.04	0.81
	Mean	22.57 (36.40)	36.14 (37.26)		
2.	<i>Symbolic & Substantive Participation</i>				
(a)	Punctual in attending meetings	52 (83.87)	95 (97.94)	14.07	3.28**
(b)	Remaining present in meetings till end	53 (85.48)	91 (93.81)	8.33	1.75
(c)	Number of women making prior preparation for attending meetings	30 (48.39)	59 (60.82)	12.44	1.54
(d)	Number of women who spoke during panchayat meetings	35 (56.45)	68 (70.10)	13.65	1.76
(e)	Number of women exercising votes during meetings	13 (20.97)	56 (57.73)	36.76	4.56**
(f)	Number of women raising human development	29 (46.77)	82 (84.54)	37.76	5.06**
	Mean	35.33 (36.43)	75.17 (77.49)		
3.	<i>Role in deliberations</i>				
(a)	Preparing village development plans	20 (32.26)	73 (75.26)	43.00	5.37**
(b)	Preparing budget	8 (12.90)	46 (47.42)	34.52	4.48**
(c)	Mobilising resources	8 (12.90)	39 (40.21)	27.30	3.68**
(d)	Organising community programmes	23 (37.10)	56 (57.73)	20.64	2.54*
(e)	Identifying beneficiaries	22 (35.48)	65 (67.01)	31.53	3.90**
(f)	Listing people below poverty line	10 (16.13)	72 (74.23)	58.10	7.15**
	Mean	15.17 (15.64)	58.54 (60.31)		
4.	<i>Ability to Perform Panchayat Work</i>				
(a)	Presiding panchayat meetings	24 (38.71)	79 (81.44)	42.73	5.50**

S. No.	Area of participation	Outgoing women members (n=62)	Present women members (n=97)	Diff.	C.R. Value
(b)	Seeking cooperation of people in development work	18 (29.03)	69 (71.13)	42.10	5.20**
(c)	Keeping record of the meetings	6 (9.68)	48 (49.48)	39.81	5.17**
(d)	Preparation of accounts	6 (9.68)	39 (40.21)	30.53	4.17**
(e)	Purchase of material	19 (30.65)	62 (63.92)	33.27	4.09**
(f)	Making payments of bills	14 (22.58)	58 (59.79)	37.21	4.60**
(g)	Preparing schemes of BPL families	17 (27.42)	69 (71.13)	43.71	5.40**
	Mean	14.86 (15.32)	60.57 (62.44)		
5.	Internal Development				
(i)	Training orientation				
(a)	Number received PR training	25 (40.32)	86 (88.66)	48.34	6.48**
(b)	Number desirous of further training	21 (33.87)	95 (97.94)	64.07	8.87**
(ii)	Leadership development				
(a)	Number addressed public meetings	5 (8.06)	30 (30.93)	22.86	3.39**
(b)	Number feeling more capable to address public meetings	9 (14.52)	33 (34.02)	19.50	2.72**
(iii)	Urban orientation				
(a)	Number visiting city/town	37 (59.68)	90 (92.78)	33.11	5.08**
(b)	Number reported increase in visits to city/town	16 (25.81)	86 (88.66)	62.85	8.06**
(iv)	Banking behaviour				
(a)	Number having bank accounts	16 (25.81)	46 (47.42)	21.62	2.73**
(b)	Number borrowing loans from banks	5 (8.06)	25 (25.77)	17.71	2.78**
	Mean	16.75 (27.02)	61.37 (63.27)		
6.	Awareness about PRIs				
(a)	Tiers of PRIs	27 (43.55)	83 (85.57)	42.02	5.60**
(b)	Tenure PRIs	57 (91.94)	90 (92.78)	0.85	0.20
(c)	Reservation of seats for women in panchayats	20 (32.26)	93 (95.88)	63.62	8.63**
(d)	Reservation of seats for scheduled castes	9 (14.52)	52 (53.61)	39.09	4.94**
(e)	Reservation of seats for scheduled tribes	7 (11.29)	59 (60.82)	49.53	6.18**
(f)	Quorum of gram panchayat	14 (22.58)	59 (60.82)	38.24	4.72**
(g)	Quorum of gram sabha	12 (19.35)	52 (53.61)	34.25	4.30**
(h)	Minimum number of gram sabha meetings in a year	32 (51.61)	55 (56.70)	5.09	0.63
(i)	Interval of gram panchayat meetings	41 (66.13)	65 (53.61)	12.52	1.56
(j)	Minimum Number of standing committees of gram panchayat	10 (16.13)	38 (39.18)	23.05	3.09**
(k)	Functions of panchayats	0 (0.00)	47 (48.45)	48.45	6.53**
(l)	Sources of panchayat income	0 (0.00)	13 (13.40)	13.40	3.01**
(m)	Items on which panchayat can impose tax	0 (0.00)	11 (11.34)	11.34	2.75**
(n)	Process of removal of panchayat sarpanch	43 (69.35)	59 (60.82)	8.53	1.09
	Mean	19.43 (31.34)	55.43 (51.14)		
7.	Perceived Participation & Empowerment				
(a)	More number of women participate	51 (82.26)	86 (88.66)	6.40	1.14
(b)	Women participate more regularly and actively	43 (69.35)	69 (71.13)	1.78	0.24
(c)	More attention paid to women's suggestions	32 (51.61)	77 (79.38)	27.77	3.68**
(d)	More importance given to women's opinion	30 (48.39)	66 (68.04)	19.65	2.47*

S. No.	Area of participation	Outgoing women members (n=62)	Present women members (n=97)	Diff.	C.R. Value
(e)	Dependence on males reduced	29 (46.77)	65 (67.01)	20.24	2.53*
(f)	Male members have now more positive attitude towards women	32 (51.61)	57 (58.76)	7.15	0.89
(g)	Women participate more in discussions	29 (46.77)	68 (70.10)	23.33	2.94**
(h)	Women perform their role more efficiently now	28 (45.16)	50 (51.55)	6.39	0.79
(i)	Women now more aware about laws and rules	22 (35.48)	49 (50.52)	15.03	1.86
(j)	Women are now less hesitant in expressing views	30 (48.39)	60 (61.86)	13.47	1.67
(k)	Evince more interest in training	41 (66.13)	69 (71.13)	5.00	0.67
	Mean	5.92 (53.81)	7.38 (67.10)		
8.	Social Impediments				
(i)	Observing of Purdah				
(a)	In family/community	56 (90.32)	35 (36.08)	54.24	6.74**
(b)	During panchayat meetings	53 (85.48)	32 (32.99)	52.49	6.47**
(ii)	Male domination				
(a)	Disallowed to attend meetings without escort	57 (91.94)	6 (6.19)	85.75	10.78**
(b)	Male accompany women while going to attend meetings	48 (77.42)	17 (17.53)	59.89	7.49**
(c)	Males participate in meetings alongwith women members	44 (70.97)	9 (9.28)	61.69	8.05**
(d)	Males render women advice during discussions/ decision making	44 (70.97)	17 (17.53)	53.44	6.76**
(f)	Males compel women to act as per their advice	51 (82.26)	18 (18.56)	63.70	7.90**
(iii)	Caste & gender discrimination				
(a)	Males discourage women while making proposals/suggestions	33 (53.23)	17 (17.53)	35.70	4.73**
(b)	Women discriminated in panchayat meetings	20 (32.26)	66 (68.04)	35.78	4.42**
(c)	Separate seating arrangement for women	30 (48.39)	48 (49.48)	1.10	0.14
	Mean	43.60 (70.32)	26.50 (27.32)		

* Multiple responses were allowed

(The figures in brackets denote percentages)

* Significant at .05 level

** Significant at .01 level

As is evident, significant differences between two groups were observed in over three-fifth of the participation areas (60.26%) but the change was not significant in remaining areas. Another important point that emerged from the comparison is that the differences observed were positive in all the areas of election related activities and participation in panchayati raj. However, the only positive and significant differences noted in election - related activities was the help women members received in their election from political parties. As regards participation in panchayati raj is concerned, significant improvement was observed in 37 out of 52 areas (71.15).

Extent of Improvement : The higher participation rates of the present respondents as compared to the outgoing ones was analysed in terms of percentage gain made by the former. As is evident in table 7.9 (b), present women members registered improvement in the range of 20% to 40% in over half of the areas of

participation. About one-third participation areas witnessed over 40% improvement.

Table 7.9 (b)

Summary of changes in women member's participation in PRIs

S. No.		Total	Upto 20%	21% - 40%	41% - 60%	61% & above	Total
1	Election processes	16	1	0	0	0	1
2	Participation in PRIs						
	a) Symbolic & substantive participation	6	1	2	0	0	3 (50.50)
	b) Role in deliberations	6	0	4	2	0	6 (100.00)
	c) Ability to handle panchayat work	7	0	4	3	0	7 (100.00)
	d) Internal development	8	1	3	1	2	7 (87.50)
	e) Awareness level	14	2	4	3	1	10 (74.43)
	f) Perceived improvement	11	1	3	0	0	4 (36.36)
	Total	52	5 (13.51))	20 (54.05) (24.32)	9 (8.10) (71.15)	3	37 (71.15)
3	Impact of social impediments	10	0	2	4	3	9 (90.00)
	Grand total	78	6 (12.77))	22 (46.81) (27.66)	13 (27.66) (12.77)	6 (12.77) (60.26)	47 (60.26)

(Figures in brackets denote percentages)

Area-wise analysis in table 7.9 (b) showed improvements women members have made in all the areas relating participation in panchayat deliberations and ability to handle panchayat work. These are followed by internal development (87.50%) and awareness level (74.43%).

Data point also towards significant decline in the role played by social impediments. Significant differences were observed on 9 out of 10 areas. In all cases, the differences were found negative except in one. This is indicative of increased freedom from such impediments as purdah system, authority of males and gender discrimination. It is a positive development as far as functioning of panchayati raj is concerned.

Overall Mean Percentages : An overall improvement present respondents have made over that of the outgoing was examined with the help of mean percentages of respondents registered in each participation area (Table 7.9 (c)). Accordingly, decline experienced in the influence of social impediments was highest; next in order are internal development women have experienced and role they played in panchayat deliberation. Evidently, present women members have registered significant improvement over the previous members in their participation in PRIs. However, gain made in the area of physical presence and substantive contribution was negligible.

Table 7.9 (c)

Summary of overall mean percentages of participation of present and outgoing women members with respect to different participation areas

S. No.	Area of Improvement	Overall mean percentage		
		Outgoing members	Present members	% age difference
1	Involvement in election process	36.40	37.26	2.81
2	Symbolic and substantive participation	56.98	77.49	56.35
3	Role in deliberations	24.47	60.31	146.47
4	Ability to handle panchayat work	33.97	62.44	83.81
5	Internal / personal development	27.02	67.27	148.96
6	Awareness about PRIs	31.34	51.14	63.18
7	Perceived empowerment through participation	53.81	67.10	24.70
8	Impact of social impediments	70.32	27.32	157.39

From data presented on the subject especially in tables 7.9 (a) 7.10 (b), following broad inferences can be drawn:

- a) The number of women members participating in almost all areas of the functioning of PRI has increased in varying degrees.
- b) More number of women members are now making greater contribution in the functioning of PRIs and in consequence witnessing their own development.
- c) More numbers of women members have now witness increase in their knowledge and skills relevant to structure and functions of panchayati raj.
- d) The impact of structural constraints that inhabit women's participation in PRIs is now weekend and affect less number of respondents.
- e) A far greater number of women members than before are now desirous of undergoing training to enhance their knowledge and skills so as to enable them to play their role effectively.

FACTORS IN IMPROVED PARTICIPATION IN PRIS:

The improvement in women member's participation in panchayati raj institutions as expressed in percentage gain carry little sociological meaning when

standing alone. They assume meaning only if placed side by side with analogous rates for the purpose of comparison. It is so because the observed variation among improvement rates may be due at least in part to the operation of factors other than training intervention which tend to exert influence improvement in participation of women. Such factors, which are often labeled as *concealed factors*, continue to influence the problem invisibly. This being the case, the earlier observations get disturbed by the operation of such factors. Thus, the women member's improved participation in PRIs may not be due to the panchayati raj training alone but rather due to their better socioeconomic position which is not manifest in the improved participation rates.

To examine such a possibility, each of 12 regional and socioeconomic factors are held constant - a quite familiar approach referred to as "*all other thing being equal*". This process helped us in eliminating their disturbing effects, if any, and in knowing if women member's improved participation was due to the influence exercised by any of these factors. For this purpose, improvement in participation status was attempted at two levels: (a) significant improvement registered by each sub-group separately over a period of time. (i.e. SCs ,STs, etc), and (b) differences between sub-groups themselves with respect to number of participation areas in which significant improvements have taken place. In the first, significance of improvement made by each sub-group was measured by CR values, where as significance of difference noticed by sub-groups under comparison was judged by Chi-square values.

The summary of results thus obtained are given in Table 7.10 (a) and 7.10 (b). The detailed data relating to improvement registered by each sub-group are provided in Tables 7.11 through 7.14 and Tables 7.16 through 7.25 attached at Annexure 1.

Inter – Group Differences in Participation :

As earlier indicated, 52 areas of participation in PRIs were taken into account for the measurement of changes occurred as a result of training. Data concerning number of areas in which significant improvement was made, number of areas in which change was negative and number of areas where no significant changes were noted in relation to each sub-group are shown in Table 7.10 (a).

Table 7.10 (a)

Summary of impact of PR training on women members belonging to different sub-groups with respect to their participation in PRIs

S. No	Factors	Number of areas of participation with (N=52)			
		Significantly positive change	No Significant change	Significantly negative change	Chi Square Value
1	Female literacy High Female	42 (80.77)	10 (19.23)	0 (0.00)	13.43**

	literacy districts Low female literacy districts	24 (46.15)	28 (53.85)	0 (0.00)	
2	Tribal concentration Tribal districts Non-Tribal districts	38 (73.08) 26 (50.00)	14 (26.92) 26 (50.00)	0 (0.00) 0 (0.00)	5.85*
3	Nearness to block HQs Nearby villages Distant villages	41 (78.84) 27 (51.92)	11 (21.15) 23 (44.23)	0 (0.00) 2 (3.85)	9.12*
4	Age groups: Upto 30 31-45 46 +	25 (48.08) 36 (69.23) 25 (48.08)	25 (48.08) 16 (30.77) 27 (51.92)	2 (3.85) 0 (0.00) 0 (0.00)	9.84*
5	Education: Illiterates Literates Primary & above	33 (63.46) 33 (63.46) 27 (51.92)	18 (34.62) 18 (34.62) 25 (48.08)	1 (1.92) 1 (1.92) 0 (0.00)	3.38
6	PRI Training Trained Non Trained	29 (55.77) 36 (69.23)	21 (40.38) 16 (30.77)	2 (3.85) 0 (0.00)	3.43
7	Caste: SCs STs Others	27 (51.92) 34 (65.38) 28 (53.85)	25 (48.08) 17 (32.69) 24 (46.15)	0 (0.00) 1 (1.92) 0 (0.00)	4.69
8	Marital status Married Single	34 (65.38) 8 (15.38)	15 (28.85) 44 (84.62)	3 (5.77) 0 (0.00)	33.35**
9	Family Type: Joint Nuclear	32 (61.54) 33 (63.46)	20 (38.46) 19 (36.54)	0 (0.00) 0 (0.00)	0.04
10	Number of children: Upto 2 3 +	32 (61.54) 35 (67.31)	20 (38.46) 17 (32.69)	0 (0.00) 0 (0.00)	0.38
11	Income category: Non BPL BPL	34 (65.38) 28 (53.85)	18 (34.62) 24 (46.15)	0 (0.00) 0 (0.00)	1.44
12	Political association: One organisations Two or more	34 (65.38) 33 (63.46)	17 (32.69) 19 (36.54)	1 (1.92) 0 (0.00)	1.13

	organisations				
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(Figures in brackets denote percentages)

As may be noted from Table 7.10 (a), sub-groups vary greatly in terms of changes in their participation in PRIs. As result of training intervention. For example, respondents from high female literacy districts registered improvement in over four-fifth of the participation areas (80.77%) ; the areas of improvement in case of single woman (including widowed, separated, divorced) was minimum (15.38%). In other words, the latter group recorded no significant change in about 85 % areas of participation.

Further, with an exception of four, each sub-group included in the study recorded a significant improvement in majority of participation areas which is another evidence of the success of training programme.

Association with Selected Factors :

Above results, however, do not permit us to draw any inference about the association between selected factors and participation in PRIs. To be able to do so, chi-square values were computed.

As can be seen from data in Table 7.10 (a), five factors, namely, district female literacy rates, tribal concentration, nearness to block headquarters, age and marital status were found significantly associated with participation areas. From these results, following main inferences about participation in PRIs can be drawn:

- a) Respondents from high female literacy districts than those from low female literacy districts have recorded significant improvement in larger number of areas of participation.
- b) Tribal area respondents as compared to those of non-tribal areas have registered significant improvement in larger number of areas of women's participation;
- c) More of nearby villages than of distant villages made significant improvement in large number of areas of participation.
- d) More of middle aged respondents as compared to young and older respondents made significant improvement in larger number of areas of participation,
- e) Improvement in participation of married respondents than single (including widowed, separated, divorced) was found significant in larger number of areas.

Table 7.10 (b)

Summary of impact of PR training on women members belonging to different sub-groups with respect to effects of social impediments

S. No	Factors	Areas of declining effects of social impediments with (N=10)		
		Significantly positive change	No Significant change	Significantly negative change
1	Female literacy			
	High Female literacy districts	0 (0.00)	6 (60.00)	4 (40.00)
	Low female literacy districts	1(10.00)	9 (90.00)	0 (0.00)
2	Tribal concentration			
	Tribal districts	1 (10.00)	8 (80.00)	1(10.00)
	Non-Tribal districts	1 (10.00)	6 (60.00)	3 (30.00)
3	Nearness to block HQs			
	Nearby villages	1(10.00)	5 (50.00)	4 (40.00)
	Distant villages	1(10.00)	9 (90.00)	0 (0.00)
4	Age groups:			
	Upto 30	1(10.00)	9 (90.00)	0 (0.00)
	31-45	1(10.00)	9 (90.00)	0 (0.00)
	46 +	1(10.00)	7 (70.00)	2 (20.00)
5	Education:			
	Illiterates	2 (20.00)	8 (80.00)	0 (0.00)
	Literates	1(10.00)	6 (60.00)	3 (30.00)
	Primary & above	0 (0.00)	10 (100.00)	0 (0.00)
6	PRI Training			
	Trained	0 (0.00)	4 (40.00)	6 (60.00)
	Non Trained	1 (10.00)	9 (90.00)	0 (0.00)
7	Caste:			
	SCs	0 (0.00)	10 (100.00)	0 (0.00)
	STs	1(10.00)	9 (90.00)	0 (0.00)
	Others	1(10.00)	6 (60.00)	3 (30.00)
8	Marital status			
	Married	1(10.00)	7 (70.00)	2 (20.00)
	Single	0 (0.00)	10 (100.00)	0 (0.00)
9	Family Type			
	Joint	1(10.00)	6 (60.00)	4 (40.00)
	Nuclear	1(10.00)	9 (90.00)	0 (0.00)
10	Number of children			
	Upto 2	1(10.00)	9 (90.00)	0 (0.00)
	3 +	1(10.00)	9 (90.00)	0 (0.00)
11	Income category			
	Non BPL	1(10.00)	6 (60.00)	3 (30.00)
	BPL	2 (20.00)	8 (80.00)	0 (0.00)
12	Political association			
	One organisations	1 (10.00)	5 (50.00)	4 (40.00)
	Two or more organisations	2 (20.00)	8 (80.00)	0 (0.00)

(Figures in brackets denote percentages)

The association we observed as above is further discussed in the following pages.

District Female Literacy Rates :

Experience showed that the districts where literacy campaign was run successfully and women literacy was relatively higher, women participated more actively. In contrast, where illiteracy was pronounced, women members remained weak and became tools to serve the interests of male members (Shashidhar, 2005). It is observed that women members in overwhelming proportion were found to be illiterates and poorly educated and hence were unable to do campaigning for their election. The canvassing for them was done by their husbands or male members and when elected only two-fifth attended the panchayat meetings and about one-third participated in decision making. Illiteracy and low education thus acted as impediments in the participation of women in panchayats (RGF 1997, Jain 2005). Lack of education also leads to misuse of their powers and their exploitation; they are made to put their signatures or thumb impressions on papers which can neither be read by them nor their contents are made known to them. (Verma, 2005)

Drawing from the above, a comparison was drawn between women members from high and low female literacy districts with respect to the gain they have made in their pre-training participation status. As is evident from result in table 7.10 (a), respondents from high female literacy districts registered significant improvement in over four-fifth areas of participation (80.77%) in contrast to only 46.15% areas by the respondents from low female literacy districts. The two groups did not register any significant change as a result of their training in 19.23% and 53.85% areas of participation. The role of female literacy level of the area in women development is thus vindicated by our results. Illiteracy and lack of education among women thus acted as a strong impediment in their participation and awareness about PRIs. This calls for serious efforts towards launching effective campaign for enhancing literacy level of people in general and women in particular.

Above results are further reinforced when disabling impact of social impediments on participation was assessed (Table 7.11 (b)). As is evident, the respondents from high female literacy districts experienced significantly negative changes in four of the ten areas. These relate to observance of purdah in the family/community, women attending meetings with escort, discrimination against women in panchayats and separate seating arrangements for them. Evidently, such respondents are getting gradually more liberal in their approach perhaps as a result of higher literacy rate and general development of the area. However, this has not happened in case of respondents from low female literacy districts; rather, the practice of discrimination against women was further strengthened.

The details of in area-wise improvement or otherwise registered by two groups are given in table 7.11 (a) and 7.11 (b)

Tribal and Non-Tribal Districts :

Generally, tribal areas are characterized by backward economy, poor infrastructure, poor institutional development, widespread poverty unemployment and under-employment, illiteracy and poor education particularly among women, and poor health and sanitation. In contrast, non-tribal areas are relatively better placed in terms of infrastructure and institutional development, agriculture and industrial development, education and health facilities, transport and communication, and the like. These and similar characteristic of tribal and non-tribal areas exert profound influence on the worldview of the population and their participation in wider society including local governance. The participation of women in panchayati raj institutions makes it necessary for them to become geographically mobile, become aware about structure and functions of PRIs, and feel motivated to contribute actively in deliberations. In tribal areas, people are settled in hilly tracks and terrain while the panchayat meetings are generally held in the main village or the village of the sarpanch. Besides, a large number of people are employed as in wage labour. The participation in meetings requires a person to suspend work, lose one-day wages and spend from his own pocket the cost of travel which is difficult for the poor to bear. (Saran and Pawar, 2005). The members residing in non-tribal areas are not faced with such a constraint. In view of these differences, it is quite likely that the participation of members from non-tribal areas is greater than those from tribal areas.

Our data, however, did not lent support to the above general observation. Results in table 7.10 (a) showed that respondents from tribal areas registered significant improvement in 73.08% of the participation areas as against only 50.00% recorded by those of the non-tribal areas. The areas where no significant change took place constitute 26.92% and 50.00% respectively. Evidently, training programmes proved useful more to tribal area respondents than those from non tribal areas. This may be explained by the fact that people in underdeveloped areas tend to gain more from any intervention programme as compared to those who have already attained a reasonable level of development.

Data in table 7.12 (b) further revealed that the two groups did not experience any significant change in most areas of social impediments. The non-tribal area respondents have, however, recorded significantly negative change in 3 out of 10 areas of social impediments suggesting their declining influence on their participation in PRIs. These relate to observance of purdah in family/community and panchayat meetings and males accompanying women while going to attend panchayat meetings. It appears, greater exposure of non-tribal area respondents to outside world tended to make them gradually more liberal in their outlook.

Interestingly, both groups endorsed strengthening of the practice of discrimination against women in panchayat meetings.

Table 7.12 (a) and 7.12 (b) attached at Annexure 1 provide area-wise changes in participation of two groups.

Impact of Tribal Concentration Controlling District Female Literacy :

The improvements or otherwise in women member's participation in PRIs were examined in relation to each individual factor separately. As earlier indicated, female literacy rate tended to exert considerable influence on the women's participation in PRIs and therefore the association observed between tribal concentration-one of the 12 factors - and participation in PRIs.

Above discussion revealed that tribal concentration is significantly associated with women's participation in PRIs and that the tribal area respondents and non-tribal respondents different significantly with respect to their participation in PRIs. However, the observed association between tribal concentration and participation in PRIs may be due in part to the district female literacy rates. To examine such a possibility, association was examined controlling district female literacy rates. The detailed data in this connection are given in table 7.13 and table 7.14 attached at Annexure 1 A summary of the same is provided here in table 7.15

High female literacy districts : As can be seen, despite control of female district literacy rates, tribal area respondents experienced improvement in 71.25% participation areas and significant negative change was noted in another 3.88% areas. There was no significant change in another one-fourth of the participation areas. Among non-tribal areas also, while there was no significant change observed in pre and post training status in about one-fourth of participation areas, the respondents registered significant improvement in another 48.05% areas.

The area-wise comparison suggests greater improvement made by tribal area respondents than their counterparts in the all the areas of participation except in symbolic and substantive participation. Data relating to influence of social impediments indicated no significant change in 9 out of 10 areas as far as tribal area respondents are concerned However, non-tribal area respondents experienced significantly negative change in 3 out of 10 areas considered here which is indicative of declining influence of traditional practices on women's participation .

Table 7.15

Summary of impact of panchayat raj training on the participation of tribal and non-tribal areas respondents controlling district female literacy rates

S. No.	Areas of participation	Category/Area	Change in participation in	
			High female literacy districts	Low female literacy districts

			Sig. positive change	Sig. negative Change	No change	Sig. positive change	Sig. negative Change	No change
1	Symbolic & substantive participation	Tribal area	2	2	2	1	1	4
		Non tribal area	6	0	0	6	0	0
2	Role in deliberations	Tribal area	6	0	0	5	0	1
		Non tribal area	4	0	2	0	0	6
3	Ability to perform panchayat work	Tribal area	7	0	0	7	0	0
		Non tribal area	5	0	1	2	0	6
4	Internal development	Tribal area	7	0	1	2	0	6
		Non tribal area	0	0	8	6	0	2
5	Awareness about PRIs	Tribal area	12	0	2	9	0	5
		Non tribal area	9	0	5	5	1	8
6	Perceive participation / empowerment	Tribal area	3	0	8	3	0	8
		Non tribal area	1	0	10	5	0	6
	Total	Tribal area	37	2	13	27	1	24
		Non tribal area	25	1	26	16	2	34
7	Social impediments	Tribal area	1	0	9	1	0	9
		Non tribal area	0	3	7	1	1	8

Low female literacy Districts : Examining the improvement or otherwise, in the women's participation in low female literacy districts, we noted earlier significant changes among tribal areas respondents in over half of the areas of participation (53.87%) which included in 51.92% areas registering positive change. However, no significant change took place in 46.15% areas of participation. Area-wise analysis showed greater improvement made by tribal area respondents in their ability to handle panchayat work, role in panchayat deliberations and awareness about PRIs.

Data further showed low impact of training on non-tribal area respondents in 65.38% areas of participation where no significant improvement was evident, Non-tribal areas respondents registered significantly positive improvements in another 30.77% areas. Further, training exposure could not influence much the roles played by social impediments in women's participation both in tribal as well as non-tribal area respondents.

Nearness to Block Headquarters :

The Constitution Amendment Act defines a village as an area "specified by the Governor by public notification to be a village and includes a group of villages so specified (Article 243 g)". The gram panchayat is a body of elected members constituted at the village level (Article 243(d) and 243 (B)). The Constitution, thus, permits formation of a multi- village gram panchayat and gram sabha. In

consequence, quite a large number of multi-village gram panchayats were formed in different states.

The effective functioning of PRI units requires geographical mobility of voters and members from one village to the other to participate in the meetings of panchayats and gram sabhas. At many places, due to hilly tracks and terrain, the settlements are scattered but meetings are generally held at the main village or the village of the Sarpanch. Those residing at distant places and in hilly tracks find it difficult to cover the long distances on the scale envisaged in the Constitution.

To the extent common people find it difficult to travel to distant places to attend meetings and lose daily wages, the advantages of the reservation of seats are virtually lost. In case of gram sabha meetings, two questions that Saran and Pawar (2005) have posed are relevant here :

- i) Is it possible for thousands of people to collect in a village at one place and discuss issues and arrive at rational decisions ?
- ii) Is it practical to think that a large number of women, wage earners, the old and handicapped would travel to a distant village to attend a meeting of the gram sabha ?

Prevalence of purdah system in two states, and the relevant social ethos also do not permit ordinary women to lose a day's earning and travel to distant village to attend panchayat or gram sabha meetings.

A move made by Rajasthan by creating ward sabha through an Amendment in the original section 7 of the Act is likely to overcome the problem and to ensure larger participation in decision making. A far bolder step was taken by Madhya Pradesh through Act no. 3 of 2001 prescribing gram sabha for each village, holding gram sabha meetings every month, reducing the quorum presence of women, SCs and STs as per their reservation and prescribing the quorum even for adjourned meeting.

The important point emerged from the above is that the location of the respondents or distance of their habitat from the central place are quite important for the active and regular participation of members in panchayat meetings.

Our results lent strong support to the above observation and showed that respondents from nearby villages registered a significant improvement in slightly less than four-fifth of the areas of participation in PRIs (78.84%). In contrast, the respondents from distant villages recorded significant improvement only in 51.92% of the areas of participation (table 7.10 (a)). Clearly, training has benefited more to the respondents of nearby villages than their counterparts. Conversely, the latter group noted no significant change in 44.23% areas of participation. The details of changes in area-wise participation of two groups are provided in table 7.16 (a) and 7.16 (b).

The weakening influence of nearness to block headquarters on social impediment was also evident from data in table 7.16 (b). As can be seen, no significant change was observed by respondents of both nearby villages as well as distant villages in most of the social impediments. However, respondents from nearby villages experienced significantly negative change in four of the ten impediments suggesting decline in their influence on participation rates. These relate to observance of purdah system, going to attend meetings with escort, males accompanying elected women in panchayat meetings and participating in deliberations. However, the role of such factors in participation of women members from distant areas did not register any such change. Surprisingly, the practice of discrimination against women in panchayat meetings get further strengthened in case of both groups.

Age groups :

Studies have shown that most women members of panchayat are illiterate, married and have more than two children and hence remain preoccupied with domestic and farm related activities. Those who are young and are still in their prime reproductive stage are so much involved in household duties and child care that virtually no time is left for any outside work. But the older women have relatively older children who hardly need that much care as needed by younger children and infants. Besides, most of them either crossed their reproductive stage or are at the verge of it. They are thus relatively in a better position to spare time for social and political activities (RGF 1997 samarthan 2000; Sinha 2005). Besides, relatively long and wider experiences, wider social links and greater influence wield on fellow women are likely to encourage the older women to spare time for development and welfare activities. On the other hand, younger women are likely to be more educated, more exposed to outside world and are better equipped to assume social and political responsibilities, if opportunities are offered to them. It was therefore considered relevant to find out if the age of the women members is, in any way, associated with their participation in panchayati raj institutions.

The summary of results provided in table 7.10 (a) indicated that the middle aged respondents have registered highest improvement in their participation in PRIs as a result of their training. In over two-third areas of participation (69.23%) this age groups reported significant and positive improvement in contrast to only 48.08% by young and old each. The areas where no significant change has occurred in respect of these two groups varied from 48.08% and 51.92% respectively.

Interestingly, young respondents experienced negative change in 3.85% areas of participation and this happened in case of awareness about structure and

functions of PRIs. It may be attributed to their care free disposition and relative lack of experience as compared to older respondents.

The age-wise analysis of the impact of social impediments in table 7.17 (b) did not show any significant change in majority of the areas of impediments. The significant negative change registered by old respondents in two areas point towards decline in the practice of males accompanying women while going to attend panchayat meetings and rendering advice to women members during decision making. Perhaps, relatively long experience and maturity may have contributed in weakening of their disabling effects.

The changes in area-wise participation of different age groups are provided in table 7.17 (a) and 7.17 (b) at Annexure 1

Role of Marital Status :

The role women play in society and politics is governed, besides others, by their marital status, family structure, family size or number of children and the like. Such factors generally determine women's involvement in domestic activities. Studies showed that nine out of every ten women members are married and have more than 2 children and hence remain preoccupied with domestic responsibilities (RGF 1997). The active and regular participation of women in panchayat activities implies neglect of family obligations and suspension of economic activities from which they earn their living which most women can ill-afford (Sinha 2005). The strong opposition to women's participation was also guided by the above considerations - a natural reaction in patriarchal system (Smarthan 2000)

In many cases, women contested panchayati raj election at the dictates of their husbands or other male family members (RGF 1997, Smarthan 2000). This exerted a positive influence on the women members functioning in panchayats (RGF 1997). As most elected women members are first timers, having no knowledge of politics or panchayats, the positive support from their families made them more successful – (Unnati 2001). In many cases, women members were found taking part in panchayats simply as proxies of their husbands and family males (Sharma, 2004). Jain (2005) also reported that women members, majority of whom are illiterates, remain preoccupied with family chorus and farm work and hence remained unaware about their role and responsibilities and feel disinterested in panchayat meetings.

The role of family background in promoting or hindering women member's participation in PRIs was examined here also by taking into account three main aspects: marital status, family type and number of children. These tend to influence human behaviour in varying ways and govern almost every activities of the people in all societies. The relationship of each of these with participation and

empowerment is being examined separately. To begin with, women's participation is examined in relation to marital status.

Drawing from above observations, it is difficult to draw firm conclusions about the role of marital status in participation of PRIs: in some cases it acted as enabling factor while in others it hinders women's participation. Our results in table 7.21 (a) and 7.12 (b), however, were able to remove such an uncertainty about the association and revealed significantly positive association between marital status and widespread participation of women in panchayati raj. In specific terms, married women panchayat members reported significant improvement in 65.38% areas of participation as against only 15.38% of the single/widowed/divorced women, Further, the latter group did not record any significant change in 84.62% of areas of participation.

Among two groups, negative change was experienced by married women in 5.77% of the participation areas. These relate to substantive participation and awareness about panchayati raj. It appears, the domestic responsibilities tended to affect adversely certain areas than others and these pertain to speaking in the panchayat meetings and exercising votes. However, negative changes in a few areas did not adversely affect the overall improvement that took place as a result of panchayati raj training.

As is evident from data in table 7.21 (b), the influence of social impediments inhibiting participation in PRIs was also declined in 2 out of 10 measures in case of married women and these relate to participation of males in panchayat meeting along with elected women members and observance of purdah in community. However, discrimination against women showed some increase which may be due in part to people's reluctance to challenge traditional value system segregating males and females in public gatherings. However, no significant change was observed among both groups with respect to other areas of social impediments.

The details of area-wise changes registered by two groups of women members are provided in tables 7.21 (a) and 7.21 (b) attached at Annexure 1.

Role of other factors :

In addition to the above, the association of seven other factors was also examined with the area of participation. These were: education, panchayati raj training, caste, family type, number of children, income and political association. Despite the fact that each class/ category formed on these bases have experienced significant improvement in about half to three-fifth of the area of participation, the association was not found significant as evident from chi-square test, Conversely, many classes/ categories did not register any significant change in several

participation areas. The areas where no significant change was noticed ranged between 30.77% to 46.15%.

The details of areas-wise changes experience by different classis/ categories are given in tables 7.18 to 7.20 and 7.22 to 7.25 in Annexure 1.

Education and Training :

Illiteracy and low education are known to obstruct flow of information and to discourage members to participate in social and political activities. In cases where contesting women were illiterates and poorly educated, campaigning and canvassing were done by their husbands or male family members; these prevent assuming of assigned responsibilities as well. Majority of such women, when elected, neither attended panchayat meetings, nor participated in decision making. The decision making power in such cases also rests with their husbands or male family members. They are also subjected to exploitation in absence of lack of information and awareness about relevant rules and regulations (REF 1997; Jain 2005; Verma 2005). Thus, lack of education tends to act as a major impediment in participation of women in panchayati raj.

Under the circumstances, efforts were made to provide PRIs members orientation and refreshers training in panchayati raj with a view to bridge the information gap and built capacity to improve their performance. Wherever the training was imparted, it helped PRI members to improve their participation and to make them effective as members and office bearers.

The above discussion implies that women members, if educated and trained, are in a better position to participate in panchayati raj and their role is likely to be more effective than illiterates, poorly educated and those without training. Our finding showed that the majority present women members considered illiteracy and low education as highly unfavourable to women's participation in PRIs (56.70%). The an association between education and participation was examined in this study also and the results are provided in table 7.18 and 7.19 and the summary thereof is given in table 7.10(a).

As revealed by data, all educational categories experienced significant improvement in over half of the participation areas (ranging from 51.92% to 63.46%). Conversely, no significant change was recorded by any category in quite a large number of areas of participation. The chi-square results also showed no significant association between education and areas of participation. Evidently, the impact exerted by training exposure was not affected by education.

As evident from data 7.10 (b), education could not weaken the effects of social impediments. All the three educational categories did not experienced any ignificant change in most of the areas of social impediments. In case of literates,

significant decline in influence was observed with respect to observance of purdah, both in family / community and panchayat and males participating in meetings along with elected women. However, the discrimination against women in panchayat meetings is further strengthened in case of illiterates and literates.

What was observed about education holds true also of previous training exposure. Data in table 7.10(a) showed that both the groups of respondents, those having training experience and those with no such experience, have recorded significant improvement in 55.77% and 69.23% areas of participation respectively. The chi-square results also did not indicate significant difference between the two. It suggests that the participation in panchayati raj is independent of training exposure and that previous training was restricted in its scope. Data showed that the previous training exposure has significantly weakened the impact of social impediments in six areas whereas non-trained experienced no significant change in 9 out of 10 areas; the only change these groups witnessed was the strengthening of discrimination against women. The detail of area-wise changes recorded by two groups are shown in table 7.19 (a) and 7.19 (b)s attached at Annexure 1.

Caste status :

The social and economic divide having its roots in the historical past is evident between high and low castes as also between landowners and landless daily wage earners. The reservation of seats for women, SCs and STs in PRIs has dramatically reduced, at least legally, this social and economic divide, thereby making all the members of gram sabha and gram panchayat equal irrespective of their caste and class status. The sharing of power with the poor, deprived and low caste tended to invite indifference, if not hostility (Saran et al 2005). Singh (2005) also noted that the dalit women having no say and are harassed and exploited. SC and ST women members in panchayat are reportedly feel ostracised on caste ground. In contrast, upper caste women were found more active than those from lower castes. Studies, thus noted disturbing correlation between caste and level of participation (RGG 1997; Samarthan, 2004).

A contrary picture was also provided by Samarthan (2000) where women sarpanches from SCs and STs were in better position when compared with those from upper castes and this was due to the difference in social conditions and work pattern. The SC and ST women often work with their male partners in the fields and enjoy greater freedom. In contrast, upper caste women often observe purdah, and work under the overall supervision of male family members.

Amidst such contradictory observations about role of caste in social and political arena, it is difficult to draw firm conclusions about the association of caste and participation in PRIs. Data obtained on the subject are analyses in table 7.20 (a) and 7.20 (b) attached Annexure 1, the summary of which is provided in table 7.10 (a) and 7.10 (b)

As is evident, all the three caste groups had experienced significant improvement in over half to about two-third areas of participation and this became possible as a result of three-phased training organised under the project. The important point emerged was that all the three caste groups stand benefited more or less equally from the training. Conversely, the three caste groups did not register any significant change in remaining areas of participation with a single exception. Thus, training exposure has benefited all the caste groups irrespective of their status in caste hierarchy. Chi-square results also indicated absence of significant association between caste and areas of participation.

Data concerning social impediments in table 7.10 (b) revealed absence of any significant change in their role. However, declining influence of social impediments was noted by non SCs and non STs with respect to observance of purdah in family/community as well as in panchayat meetings and participation of males in panchayat meetings along with women members. However practice of discrimination against women in panchayat meetings was further strengthened in case of STs and other castes.

Family Type :

Engagement in household duties depends greatly on family size and type. Women in large and joint families with many couples and their offspring generally remain preoccupied in multifarious domestic responsibilities and to that extent it becomes difficult for them to spare time and take interest in social and political activities (RGE 1997). The validity or otherwise of such an assumption is being examined with the help of data in table 7.22 (a) and 7.22 (b). In doing so two broad family types were conceptualised: joint family and nuclear family.

In a joint family system where several couples share a joint living, women are bound by traditional relationships and mutual obligations. The young women , who normally function under the control of mother-in-law, finds it difficult to suspend household work. In a poor family, if a women is a wage earner or engaged in farm work, suspension of economic activity is not an easy task (Singh 2005). Furthers, the patriarchal system put certain obligations on women and males tend to oppose women's participation in activities outside the households (RGF, 1997; Smarthan 2000).

In pursuance of the above, the impact of family type on the areas of participation was assessed. While details of improvement in participation as a results of training exposure as pre family type is provided in table 7.22 (a) and 7.22 (b) attached at Annexure 1, the summary of which is provided in tables 7.10 (a) and 7.10 (b).

As is evident, the respondents from both joint as well as nuclear families registered significant improvement in over three-fifth areas of participation and in remaining areas, none of the two groups recorded any significant change. Clearly, family type did not make much difference with respect to areas of participation. The chi square results also indicated absence of any significant association between the two.

Further, both the groups experienced no significant change in most areas of social impediments. However, respondents belonging to joint families noted weakening thereof in four areas, namely observance of purdah in family/ community as well as in panchayat meetings, use of male escort while going to attend panchayat meetings, and participation of males in therein along with elected women members. Perhaps, experiences gained, changed political environment, and achievements made by some women members may have promoted joint families to relax practicing of these traditions.

Number of Children :

The number of children women have and their age greatly affect their participation in wider society. The young women who are still in their prime reproductive stage generally have fewer but of younger age are required to devote time in child care and, therefore, it is difficult for them to spare time to attend meetings of gram sabha and panchayat. In contrast, older women having more or less completed their reproductive stage and have relatively older children are in a better position to spare time for social and political work. Further, participation in panchayat activities require women to ignore household work and suspend productive work which most women can not afford (Samarthan 2000)

As discussed elsewhere in detail, the two-child norm as applicable to both Rajasthan and Madhya Pradesh, disqualifies candidates to contest PRI elections and to hold office therein. In view of this, women members were grouped into broad categories of those having up to two children and those 3 or more. The relative participation of these two groups in PRIs was being examined in this study also.

As can be seen from data in table 7.23 (a) (attached at Annexure 1), women members with fewer children experienced significant improvement in over three-fifth of the areas of participation but those with more number of children recorded improvement in over two-third of the areas. The two groups recorded no negative change in participation, nor they observed significant improvement in all the remaining areas. Clearly, participation in panchayati raj is independent of the number of children and, thus, general assumption about the adverse effects of more number of children did not find support. Chi-square values also did not indicate significant difference between the two groups.

Data in table 7.10 (b) indicated that both groups of respondents did not register any significant change in 9 out of 10 areas of social impediments. It means, factors impeding participation continue to exert their influence as before and training exposure could not weaken their influence.

The detailed area-wise changes registered by two groups are provided in tables 7.23 (a) and 7.23 (b) attached at Annexure 1.

Income Category :

Available evidence showed that economic development goes hand in hand with biases against women (Sharma, 2004). The women members from weaker sections cannot afford to suspend their daily work and lose one day of wages for participation in panchayat or gram sabha meetings (Stephens, 2001). As Sinha (2005) noted, about half of the males and one-fourth of the women officials feel that the participation of women in panchayat resulted in the neglect of family obligations and decrease in participation of poor women members in economic activities from which they earn their living. Besides, economic compulsions and poor resource base of most women members do not allow them to raise voice against influential members and press upon their view points evidently due to poverty conditions.

Act as a strong impediment in women's participation in PRIs. Citing the survey of Madhya Pradesh, 57% of elected women members belonged to the families below the poverty line.

The question of relationship between economic position and participation in PRIs, by women members was also examined in the present study. The responses received in this connection are analysed in tables 7.24 (a) and 7.24 (b) attached at Annexure 1.

Drawing from the above, an effort was made to find out if income level in any way associated with improved participation of women in PRIs. Data in table 7.10 (a) indicated that both, BPL and non-BPL respondents reported significant improvement in 53.85% and 65.38% areas of participation respectively. And in all remaining areas, the two groups did not register any significant change. As both the groups witnessed a marked improvement in their participation, no significant differences were observed between them as revealed by chi-square results.

No marked change was noticeable with respect to impact of social impediments. Both groups did not register any significant change in most areas of social impediments. In case of non-BPL respondents, the practicing of purdah, company of males while going to panchayat meetings and their attending meetings along with elected women members have shown a significant decline.

However, discrimination against women was further strengthened in case of both BPL and non BPL respondents.

The detailed area-wise changes occurred in participation of two groups are shown in tables 7.24 (a) and 7.24 (b).

Political association :

Studies showed that women members having political and developmental connections are more confident and articulated. Such connections provide women a chance to come out of their domestic responsibilities. The women panchayat members, most of whom are first timers with little or no knowledge, proved successful with positive support from their families, officials and NGOs. They tend to exhibit greater ability in handling panchayat affairs, became more aware about panchayati raj functioning and face less problems in their work. It offers women an exposure in wider society and opportunities to undertake leadership roles (Unnati 2000).

Further, family members particularly males who were earlier members of panchayats, had some political linkages and are still active in politics nominated their wives, sisters, brothers wives, or mothers to contest panchayat elections on seats reserved for women (Smarthan 2000). Studied showed that several organisations, institutions and individuals, such as families, NGOs, political parties, and community have propelled women to contest panchayat elections (Paranthurai 2001, Sharma 2004). In Madhya Pradeah, women sarpanches belonged to families which were opinion makers who continue to play role from behind the scene (MGSIRD, 1994). The social and political linkages proved inspiring for women members of panchayats (RGF 1997).

If above observations have any relevance, the members with high political associations tend to participate more in PRIs than those with little or no association. The validity of such an association is judged by data in table 7.10 (a) which showed that respondents with low as well high political associations have experienced significant improvement in over three-fifth of the areas of participation and in none of the remaining areas, with a single exception, the two groups registered any significant change. In other words, women members participate in PRIs irrespective of the level of their political association. The results of chi-square also did not indicate any significant difference between the two.

It is interestingly to note that respondents with high political association did not register any significant change in 8 out of 10 areas of social impediments and in the remaining areas observance of prudah in panchayat meetings and discrimination against women therein have further strengthened. It seems, adherence to social traditions remained upper most in the minds of these

respondents. In contrast, impact of social impediments registered a significant decline in case of respondents with low political associations: this relates to observance of purdah in community as well as in panchayat, participation of males in panchayat meetings along with elected women, and males advising women in decision making.

The detailed area-wise changes in participation of two groups are provided in tables 7.25(a) and 7.25(b) attached at Annexure 1.

Summary :

The improvement women registered in their pre-training participation status measured the effectiveness of the training. Women members experienced a significant improvement in 71.15% areas of participation with remaining areas, except one, witnessing no significant change. Highest improvement the was made in the area of deliberations and confidence women displayed in their ability to handle panchayat work. The area of substantive participation needed further improvement. Most encouraging part was the weakening of the influence of social impediments particularly in the area of observance of purdah and intervention by husbands or male family members in panchayat meetings.

To assess of changes in women's participation over a time, present women members were compared with the outgoing members. Significant improvement was noted in 71.15% of the areas of participation; the role of social impediments was declined significantly in 9 out of 10 areas. However, women's role did not change much in most election related activities. Further, present women members registered over 60% improvement areas of their awareness about PRIs and internal development when compared with outgoing women members.

On analysing observed improvement resulting form training in relation to 12 regional and socioeconomic factors, significant association was observed with district female literacy rates, tribal concentration, and nearness to block headquarters, age and marital status. Surprisingly, no significant association was noted between improved participation rates and factors of education, previous training, caste, family type, number of children, income category, and political associations. Conversely, women members participated in PRIs irrespective of their position in respect of such factors.

When effects of district female literacy was controlled, tribal area respondents in high female literacy districts have registered improvements in more participation areas than those from non-tribal areas. This holds goods also for low female literacy districts.

CHAPTER 8

APPLICATION OF TWO-CHILD NORM : A CASE OF RAJASTHAN

The history of the two-child norm began with the setting up of a Committee in 1992 by the National Development Council on population under the chairmanship of Shri K. Karunakaran. The Committee, which submitted its report in 1993, recommended a legislation in Parliament prohibiting persons with more than two children from holding office from the panchayats to the parliament. Since then, several states have adopted this norm for elected panchayats, urban local bodies, cooperatives and agriculture produce market committees etc. While Rajasthan introduced this norm for panchayats and municipalities in 1992 even before the submission of the Committee's report under reference and made it applicable from 27.11.1995, Madhya Pardesh adopted the norm from 26.01.2001. Most of the states adopted the norm before national policy 2000 was formulated.

As per the two-child norm, a person having more than two living children after the specified date is not eligible for entry or continuance in panchayat, the specified date being November 27, 1995 for Rajasthan and January 26, 2001 for Madhya Pardesh. Having more than two children does not attract disqualification on the date of coming into effect of the law introducing this disqualification or up to the end of one year thereof if additional child not born thereafter. Thus, the norm is applicable only to persons of the active reproductive age group and exempts older persons who have completed their families.

Role of panchayati raj in national development in general and reduction in population growth in particular is being redefined. It is often argued that two-child norm, if made applicable, on the elected representatives of panchayat raj, has a great potential to contain population growth. Of about 35 lakh elected representatives in local self government institutions, about 10 lakhs are women. Considering the massive number of elected representatives and assuming that each representative, if married, gives birth to two children in five years span, the likelihood of averting about 70 lakh births appears highly convincing (Patnaik, 2005). As two general elections to panchayati raj institutions have taken place after the 73rd Constitutional amendment, it is worth probing to find out the ground realities about the actual implementation of the two-child norm with particular reference to Rajasthan.

Constitutional Validity :

In view of the differential response of the people and the state governments, and the perception of two-child norm as a coercive method of population control and stabilization, intervention of different courts was sought by a large number of persons and organizations across the country. The courts in general held that the provision of two-child norm for representation in PRIs is consistent with the national population policy and does not in any way interfere with the fundamental rights of the citizens. The position that different courts have taken on the issue is briefly discussed here.

a) High Courts :

Andhra Pradesh High Court examined three petitions submitted before it against section 19(3) of the Act, 1994 which disqualifies persons having more than 2 children from holding post in PRIs and ruled that the section 19 (3) of the said Act neither violates the principle of equality nor citizen's right in matter of procreation. Moreover, the right to contest an elected office is not a fundamental right. Haryana High Court forwarded to the Supreme Court two separate writ petitions challenging the constitutional validity of section 1-15(1) of Haryana Panchayati Raj Act, 1994, which disqualifies persons with more than 2 children from contesting PRI elections. Over 200 similar petitions are pending before the Supreme Court for decision. Madhya Pradesh High Court, vide its judgment of May 17, 2002, granted stay on the provision of M.P. Panchayat Raj and Gram Swaraj Act, 1993 seeking removal of elected panchayat members from his / her post for having more than 2 children. A writ petition filed by Ram Nivas on February 9, 2005 challenging constitutional validity of the section 19 (L) of Rajasthan Panchayati Raj Act, 1994 disqualifying elected members of PRIs for having third child after 27-11-1995, which is still under consideration and decision.

b) Supreme Court :

Two judgments delivered by the Supreme Court on the issue of disqualification of a person to contest panchayat election for having more than 2 children in Javed v/s state of Haryana (2003 SCC 396) and Rameshwar Singh v/s state of Haryana (2003 SCC 396) settled the issue concerning constitutional validity of small family norm. The Court held that the *"The disqualification contained in the Act is neither arbitrary nor discriminatoryDisqualification seeks to achieve socio-economic welfare, health care of the masses and is consistent with national population policy.....Disqualification on the right to contest an election by having more than 2 living children does not contravene any fundamental right."* In second case, where Section 175(1)(g) and Section 171(1) of Haryana Panchayati Raj Act 1994 was challenged as being violative of Article 25 and 26 of the Constitution, the Supreme Court held that *"Said condition is not arbitrary and disqualification is based on intelligible differentia having rational relation to the objects sought to be achieved"*.

In the light of the Supreme Court judgments, the controversy regarding constitutional validity of the norm is now resolved. The application of the norm however, has received some setback in view of the reconsideration by some states who earlier adopted the norm.

Legislative Measures :

Central Government :

The National Population Policy 2000 does not envisage the application of 2-child norm; rather it lays stress on improvement in the quality of life and family planning services. The central government decided to deal with the problem of population stabilisation from the standpoint of reproductive rights and health and introduced the programme of reproductive child health (RCH). Seeking imposition of 2- child norm on members of the elected bodies in accordance with the above policy approach, the bill, pending in parliament for over a decade, was recently withdrawn by the Union Ministry of Health and Family Welfare in recognition of the same right (Times of India, November 24,2004).

State Acts :

The assumption underlying this government-enforced norm is that its adoption by elected leaders would make them role models and others will feel encouraged to follow this example, that people including poor will aspire for leadership position and to fulfill the same they may opt for the two child norm; the choice of the number of children is independent of the sex of the child, health services including contraceptive services that are universally available and equally accessible.

Conceding the arguments in favour of adoption of two-child norm by the elected representatives, 7 out of 28 states have decided to make a departure from center's stated approach and decided to achieve the goal through incentives and disincentives such as enhancing minimum age of marriage, education about enacted legislation, debarring persons with more than two children from contesting elections to PRIs or to hold office in panchayats, making the norm as minimum criteria for availing government facilities, denial of free education to the third child etc (Visaria, 2002). These states are: Rajasthan, Madhya Pradesh, Haryana, Gujarat, Andhra Pradesh, Orissa and Himachal Pradesh. Health being the state subject, the center was not able to intervene in this connection.

Rajasthan : The qualifications for contesting election to the panchayat are prescribed under Section 19 (1) of the Rajasthan Panchayati Raj Act, 1994. Accordingly, a person is deemed to be disqualified to contest for election or holding the post after election in case third children is born after 27.11.1995 (nine months after enacting the Act). If any child was born between the date of commencement of the Act i.e. 23.4.1994 and 27.11.1995, such person shall not be

disqualified. Any number of children born out of subsequent single delivery shall be deemed to be one entity. However, conduct of an enquiry through a prescribed procedure and providing the affected person an opportunity are necessary before issuance of the orders of removal. Pending the decisions on the case, the members shall be entitled to act as if he / she was not disqualified. (Rajasthan Panchayati Raj Act 1994)

Madhya Pradesh: The two-child norm, which is governed by Madhya Pradesh Panchayati Raj and Gram Swaraj Act, 1993, became operative from January 26, 2001. As the "main victim of this rule were women and poor" (ISS, 2005) and as women have little say about the choice regarding number of children and as the poor have virtually no access to reproductive health care, the chief minister decided to withdraw the provision concerning disqualifying elected PRI representatives for violating two child norm.

Other States : In Haryana, Section 175 (1) of the Haryana Panchayati Raj Act, 1994 contained provisions of two-child norm which disqualifies a person if the third child is born after April 24, 1994. The provision of two-child norm in Himachal Pradesh is enforced w.e.f June 8, 2001 under Himachal Pradesh Panchayat Raj Act, 1994 but it was withdrawn through a cabinet decision of February 16, 2005 (AIR, 2005, AP 156, ISS 2005). In Andhra Pradesh, the two-child norm was implemented in the state under section 19 (3) of the Andhra Pradesh Panchayat Raj Act, 1994. Gujarat was the last state which introduced the two-child norm in 2005 under Gujarat Panchayat Act, 2005. In Orissa, the relevant norm was made applicable under Orissa Panchayat Raj. Act, 1994. Orissa was the first state to introduce two-child norm for elections to the panchayats.

CONSEQUENCES OF THE STATE ACTS :

The experience of the functioning of panchayati raj in different states and the evidence about the application of two-child norm suggest large number of cases of disqualification or removal of PRI members, use of evasive techniques, increased litigation, and adverse effects on weaker sections in general and women in particular.

(a) Extent of Disqualifications : In Madhya Pradesh, the norm became operative from January, 26, 2001. The fieldwork reports suggest that several elected representatives had violated the norm but not only they were ignorant about it, action was also not initiated against them. The cases of disqualification reported since election in 2000 in Rajasthan showed a total of 808 disqualifications of which 63% (508) were for violation of two-child norm. In Madhya Pradesh a total 2122 disqualifications were reported of which 54% (1140) were for violation of the two child norm. Among those disqualified for violation of the two child norm in Rajasthan, the highest number was of panchayat members (390) followed by Sapanches (96). The corresponding figures for Madhya Pradesh were 857 and 270.

From data received from respective state governments, visaria et al (2005) concluded that in Rajasthan, a total of 548 out of 128907 PRI members were disqualified, the highest being 421 members of panchayats followed by 60 sarpanches, 37 Up Sarpanches and 28 panchayat samiti members. In Madhya Pradesh, a total of 862 PRIs members out of 4,17,015 were disqualified during the period. Among these the highest were panchayat members i.e.604, followed by 210 sarpanches.

(b) PRI Members Affected Most : Several studies have been conducted to find out as to which groups are most adversely affected by the norm and the extent to which gains accrued from reservation of seats for weaker sections and women were neutralized by the norm

The analysis of data from five states showed that women form 41% of the respondents while their share in the panchayat membership is little over a one third SCs, STs and OBCs form 80% of total respondents. Most respondents were from the age group of 21-49 years. (Visaria et al, 2006). A study of the implications of two child norm carried out by 'Mahila Chetana Manch an NGO from Madhya Pradesh - with 262 respondents from 21 districts in five states including Rajasthan and Madhya Pradesh during 2001-2002 made following observations: 54% of the disqualified candidates were either illiterate or had primary education. 16% were educated upto middle level, 27% were higher secondary and 3% were graduates. 78% of disqualified candidates belonged to SCs/ STs/ OBCs which are socially weaker sections of population; Nearly half the respondents had annual income of less than Rs. 20000. 30% affected persons were having annual income less than Rs.11, 000/- per annum. 5% of disqualified persons belonged to age group 21-39. This defeated the very purpose of reducing the age from 26 years to 21 years for contesting PRI election and encouraging younger generation to participate in the PRIs (Buch, 2005a; 2005b) Further, the adverse effect of the norm was more pronounced in case of poor, scheduled castes, scheduled tribes and backward groups having more children because, this provides them more hands and thereby more income (Patnaik, 2005).

A similar study carried out in four states including Rajasthan and Madhya Pradesh during 2004-2005 noted that the assumption of elected members being role model is not correct and that those belonging to backward communities offer no role model for people where caste and class politics dominate. Besides, most of those who were disqualified, belonged to SCs, STs and OBCs. The women who were younger in age faced disqualification because they were in the prime reproductive stage. The older women who had three or more children before the stipulated cut off date were least affected. The policy of two-child norm is, therefore, viewed as anti-women. (Visaria et al, 2005)

(c) Impact on women : In several cases disqualifications of members of panchayati raj institutions on this ground were initiated after nominations were filed or elections were held and mostly opposing candidates made complaints to

this effect. Quite a good number of members, more so women members, were lowly educated and ill-informed about the provisions, have apathy towards electoral processes but were persuaded to contest elections. It is only when many of them were subsequently disqualified that the implications of the provision are realised. However, it hardly affects those who have already entered the panchayat raj institutions through the process of elections, for cases filed against them are prolonged in courts and stay orders are somehow secured by affected persons that allowed such members to complete their tenure. Regarding adverse effects of the norm on women members, Patnaik, based on Bhopal study, contends:

"Instances of disputes on age or actual date of birth of the last child, tampering with records and evidence, procuring of false certificates, collusion with local officials etc. are common features of this disqualification norm under implementation in different States. The norm-based disqualification has more direct impact on as many as 95 percent of young persons belonging to the age group of 21-39 years, the said study reveals. In consequence, the very purpose of reducing the age from 26 years and more to 21 years as the minimum age to attract and allow young generation to PR system of governance appears to have been defeated. The study also reveals that about 40 percent of all candidates were involved in legal processes and 50% of them belonged to scheduled castes and 38% to backward castes women only. In Orissa, 55% and in Andhra, 48% of the cases constituted women only. Thus, women in large numbers were found to be more marginalised by this legislation. There was enough evidence that women were getting discouraged in view of long drawn court cases, enquiries, and undergo mental trauma resulting from the dilemma between continuing in the elected post and a simultaneous desire for a son and a large family. In the end, this stage of situation defeats the very intent of the 73rd and 74th Constitutional Amendments that attempt to facilitate and encourage entry of women across class and caste into panchayats and urban bodies"

To retain their elected seats in PRI, the husband tended to resort to such measures as abandonment of wife, denial of having fathered the child, desertion of pregnant wife, and abortion particularly in cases where foetus is of a girl. However incidents like deserting the wife, and giving away a child for adoption are sporadic cases rather than a trend. As reported by PRI officials, people file wrong affidavits stating that they have only two or less children but infact they have more. (Visaria et al, 2005)

As per the two child norm, a person having more than two living children after the specified date is not eligible for entry or continuance in panchayat, the specified date being Nov.27, 1995 for Rajasthan and Jan. 26, 2001 for Madhya Pardesh; having more than two children does not attract disqualification on the date of coming into effect of the law introducing this disqualification or up to the end of one year thereof if additional child not born thereafter. Thus, the norm is applicable only to persons of the active reproductive age group and exempts older persons who have completed their families. (Buch, 2005a)

The task Force on Panchayati Raj, set up by the Rajiv Gandhi Foundation (1997) has rejected restrictive provisions like the law of 'two child norm' as violative of human rights. In a memorandum to the Prime Minister, the Task Force said that 'such a law is against the policy of informed responsible choice for family size and violates human right'. Quoting the research on the subject, it said that restrictive provision is leading to malpractices like desertion of women, sex selection test, female foeticide and neglect of girl child. It will particularly discourage young women and disadvantaged sections from entering the Panchayats.

(d) Use of evasive techniques : The experience of the functioning of panchayat raj and the evidence about the application of two-children norm amply suggest use of evasive techniques by the contestants / representatives to ensure their election to or continuation in panchayati raj institutions: (a) people in general do not register all cases of child births; (b) those who register the birth seldom provide evidence of actual date of birth; (c) the manipulation and misrepresentation of the date of birth - quite common in rural areas and easier in view of wide prevalence of home deliveries; (d) some even denied the paternity of the third child to escape the disqualification on ground of two-child norm, (e) some persons leave their spouse temporarily and go for remarriage, and (f) once disqualified, the same is contested by providing false sterilization certificate. (Patnaik 2005; Visaria et al 2006)

Buch (2005) reported several strategies being adopted to evade the application of the two child norm: showing ignorance about the existence of the law; hiding the child among other children of the first family, tempering of records and pushing the date of conception prior to the cut off date, getting false birth certificates issued or horoscope made, obtaining false certificate of failed sterilisation, induced abortion of female foetus, hospital admission for delivery under wrong name, desertion of wives, child given in adoption to some near relative, showing a child that of her sister or some female relative, and the like.

(e) Problems in application : While the debate on the validity of the norm continues, its validity has adversely affected the entry and continuation of exactly those sections whose representation in PRIs through reservation was sought under 73rd Amendment. From data obtained from five states including Rajasthan and Madhya Pradesh, the two-child norm and its consequences were examined mainly through experiences of 262 affected individuals (Buch 2005 a). The results showed that the disqualification of candidates is subject to formal proceedings. Records regarding number and details of such cases are neither kept nor collected. Data collected from various other sources revealed large number of cases of violation of the norm and resulting disqualifications.

The interpretation of the policy guidelines concerning the two-child norm has created some problems in its applications. This is particularly true in cases of the birth of twins, still-births and giving away the child for adoption. The twins in

Rajasthan are considered as one unit but in Madhya Pradesh, the district collector uses his discretionary power as there is no specific guideline provided. However, the child given away for adoption is considered for this qualification. (Patnaik 2005)

APPLICATION OF TWO CHILD NORM IN RAJASTHAN :

The questions relating to two-child norm and removal of panchayati raj representatives in Rajasthan have been separately examined here. For this purpose, district-wise 2001-census data and information compiled by G.S. Narwani* (2006) from the Office of Commissioner, Panchayati Raj, Government of Rajasthan, were used. Ever since the two-child norm was made applicable w.e.f. 27.11.1995, a total of 743 elected representatives of PRIs were disqualified, the details of which follow. During the panchayat elections held during February-March 2005, Government of Rajasthan received over 400 complaints of the violation of two-child norm and submission of false affidavits. On enquiry, most disowned the third child born; the third child was attributed to that of their brothers or close relatives (Bhaskar News, October 10, 2005).

Gender - wise and Tier - wise Distribution :

Data appeared in Bhaskar News, Jaipur (October 15, 2005) showed that ever since the provision of two child norm became operative, 743 representatives of panchayati raj institutions were disqualified and removed during 1995-2005 whose gender wise and tier-wise distribution is shown in **Table 8.1**

Table 8.1

PRI representatives disqualified in Rajasthan for violating two-child norm by gender and position held in PRIs, 2000-2005*

S. No.	Tiers	Males	%	Females	%	Total
1	Total Disqualified	615	82.77	128	17.23	743
	a) Disqualified during 1995-2000	-	-	-	-	145
	b) Disqualified during 2000-2005	-	-	-	-	598
2	Panchayat Members					
	a) Sarpanch	85	82.52	18	17.48	103
	b) Updarpanch	40	86.96	06	13.04	46
	c) Ward Panch	447	82.32	96	17.68	543
	Total	572	82.66	120	17.34	692
3	Panchayat Samiti Members					
	a) Pradhan / Up Pradhan	7	87.50	1	12.50	08
	b)Members	27	79.41	7	20.59	34

	Total	34	80.95	8	19.05	42
4	Zilla Parishad Members					
	a) Pramukh / Up Pramukh	02	100	0	0	02
	b) Members	7	100	0	0	7
	Total	9	100	0	0	9

**The information compiled and made available by Narwani is based mainly on National Population Policy, 2000; Annual Report of 2004-2005 of Medical and Health Department, Govt. of Rajasthan; Directorate of Medical and Health Services, Govt. of Rajasthan and issues of Panchayati Raj Update for the years 2003-2005.*

Male- Female Ratio : As can be seen, of the total number of panchayat members removed from their post for violating two-child norm, 82.77% were males while the corresponding proportion of females was only 17.23 as against their one-third strength in PRIs. Of these, 80.48% members were removed during the years 2000-2005 as against only 19.52% during 1995-2000. Such a striking difference may be attributed to lack of awareness about the provision in the initial period.

Tier- wise distribution : The tier-wise analysis showed that of all the panchayat members disqualified, 93.14% were the members of panchayats – 73.08% ward panches, 13.86 sarpanches and 6.19% up-sarpanches. The panchayat samiti members constituted only 5.65% and the remaining 1.21% were Zilla Parishad members.

Gender-wise distribution : Table 8.1 shows that among the panchayat members removed, 82.66% were males with females comprising only 17.34%. More or less similar distribution was evident among panchayat samiti members whereas all Zilla Parishad members disqualified were males.

Disqualifications by District Literacy Rates :

Recognising the impartment role played by literacy level in influencing women's participation in formal institutions and empowerment, all the districts of the state were classified into high and low total literacy rates, and high and low male and female literacy rates. For this purpose, the state literacy averages, total as well as separately for males and females, were taken into account: these were 61.03%, 76.46% and 44.34% respectively. Literacy rates higher than the state averages were defined as "high" and those with lower literacy rates lower than the state averages were defined as "low" in terms respective literacy levels. The sampled districts from Rajasthan included in the study were also classified accordingly. Literacy rates- wise data regarding number of PRI members removed for violating two-child norm separately for the state, districts as well as sampled districts are shown in **Table 8.2**

Table 8.2

Removal of PRI representatives in Rajasthan and in sampled districts for violating two-child norm as per district literacy rates, 2000-2005*

S. No.	Districts	Number removed in Rajasthan			Number removed in sampled districts		
		Number of total districts	Number removed	Average number per district	Number of districts	Number removed	Average number per district
	Total	32	613	19.16	4	100	25.00
1	High literacy districts	12	264	22.00	2	57	28.5
2	Low literacy districts	20	349	17.45	2	43	21.5
	Male literacy						
1	High Male literacy districts	14	283	21.52	1	31	31.00
2	Low Male literacy districts	18	330	18.33	3	69	23.00
	Female literacy						
1	High Female literacy districts	10	214	21.40	1	31	31.00
2	Low Female literacy districts	22	399	18.14	3	69	23.00

**Based on data compiled by G.S. Narwani, Former Director, Department of Rural Development and Panchayati Raj, Govt. of Rajasthan.*

Disqualification in Rajasthan : High & Low Literacy Districts:

High and Low Literacy Rates: As per district wise information regarding PRI members disqualified during 2000-2005 in Rajasthan, a total of 613 members in the state were removed from the position they held in PRIs out of which 100 were from 4 sampled districts alone. On an average, 19.16 members per districts were removed from their posts in the state.

As per literacy-wise distribution, 349 PRI members were disqualified from 20 districts with low literacy rates which works out to be 17.45 members per district. The corresponding average for high literacy districts was far higher at 22.

Male Literacy Rates : More or less similar trend was observed when total number of disqualified PRI members was examined in relation to male literacy rates of the districts. The average number disqualified in low male literacy districts was 18.33 as against 21.52 in high male literacy districts.

Female literacy Rates : The above findings hold good also for high and low female literacy districts. Here too, the average numbers of PRI members disqualified in low female literacy districts was 18.14 as against 21.40 in high

female literacy districts. It appears, the incidence of disqualification of PRI members is positively associated with literacy level.

Disqualifications in High & Low Literacy Districts :

Literacy Rates : A separate analysis of cases of disqualifications by literacy rates was attempted for sampled districts also. The findings earlier observed were further reinforced when the incidence of disqualifications of PRI members was examined in relation to total, male and female literacy rates of the sampled districts.

As can be seen from data in table 8.2, the average disqualifications in four sampled districts were found to be 25 with far higher disqualification incidence at 28.5 in high literacy districts against 21.5 for low literacy districts.

Male and Female literacy Rates : When incidence of disqualifications by male and female literacy rates of the sampled districts was examined, the average number of disqualifications in both low male and female literacy districts was found to be 23, whereas the corresponding figure for both high male and female literacy districts was far higher at 31. It seems, sampled districts with high or low male literacy rates are also the districts with high or low female literacy rates. This appears to be so because the high and low male literacy districts were also the districts having high and low female literacy rates.

Disqualifications in Tribal and Non- Tribal Districts :

The incidence of disqualification in Rajasthan are analysed in terms of tribal and non tribal districts with their respective literacy levels in **Table 8.3**

Table 8.3

Removal of PRI representatives in Rajasthan for violating two-child norm as per tribal concentration 2000-2005*

S. No.	Tribal concentration	Number removed in Rajasthan			Number removed in sampled districts		
		Number of total districts	Number removed	Average number per district	Number of districts	Number removed	Average number per district
	<i>Tribal districts</i>						
1	Total	3	66	22.00	2	62	31.00
a)	High Male literacy districts	1	26	26.00	1	20	20.00
b)	Low Male literacy districts	2	40	20.00	1	36	36.00
c)	High Female literacy districts	1	26	26.00	1	26	26.00

d)	Low Female literacy districts	2	40	20.00	1	36	36.00
Non Tribal Districts							
2	Total	29	547	18.86	2	38	19.00
a)	High Male literacy districts	14	283	20.21	1	31	31.00
b)	Low Male literacy districts	15	264	17.60	1	7	7.00
c)	High Female literacy districts	9	188	20.89	1	31	31.00
d)	Low Female literacy districts	20	359	17.95	1	7	7.00

**Based on data compiled by G.S. Narwani, Former Director, Department of Rural Development and Panchayati Raj, Govt. of Rajasthan.*

Ratio of Tribal and Non- Tribal districts: In Rajasthan, Banswara, Dungarpur and Udaipur are the districts with highest concentration of tribal population. Of the total 613 cases of disqualification of PRI members recorded in Rajasthan, 66 (10.77%) were from tribal areas and the remaining 547 (89.23 %) from non- tribal areas with respective average disqualifications of 22 and 18.86.

As per literacy- wise analysis, 26 cases of disqualifications recorded in tribal areas were from high male as well as female literacy districts. While corresponding figure for low male as well as female literacy districts was found to 20. It appears districts with high or low male literacy rates were also the districts with high and low female literacy rates.

The average incidence of disqualifications in non-tribal districts is found to be relatively lower as compared to that in tribal districts. Likewise, higher incidence of disqualification were recorded in both high male as well as female literacy districts as compared to that in low male as well as female literacy districts. The incidence of average disqualifications of PRI members in low male literacy districts was found to be 17.60 as against 20.21 in high male literacy districts. Likewise, on an average 17.95 disqualifications were recorded in low female literacy districts as compared to 20.89 in high female literacy districts. Thus, the earlier finding regarding association of literacy level and incidence of disqualifications of PRI members was further reinforced.

Case of Sampled Districts : A separate analysis of the incidence of disqualifications in four sampled districts as per concentration of tribal population was also attempted (Table 8.3). On an average 19 cases of disqualifications of PRI members were recorded in non-tribal districts as compared to 31 in tribal districts. A further distribution of such cases by literacy levels revealed high incidence of disqualifications i.e. 36 in low male as well as female literacy districts. A lone tribal district with high incidence of disqualifications seems to be the reason for high average and hence is not indicative of the general trend observed above. This becomes evident when the problem is examined in relation to non-tribal districts

included in the sample. The low average disqualifications were noted between low male as well as female literacy districts (i.e. 7) as against 31 among high male as well as female literacy districts. This lent further support to be association between literacy level and incidence of disqualifications.

Exclusion from Development Programmes :

Some studies have also reported exclusion of women from different development programmes and benefits extended by central and state governments on account of violation of two-child norm. Visaria et-al (2006) hold that while central government tried to resolve the problem of population stabilisation from the stand point of reproductive rights and health measures including reproductive child health (RCH), Government of Rajasthan and Madhya Pradesh introduced several incentives and disincentives, which included, besides others, two-child norm for PRIs, minimum age at marriage for availing government facilities and services and denial of free education to the third child. In Rajasthan, several incentive schemes are being implemented to promote small family norm and population stablisation, (Narwani, 2006), some of which are discussed below:

1 Balika Smridhi Yojana : *To promote survival and care of the girl child in BPL families, a cash incentive of Rs. 500/- is provided at birth of the girl child upto second living child. It is kept in deposits out of which, the scholarship is offered ranging from Rs. 300/- to 1000/- per annum during school going period upto class 10th.*

2 Maternity Benefit Scheme : It provides a cash incentive of Rs.500/- to the mothers for their first child born after 19 years of age and for the birth of first and second child in BPL families.

3 Family Welfare Linked Insurance Plan : A compensation of Rs. 50,000/- is provided in cash on death of a woman within 30 days from the date of tubectomy / laproscopy operation the amount has been raised to Rs. 2,00,000/- w.e.f. 20.8.2001.

4 Reward to Couples : As per population policy 2000, a reward is provided to couples belonging to BPL families, if they marry after the legal age of marriage, getting their marriage registered, give birth to the first child after mother reaches 21 years of age, accept small family norm, and adopt terminal method after the birth of second child.

5 Freezing the number of MPS : in addition, Government of Rajasthan initiated following steps to promote small family norm:

- (a) **Rajasthan Family Welfare Pension Scheme 1995** : It applies in cases where the only male child dies after family planning operation is conducted and only daughters are survived. In such cases, a pension of 150/- per month is provided.
- (b) **Janani Suraksha Yojana 2005** : It was started under National Rural Health Mission to minimise maternal mortality. The scheme is an extended form of Maternity Benefit Scheme in which a package of Rs. 700/- is given as a grant to the mother in case the delivery takes place in a health center and Rs. 500/- are payable irrespective of the place of birth. An additional incentive of Rs.200/- in rural areas and Rs. 100/- in urban areas are provided to the BPL families in case delivery takes place in a medical / health center / sub center
- (c) **ASHA Scheme**: It was launched to provide health services to pregnant mothers before, during, and after delivery. The **Jan Mangal Worker** are also propagating family planning programme in villages.
- (d) **Transport** facilities are provided particularly to the women from economically weaker sections in 19 districts where medical sub centers are located at far off places so that safe delivery and other maternity benefits are ensured.
- (e) **Rewards for Best Performance**: For universalizing of the small family norm, rewards are offered from the year 2003-2004 to meet the goal of population stabilisation. For this purpose, the best panchayat in every block, best panchayat samiti in every district, best district in the state, best NGO, best private hospital and best Government hospital in every district are selected and the prize ranging from Rs. 50,000/- to 5,00,000 are offered.

Perceptions of Respondents about Disqualifications :

Information regarding disqualification of women from contesting or holding panchayat office as also on preventing them from availing benefits under different schemes was obtained from different categories of respondents. According to responses received, all categories of non- official respondents in very small number ranging from 2.06% to 6.67% endorsed women having been disqualified to contest panchayat elections. In contrast, 31.03% of the officials reported disqualification of women from holding office in PRIs. The marked variation among non-officials and officials on the question of disqualification for violation of two-child norm may be attributed mainly to the variation in the level of awareness about laws governing the functioning of panchayati raj institutions.

In response to the question whether women were prevented from availing benefits under different development schemes, official respondents were slightly better informed about such cases (6.85%) as compared to non-official / women members of panchayats (3.09%) . It appears, small number of cases of disqualifications in the span of 5 to 10 years spread over the whole state may not have attracted the attention of common people, most of whom are residing in remote areas, illiterates and poorly educated.

Critical Appraisal of the Two-Child Norm :

The available data do not seem to establish conclusively the role of two-child norm in population stabilisation beyond a limit. Besides, the provision being against women, SCs, STs and OBCs - the very groups for which reservations were made under the 73rd Amendment. As per data the male members suffered in higher proportion than women by two-child norm. Further, the disqualification of PRI member is subject to formal proceedings. In many cases records relating to number and details of violation of norm are neither collected, nor maintained even if collected (Buch 2005 a). The cases of tempering of records regarding date of birth or getting false birth certificates issued are also reported. Action against the violation of two-child norm is initiated only after filing complaints. It is quite likely that the complaints filed against women are quite small in number. Then, delivery of third child is carried out in large numbers at the parent's house, as is the practice prevalent in rural areas. By the time she returns, things are either forgotten or the new born is given in adoption or is shown as the child of some other close relations.

The evidence suggests that decline in population growth and the goal of population stabilisation were achieved more effectively through development rather than coercive and punitive actions. The states like Andhra Pradesh, Kerala, Karnataka and Tamilnadu have achieved substantial decline in their population by adopting non-coercive strategies. In contrast, the states of Rajasthan, Madhya Pradesh and Haryana, where two-child norm is in force, emerged as most populated states in the country. (Nina Puri, 2003)

The two-child norm is criticised also on the ground that the weaker sections such as SCs, STs, and OBCs were most adversely affected by the provision. However, this does not seem logical. The members of these sections are elected to PRIs in proportion to their population and their removal from their post on account of violation of two-child norm is also likely to be in proportion to their strength in PRIs. Therefore, any inference that they suffered most on account of the said provision is untenable. In this connection, G.S. Narwani, former Director Panchayat Raj and Special Secretary Rural Development, Government of Rajasthan observes:

"It is difficult to conclude that SC/ST or marginalized classes suffer most on such account. Such percentage varies as per proportion of caste population in different districts. If Meena, Damor, Rot, Ninama (Scheduled Tribes) were disqualified in tribal districts, Jatav, Meghwal, Bairwa, Rawat, Khatik, Bhambi, Daroga, Gadri, Bunkar (Scheduled Castes) were removed in Dausa, Jaipur etc, Jat, Dhakad, Gurjar, Teli, Bhalai, Barath, Nai, Dhobi, Chowdhri, Dudi, Prajapat, Jangid, Banjara, Saini, Kharadi, Yadav, Mali, Tailor, Potter, Bairagi (Other Backward Castes) were removed in a large number in proportion to seats

occupied by them, and Rajput, Pareek, Jain, Muslims, Bohra, Naagar, Pande, Vaishnav, Joshi, Patidar, Sikh from general castes were also removed. No caste was an exception."

Citing social science research findings, Patnaik (2005a) asserted that since about 9 out of every 10 persons in rural areas have more than two children, the two-child norm will make them ineligible to contest or hold office and as such contesting of panchayati raj elections get restricted to only 15 percent of the population irrespective of their ability and efficiency. As per survey of 60 panchayats from 21 districts of Madhya Pradesh carried out by Charkaha, a Delhi based organisation, 88% PRI members did not approve this clause of disqualification. The officials also in general considered misplaced the assumption that the women elected to panchayats can become empowered, that they become independent in taking discussions about number and timing of the children.

The National Population Policy do not prescribe any coercive approach to restrict family size but lays stress on better quality of life and health status. The union health ministry has also withdrawn the bill, pending for a long, seeking to impose two-child norm on MPs.

Though, the Supreme Court found the two-child norm as legally valid, Himachal Pradesh has withdrawn the disqualification in February 2005 and Madhya Pradesh decided to scrap the clause from panchayat act as announced by the chief ministry in July 2005.

In view of the decline in population growth through non-coercive methods in several states and the shift of population policy in China from compulsion to choice, the relevance of two-child norm restricted only to PRI members and that too only in 7 out of the 28 states to achieve the goal of population stabilization appears questionable. What is in fact needed is a further debate on the issue as also education of masses, awareness generation and strengthening of public health system.

Summary :

To achieve population goals, two-child norm was introduced through state legislative measures disqualifying persons to contest election or to hold office in PRIs in case third child was born after 27.11.1995 in Rajasthan and 26.1.2001 in Madhya Pradesh. In compliance, 808 and 2122 elected PRI members were disqualified in Rajasthan and Madhya Pradesh respectively, 63% and 54% of which were for violation of the two-child norm. Most of those disqualified were panchayat members, young women members of reproductive age, SCs, STs and OBCs. To evade application of two-child norm, techniques such as non-registration of the birth of the child, manipulation of date of birth, denial of

paternity, deserting the spouse and going for remarriage and, induced adoption were employed.

In Rajasthan, 743 elected PRIs members were removed from their posts during 1995-2005 for violating the norm of which 82.66% were males and 78.47% panchayat members. The disqualification rates, total, males and female, were found higher for sampled districts than the state average. Likewise, high literacy districts recorded higher disqualifications than the low literacy districts, and tribal districts registered more disqualifications than non-tribal districts. Thus, the incidence of disqualification appears positively associated with literacy levels and tribal concentration. The results call for generation of awareness among PRI members.

CHAPTER 9

SUMMARY, CONCLUSIONS AND SUGGESTIVE MEASURES

Introduction :

Among various processes, women's participation in political institutions is viewed as highly empowering. In this connection, 73rd Constitutional Amendment Act of 1992 was an historic event towards revitalisation of panchayati raj institutions in general and empowerment of SCs, STs and women in particular. The Act makes provision for the reservation of one-third of the total number of seats in panchayati raj institutions for women. This development resulted in constitutionally mandated 2,32,332 village panchayats, 6,000 intermediate panchayats and 534 zilla panchayats with a representative base of 27,75,858 panchayat members, 1,44,491 members of intermediate panchayats and 15,067 members of zilla panchayats. The importance of the change is evident from the fact that over half of these members belonged to traditionally marginalised and disadvantaged sections of society comprising of women (one –third of the total) and SCs, STs and OBCs (as per their proportion in total population of the area). This offered women an unique opportunity to occupy leadership positions and change conditions for their own development and empowerment. Thus, the new development prepared the environment in which women can gain not only social status, and self-confidence but fight successfully the centuries old oppression and exploitation.

Initially, doubts were however expressed about the efficacy of the Amendment in empowering women given the negative stereotype view of women prevalent in traditional patriarchal society where women, most of whom are illiterate or low educated and confined to their domestic duties, are least acquainted about their expected role in the new setup and where social inhibitions did not permit them to break the purdah system, oppose male domination and assume leadership in PRIs. Many of them have entered in panchayats for the first time and contested election at the dictates of their husbands or male family members who later took upon themselves all the functions on behalf of the elected women. However, with the passage of time, women acquired confidence and ability to perform PRI functions independently and effectively.

Present Study and its Objectives :

With the above background in mind, the present study was undertaken to assess women member's present status of participation in PRIs, offer training intervention to overcome gaps in the participation, and assess the impact such a training intervention had on the improvement in women's participation status. Taking a comprehensive view, the term "participation" in the present study was conceptualised in three ways, namely, symbolic or physical presence in panchayat meetings, substantive role women members play in PRIs, and personal or internal development women member experienced as a result of their participation in PRIs.

In specific terms, the study was carried out to meet five main objectives: 1) to identify the socio-economic profile of the women members of panchayati raj institutions and the changes therein, if any; 2) to assess the nature and degree of participation of women in panchayati raj institutions and to find out associated structural impediments; 3) to measure knowledge and skills of the women members and deficiency therein, if any, and to examine the relevance for the participation in panchayati raj institutions; 4) to provide orientation training to the women members of panchayati raj institutions with a view to develop knowledge and skills necessary to participate effectively in panchayati raj institutions; and 5) to assess the efficacy of training intervention in enhancing participation and empowerment of women in panchayati raj institutions. In addition, the status of the "application of two-child norm in Rajasthan" was also studied as desired by the sponsors.

Methodology :

Study Units : The study was carried out in the states of Rajasthan and Madhya Pradesh. Assuming that female literacy greatly influences women development and empowerment, all the districts in each state were divided into high female literacy districts and low female literacy districts using state female literacy average as cut-off point. From each category, all the districts were divided into tribal and non-tribal based on concentration of tribal population. Thus, there emerged four groups of districts: (a) high female literacy districts - tribal, (b) high female literacy districts-non-tribal, (c) low female literacy districts - tribal, and (d) low female literacy districts - non-tribal. From each category, two districts and from each district one block were randomly selected. From each block, two gram panchayats/ village units - one near the block headquarters, and the other distantly located - were selected for the study based on distance and approachability.

Respondents : From each selected gram panchayat, all the present women members were included in study. In addition, outgoing women panchayat members, present and outgoing male panchayat members, and women candidates who contested any of the last two panchayat elections unsuccessfully were included in study depending upon their availability. In addition, officials

associated with panchayati raj at different levels of administration were also included in study. Thus, the question of women's participation and empowerment was examined from the perspectives of different groups of people associated with panchayati raj. The sample is thus consisted of 97 present women members of panchayats, 62 outgoing women members of panchayats, 66 male members of panchayats, and 60 unsuccessful women candidates for a total of 285.

Study Tools : Three types of study tools were employed for collection of data from non-officials: Interview Scheduled - I for present and outgoing women members; Interview Scheduled II for male members; and Interview Scheduled III for unsuccessful women candidates. Besides, a questionnaire was also developed and used for obtaining information from the officials associated with PRIs. The case study method and observation technique were also used for supplementing data. Computer was used to analyse collected data and statistical techniques such as percentages, mean values, chi-square test and CR values were employed for drawing inferences and making comparisons.

Main findings :

- 1.1 Rajasthan and Madhya Pradesh resemble in some population characteristics but differ in others. The later has higher population density, higher total as well male and female literacy rates and greater concentration of tribal population. Rajasthan has relatively higher sex ratio and greater concentration of scheduled caste population.
- 1.2 Profile of sampled districts presents vast differences between and within districts: The population density ranged from 114 for Khargaun to 662 for Bhopal; sex ratio from 896 for Bhopal to 1027 for Dungarpur; urbanisation from 7.24% for Dungarpur to 80.53% for Bhopal, and literacy rates from 37.08% for Jhabua to 75.08% for Bhopal.
- 2.1 Present and outgoing women members of panchayats were mostly middle-aged, former being relatively younger; illiterates or literates, but educational level of the former being slightly higher; married, having three or more children, and majority being members of nuclear families. STs form largest group, their share among panchayat members increased in successive elections. Agriculture and labour being the main sources of living, majority belonged to non-BPL categories, and associated with two or more political organisations.
- 2.2 Male panchayat members and unsuccessful women candidates are, in majority, middle aged, with former having better education. Overwhelmingly, members are married, having three or more children and more women than men are members of joint family. Respondents differ in their caste composition; majority pursues agriculture and allied occupations and belonged to non- BPL category.

- 3.0** (a) Most Present women members contested panchayat elections at the instance of their husbands and relations and secured their support and help; (b) while attendance in panchayat meetings was widespread, majority neither spoke, nor cast votes; (c) though most attended meetings after prior preparations, only a few participated in panchayat deliberations, and majority feel incapable to undertake panchayat work; (d) further, separate seating arrangement was common but most neither observe purdah, nor use male escort to attend meetings, nor entertain advice of their male-folk; (e) while women's participation in most areas is viewed empowering, most reported poor personal development as reflected in previous training, addressing public meetings, and dealing with banking institutions; (f) wide information gap was noticed in the area of awareness about PRIs but the gaps in participation in deliberations, ability in handling panchayat work, and areas of self-development were also pronounced. Training intervention was intended to bridge these gaps.
- 4.1** (a) The perceptions of other groups about women's participation in PRIs tended to reinforce self-perceptions of present women members themselves; (b) most outgoing women members were motivated and supported by their husbands and relations in elections and involved themselves in door-to-door campaigning. (c) majority was punctual and regular in attending panchayat meetings, and did speak there, but endorsed poor participation in deliberations, and inability to undertake panchayat work; (d) in most cases, purdah is observed and males escort women members while attending meetings and discourage them to express. However separate seating arrangement and discrimination were not endorsed by a majority; (e) internal development was found poor in most cases and awareness about PRIs was grossly inadequate; (f) in general, improvement in participation was viewed empowering for women.
- 4.2** (a) Views expressed by outgoing women members on the subject was corroborated also by male members of panchayats and unsuccessful women candidates. These relate to women member's role in election processes and participation in panchayat meetings. (b) Among two groups, male members had better appreciation of women's participation in deliberations, their awareness about PRIs, empowerment through participation and declining influence of social impediments. However, they endorsed dependence of women members on husbands or relations for help, support and advice with little role played by caste leaders, political parties, NGOs and local influentials.
- 4.3** (a) Most unsuccessful women candidates also contested panchayat elections at the instance of their husbands and family members and involved themselves in door-to-door publicity. They attributed their failure mainly to lack of awareness, own indifference and non-cooperation of family; (b) majority find more women now contesting elections, entering into panchayats, feeling encouraged to participate in meetings, taking part

in decision making and their views receiving greater attention; (c) they endorsed women observing purdah, seeking advice from family males, and attending meetings with them. Low education, lack of confidence, purdah system and dependence on males were cited as main impediments.

- 4.4** (a) Officials in general endorsed increased participation of women in election activities, reliance on husbands/ relations for help and support, and active participation in panchayat meetings and decision making; (b) they recognize purdah, male interference, restrictions on free movement and low education as main factors inhibiting women's participation; (c) about one-third of them reported disqualification of women members for violating two-child norm and some reported their exclusion from availing development benefits; (d) overwhelmingly, they endorsed increased awareness level and decreased dependence in males and considered educational development and continuous training necessary to increase awareness level.
- 5.0** (a) The pre-training survey revealed a wide gap in most areas of women's participation areas; (b) the training intervention directed to meet these gaps was introduced in three phases of 4 days, 2 days and 1 day duration; (c) the use of a training module, several methods and techniques with stress on a set of C.Ds./ Video cassettes on panchayati raj and health, role-play, presentation by women members and question-answer technique were employed to bridge the observed gaps; (d) to make training effective, the leading NGOs from the study area with rich and long experience of organising panchayati raj training were involved, and training was provided near to the respective panchayat / block headquarters and in local dialect.
- 6.1** (a) The effectiveness of training was measured by the improvement women registered in their pre-training participation status. Women members experienced a significant improvement in 71.15% areas of participation with remaining areas, except one, witnessing no significant change; (b) highest improvement was made in the area of deliberations and in their ability to handle panchayat work. The areas of substantive participation needed further improvement; (c) most encouraging part was the weakening of the influence of social impediments particularly in observance of purdah and intervention by husbands or male family members in panchayat meetings.
- 6.2** (a) To assess changes in women's participation over a time, present women members were compared with the outgoing ones. Significant improvement was noted in 71.15% of the areas of participation; the role of social impediments was declined significantly in 9 out of 10 areas; (b) women's role did not change much in most election-related activities; (c) further, present women members registered significant improvement in majority areas of information and internal development when compared with outgoing women members.

- 6.3** (a) Observed improvement resulting from training was analysed in relation to 12 regional and socioeconomic factors. Significant association was observed with district female literacy rates, tribal concentration, and nearness to block headquarters, age and marital status; (b) surprisingly, no significant association was noted between improved participation rates and factors of education, previous training, caste status, family type, number of children, income category, and political association. Conversely, women members participated in PRIs irrespective of their position in respect of each of such factors.
- 6.4** When effects of district female literacy was controlled, training impact was experienced more by tribal – area respondents as compared to those of non-tribal areas.
- 7.1** (a) To reduce population growth, two-child norm was introduced through state legislative measures disqualifying persons to contest election or to hold office in PRIs in case third child was born after 27.11.1995 in Rajasthan and 26.1.2001 in Madhya Pradesh; (b) in compliance, 808 and 2122 elected PRI members were disqualified in Rajasthan and Madhya Pradesh respectively, 63% and 54% of which were for violation of the two-child norm; (c) most of those disqualified were panchayat members, young women of reproductive age, SCs, STs and OBCs; (d) to evade application of two-child norm, techniques such as non-registration of the birth of the child, manipulation of date of birth, denial of paternity, deserting the spouse and going for remarriage, and induced abortion were employed.
- 7.2** (a) In Rajasthan, 743 elected PRIs members were reportedly removed from their posts during 1995-2005 for violating the norm, of which 82.66% were males and 78.47% were panchayat members; (b) the disqualification rates, total, males and female, were found to be higher for sampled districts than the state average; (c) likewise, high literacy districts recorded higher disqualifications than the low literacy districts, and tribal districts registered more disqualifications than non-tribal districts. Thus, the incidence of disqualifications appears to be positively associated with literacy levels and tribal concentration. The results call for generation of awareness among PRI members.

Status of hypotheses :

Taking into consideration the above findings, the status of our hypotheses is examined below.

1) The women in larger number than before are participating in panchayati raj institutions.

For testing this hypotheses, comparisons were attempted (a) between pre-training status of participation and post-training participation of women members, and (b) between participation status of present women members and outgoing women members. (The relevant data are provided in

tables 7.1 through 7.8 and 7.9(a) and 7.9 (b) (Chapter 7)). It was observed that the participation of women members has registered significant improvement when compared with their pre-training participation status and that with outgoing women members. The above hypothesis is, therefore, accepted.

2) *More women from weaker sections are now participating in panchayati raj institutions than before.*

This hypothesis was tested with the help of data shown in table 7.20 and 7.21 (Chapter 7), which revealed significant improvement registered by scheduled castes and scheduled tribes in 51.92 percent and 65.38 percent areas of participation in panchayati raj. The above hypothesis is, therefore, accepted.

3) *Participation of women in panchayati raj institutions, rather than being symbolic, is substantive and developmental.*

The impact of training intervention summarised in table 7.8 (Chapter 7) revealed significant improvement made by women members in 71.15% areas of participation in PRIs indicating substantive participation women members made, and internal development they experienced. Area-wise analysis revealed improvement women members experienced in all areas of panchayat deliberations, and handling of panchayat work, 87.50% of the areas related to personal or internal development, 64.29% to awareness level and 36.36% areas of participation reflecting empowerment. The above hypothesis is, thus, accepted.

4) *The women participating in panchayati raj institutions are more younger in age and educated than before.*

This hypothesis is tested with the help of age-wise and education-wise distribution of present and outgoing women members of panchayats in Table 3.3 (Chapter 3). Data showed greater proportion of younger age among present women members than among the outgoing. Likewise, there are more literates among present women than that among outgoing. Further, more of the present women than the outgoing acquired education above primary level. The above hypothesis is, thus, accepted.

5) *The women participating in panchayati raj institutions are now more knowledgeable and skilled than before.*

To test the above hypothesis, data provided in Table 7.5 and 7.4 were used. These revealed significant improvement women members registered in their (a) knowledge in 64.29% areas of the functioning of PRIs, and (b) ability to handle all the seven areas of panchayat work. The overall mean percentage of respondents having awareness of PRIs was only 28.28% before training but the same rose to 57.14% after training. Likewise, the overall mean percentage of respondents possessing ability to handle panchayat work was 26.80% before training, which shot up to 62.44% after training. The above hypothesis is, therefore, accepted.

6) ***The structural constraints (i.e. age, sex, caste etc) no longer inhibit women's participation in panchayati raj institutions.***

Data provided in table 7.17 and 7.20 are used to test the above hypothesis. As per table 7.17 (a), middle-aged respondents registered significant improvement in most areas of participation but this was not so for other age groups. As per data in table 7.17 (b), no significant decline took place among different age groups with regard to disabling influence of structural impediments in over two-third areas. The hypothesis that age no longer inhibits women's participation in PRIs is, therefore, partially accepted.

As per data in table 7.20 (a) and (b), all three caste groups experienced significant improvement in most participation areas. But the impact of structural variables like purdah system, authority of males and discrimination against women continued in most areas and among all caste groups. Therefore, the hypothesis that caste no longer inhibits women's participation in PRIs is partially accepted.

7) ***Women are more inclined to avail opportunities to develop their knowledge and skills as tools for their empowerment in panchayati raj institutions.***

As evident from data presented in table 7.3.1 (i) (chapter 7), more women in post-training phase than those in pre-training phase expressed desire to undergo further training to improve their knowledge and skills and the difference in this regard was found positive and highly significant. In addition, more of the present women members of panchayats as compared to the outgoing were desirous of further training (Table 7.9 (a)). The above hypothesis is, therefore, accepted.

Suggestions for Policy and Action :

The results of the study showed incremental gains women members have made in most participation areas resulting from training intervention but a long way is yet to be covered and especially with respect to free women from disabling influence of purdah system, male interference and discrimination. Besides, special efforts need to be directed towards increasing awareness about PRIs, enhancing skills to participate in deliberations and improving ability to undertake different types of panchayat work. Participation in panchayat discussions and decision-making also needs to be further improved and greater opportunities for internal and personal development need to be made available. Suggestive measures that are outlined below are expected to bridge the gaps still remain to be bridged.

1. The constitutional provisions and legislative measures alone will not go too far in empowering women members. They themselves have to assume responsibilities, demonstrate their ability and confidence, reduce their dependence on others and prevent their interference. As the task is not easy to accomplish, the state, community, NGOs and village organisations, all have to come together to work towards capacity building of women members. This

will go a long way in changing the prevalent view that women are there in panchayats because of reservation only and that they are incapable to handle panchayat work.

2. A large proportion of women suffer from the lack of confidence, fear of being ridiculed by males and afraid of speaking in meetings in presence of village elders. This needs to be attended sooner than later in case goals of reservation are to be achieved. Conditions are, therefore, needed to be created so that women members feel encouraged to share their views, express themselves freely, views put up by them receive due attention and shoulder some responsibilities. For this purpose, a multi-pronged strategy needs to be pursued that involves awareness generation, association with ongoing development schemes, and availment of available opportunities allowing women to demonstrate their ability. Besides, their outside exposure at frequent intervals, especially to banking, health, educational and similar other institutions, would broaden their mental horizon as also build their confidence.
3. One of the factors underlying poor participation of women members is lack of information and awareness. It makes women dependent on others and also compels them to put signatures on registers as desired by male members. This limitation can be overcome if information about PRIs and relevant rules are translated into simple language and local dialects; proceedings recorded in the meetings are read out for the illiterates before asking them to put signatures. While, the ongoing literacy programmes should specifically cover illiterate women members of panchayats, the adult female literacy programme should be initiated in mission mode with active involvement of PRIs.
4. Results showed that the discrimination against women continues in some form. As it is deep rooted and perpetuated by patriarchy, empowering women, most of whom are economically dependent on the male folk, is an uphill task that cannot be accomplished simply by education or awareness generation. What is needed is a holistic approach combining within it measures towards economic independence, gender justice, equal access to education and health services and freedom from socio-cultural inhibitions. The scale on which such an approach needs to be pursued calls for a Special Component Plan for Women ensuring one-third of the total budgetary allocation flowing towards women development, promotion of self help groups of women promising economic independence, leadership development, and skill improvement relevant to trades meeting needs of modern markets.
5. Recognising economic independence as a key factor in empowerment of women and in ensuring them a say in the decision making process in family and society, programmes of employment generation, skill development, productivity increase and resources mobilisation need to be vigorously pursued and all the concerned departments and agencies operating at different levels need to be actively involved in a coordinated way.
6. Stringent measures need to be initiated to prevent interference of dummies and proxies in discharging the roles expected of elected women members in PRIs.

The husbands and male family members of the elected women members should be prevented under all circumstances to attend panchayat meetings and discharge duties on behalf of women members. If the practice is allowed unabated, women members will be deprived of the opportunity of sharing powers offered by 73rd Constitutional Amendment. In cases where woman happens to be the sarpanch, her husband or male family members take undue advantage of the power on behalf of the elected women sarpanch. Counter measures are, therefore, to be initiated to prevent such a situation to arise. For this purpose, women members are to be equipped with necessary knowledge, skills and information, and reduce their dependence on males. Pre-election orientation and scrutiny of contestants may help in selecting genuine candidates.

7. The entry of women in PRIs was prompted by several factors: some entered due to reservation provisions; others joined politics to serve the people; still others were pushed into politics by their husbands and family members and a few did so at their own volition. The conditions, therefore, need to be created in which women themselves feel able to make an independent decision whether or not to join politics.
8. In many cases, the jurisdiction of panchayats is spread over in several small villages or hamlets. It is especially so in hilly areas where population is scattered. But the panchayat or gram sabha meetings are held in the main village or the village of the sarpanch. This involves geographical movement, travel cost; loss of wages and inconvenience which inhibit participation of many women members in panchayat or gram sabha meetings. Therefore, there is a need to constitute a gram sabha for each village. Wherever it is not done, ward sabhas may be strengthened. Besides, it should also be ensured that members participating in meetings are not deprived of their daily wages and forced to bear the travel cost, if any. Many women members have to cover a long distance to reach the panchayat or gram sabha meetings and their return to their homes also consume considerable time. It should also be ensured that meetings are held early in the day and are not prolonged beyond a certain time so that women may reach home during the day hours. The venue of the meetings should also be so fixed that most panchayat members particularly women are not required to cover long distances.
9. Many a times, the quorum required for holding panchayat or gram sabha meetings are not met but meetings are shown as held and signatures or thumb impressions are somehow obtained. While many have genuine reasons for their absence from the meetings, some did not receive timely notice of the meetings. This defeats the very purpose of participation of people in local governance. The efforts need to be made to avoid such a situation to arise which should include a) fixing of date, time and venue of such meetings well in advance, b) such date should not be fixed that is inconvenient to most members, c) the information should reach most people in time, d) compensation in some form to the poor women members coming to attend meetings from distant places and forgo a day's wage, and e) viable and effective system to inform panchayat

members about the date and time of meeting, agenda of meeting etc well in advance.

10. Panchayats seldom use all the powers and resources entrusted to them resulting in low involvement of people in local governance. Results showed that issues relevant to women rarely figures in panchayat meetings, which impede both interest as well as participation of women members. There is an urgent need to equip and encourage panchayats to use most of their powers and resources for betterment of people, which in turns will promote active involvement of panchayat members including women. Further, PRI members in general have a restricted view of development encompassing buildings, roads, electricity, irrigation, schools, hospitals etc. The view of panchayat members, particularly of women, needs to be expanded to cover literacy programme, gender equality, social evils, girl's education, social impediments, caste cleavages, violence against women, prohibition, poor health and nutrition, and the like. Accordingly, meeting agenda should also reflect such concerns. Steps should, therefore, be taken to ensure that the agenda of PRI meetings reflects such concerns in meaningful way. To the extent this will happen women members feel encouraged to participate in panchayat meetings. Steps need to be taken to make PRIs more sensitive to issues relevant to women particularly of weaker sections. This will generate interest in panchayat meetings as also promote participation in discussions and deliberations.
11. Presently, neither standing committees are active, nor women members are taking interest in them. Many were found unaware even about their existence. These need to be activated and panchayat members need to be associated actively with them. This will promote not only active participation of panchayat members but also develop in them confidence as well as leadership qualities by offering them opportunities.
12. Participation of large number of people is needed in proper identification, formulation, implementation and appraisal of the schemes entrusted to panchayats. This offers immense opportunities for leadership development and capacity building especially in such tasks as budget preparation, resource mobilisation, organising community programmes, identifying beneficiaries, keeping records etc. Locally available manpower should also be involved in equipping panchayat members in these areas. Special efforts may be made to associate women and SCs, STs and other weaker sections in these tasks, prepare them to shoulder new responsibilities and join the mainstream. The goal of people's participation in local governance can be best achieved if traditional wisdom and experience possessed by influentials and village elders are used to improve the functioning of PRIs. For this purpose, they should be involved in different development committees constituted for monitoring and implementation of schemes.
13. The local NGOs under the new setup are now faced with new challenges of developing leadership qualities among new entrants in politics, making PRIs effective as viable units of local governance. There is a need to involve them in

problems- identification, need assessment, plan preparation and implementation, mobilising of resources, capacity building through, training, information sharing and empowerment of women, SCs, and STs.

14. The members of higher-level tiers of panchayati raj are relatively better educated and well informed. This situation can be of great advantage to promote participation of panchayat members in local governance. For this purpose, periodical interaction of these with panchayat members may be arranged who may in turn use the opportunity to voice their concerns, seek information and clear doubts. Concerned government officials may also be involved in such interactions. The participation of these members in panchayat meetings can also be the possible option for such organised interactions.
15. The future of panchayati raj and participation of women in local governance are determined greatly by prevailing traditions, social values and attitudes. As these are imbibed during early socialisation, it is difficult to bring about change in them once these become part of personality. Steps to seek freedom from these should form part of school education. As involvement of women in several areas of functioning of panchayats is quite unsatisfactory, it is necessary to probe into inhibiting socio-cultural factors and to initiate measures to contain their influence.
16. PRIs have emerged as the main agencies for involvement and empowerment of disadvantaged sections including women, SCs and STs. But the indifference shown towards these sections do not allow them to participate actively in the functioning of PRIs. While the members of upper caste are averse to share platform with SC women on one hand, their own male folk seldom allow them to function independently. Besides, they have no adequate understanding of their role and responsibilities and those who are aware and educated, rarely assert themselves owing to inhibitions and disabilities. Conditions are needed to be created in which members from weaker sections feel encouraged to participate in the functioning of PRIs. The regular interaction of women members with developmental institutions would remove their shyness, if any, develop in them self-confidence which would greatly encourage them to participate actively in panchayat deliberations.
17. Functioning of PRIs is governed to a large extent by the quality of leadership, and socioeconomic background of the members. To ensure that unscrupulous elements are not elected, some minimum eligibility criteria needs to be prescribed for the people contesting PRI elections or holding office in them. This may include minimum of primary level education. The persons who are illiterates, have proven record of practicing dowry, committing violence against women, atrocities on SCs and STs, and other crimes should be debarred from contesting elections to PRIs. The village influentials, elders and retired persons may be involved in this task.
18. The media is a very powerful source of awareness generation, dissemination of information and attitudinal change but its role in panchayati raj has so far been subdued. Nor PRI members have made much use of it. Some efforts are,

therefore, needed to involve media in disseminating information about different schemes and their implementation, changes in the system, success stories, bottlenecks faced, discrimination experienced by women, STs and STs, and the like. It should be made to act as a continuous channel of information needed by grassroots workers, the poor, and poorly educated so as to enable them to function more effectively. The media can, thus, play an enabling and empowering role for the grassroots functionaries and PRI members. Efforts may, therefore, be made to involve media in this task. A separate column or channel focusing on panchayati raj and rural development can also be initiated.

19. The application of two-child norm in two states resulted in the disqualification of many women members besides SCs and STs. The step is viewed as anti-women and anti-poor. To evade the application of the norm, several techniques detrimental to women's interest are being adopted. Therefore the issue needs further debate and calls for generating awareness among people about two-child norm and ensuring strict compliance of the provisions especially at the time of filing nominations for PRI elections. In specific terms, following issues needed immediate attention:
 - (i) The adverse effects of the application of two-child norm observed, especially on the young women of reproductive age, besides those from SCs, STs and OBCs, call for use of full proof verification of the antecedents of the contesting or elected candidates. The local authorities such as *patwari*, school teacher, hospital staff etc. may be involved in this task to prevent candidates from using evasive techniques that bring sufferings for women. Criminal proceedings may also be initiated against those using evasive techniques to prevent action against those violating two-child norm.
 - (ii) Once the violation of the norm is detected case may be disposed of at the earliest and immediate action initiated against the defaulter to prevent him to contest election or to hold office in PRIs rather than allowing him/her to complete the term. It is necessary also because the norm has adverse effects more on dalits who tend to have more children and are quite weak in manipulating date of birth of the third child and number of children born.
 - (iii) If cases of violation of the norm are filed in the court, these need to be processed within the specified time frame rather than allowing the defaulter to continue till his/her term is over.
 - (iv) If the case application after the term is over and default is proved, a minimum period of imprisonment or fine or both should be prescribed to discourage people from violating the norm.

- (v) In case the application of the two-child norm is found to have a favourable impact on population control, (a) the discriminatory treatment against PRI members vis-a vis MLAs, MPs and other categories of persons needs to be discontinued by applying the norm on the latter categories as well, and (b) its application to the Central and State government officials also needs to be explored in national interest, notwithstanding national population policy favouring reproductive rights to accomplish goal of population stabilisation.
- (vi) The potential candidates to PRIs elections, both men and women, are to be fully oriented about the two-child norm and consequence of its violation for them. While doing so, emphasis may be placed more on educationally advanced districts and districts with tribal concentration.

Suggested Strategy for Training: Main elements

The success of most of the measures outlined above for improving the participation of women members in panchayati raj institutions rests heavily on the availability of training and information support to the women which would build their capacity, enhance their ability, secure them freedom from structural impediments and inhibitions, generate awareness and make them effective as members of PRIs. Considering the vast number of elected members of PRIs especially of panchayats, the task is massive which state governments alone cannot undertake given the limited manpower and resources. A training strategy, which is expected to yield results within the known constraints, along with its main elements, is outlined below :

- a) Wide-ranging changes are being introduced from time to time in the rules and regulations relating to structure and functioning of PRIs. Most panchayat members, particularly illiterates and women members, find it extremely difficult to familiarise themselves with the quick changes taking place in relevant rules and regulations. Training opportunities for massive number of PRIs members also cannot be made available to update them so quickly and frequently through formal network of training institutions with limited intakes. Some system, therefore, is needed to be evolved through which updated information is passed on to the vast number of panchayat members without much loss of time and resources. For this purpose persons having long experience in the working with PRIs should be identified in each district/region, peripatetic teams should be constituted with them as members; each such team should be equipped with necessary training material and equipment. These teams may move from one area to the other in a way each panchayat members is exposed at least once in six months. Such teams should work closely with Panchayat Information and Training Centre proposed at block level.
- b) In addition to the above, the results of the study call for a regular and decentralised system of panchayati raj training where new entrants in PRIs

after every new election can be oriented in panchayati raj functioning without loss of time and where PRI members, especially women who are generally ill-equipped to perform their role and who could not get exposure to panchayati raj training. The study showed that over three-fifth of the present women members did not have previous training exposure and that previous training exposure was not found significantly associated with their participation in panchayati raj. This points towards the need for both, orientation as well as refresher training of women members of panchayats.

- c) The scale on which this task is required to be undertaken calls for highly decentralised training and information network nearer to the location of panchayat members. Such a role can be performed effectively on decentralised and continuous basis by setting up "Panchayat Information and Training Center" with nucleus staff at block level which will act a resource center providing education and information to PRI members of the concerned block. While such a center can function under the state department dealing with panchayati raj, a leading NGO of the area having wide network and long experience of rural development and working with PRIs can be involved in this task.
- d) The results showed that most women members of panchayats, despite previous training in PRIs, lacked not only information, but confidence, ability and interest also. To make the participation in PRIs empowering for women, stress needs to be laid on programmes of capacity and confidence building at frequent intervals. For this purpose, concerned government departments dealing with panchayati raj and rural development, existing training institutions, NGOs, and social workers should join hands, and work closely with proposed institutional intervention to evolve and implement a common strategy and programme-mix at a little or no cost.
- e) Despite some improvement in awareness and participation through training intervention, wide gaps still exist which can not be bridged without providing adequate skills of efficient panchayat management and leadership development especially in areas of preparing schemes, recording minutes of the meetings, conducting panchayat meetings, keeping office records, maintaining accounts and the like. These areas need to be stressed in any training programme directed towards women members of panchayats.
- f) Experience showed that wherever joint programmes of training for both male and female members were conducted, the participation of women members remained subdued: they tend to occupy back seat in the class, feel hesitant to contribute and lose interest. The programme of capacity building directed to educate, train and inform women members of panchayats can be succeeded only if organised mainly and separately for women members on decentralised basis. A nodal agency in each district having proven record of organising successfully training of PRI functionaries should be identified and involved in meeting training requirements of the whole district and linked to Panchayat Information and Training Center proposed to be set up at each block. It may

derive benefits of the experience of the members of block and districts level tiers of panchayati raj as well as officials from concerned departments.

- g) The poor participation of panchayat members, particularly of women, in training programmes was attributed to their dislocation from their work as also from homes. To overcome this constraint, the training of women members of PRIs should be organised frequently and without dislocating them from their work and homes.
- h) Most of the present training programmes are directed towards sarpanchaes and secretaries of panchayats with little attention to those for panchayat members. The assumption of percolation effect is partly responsible for lack of awareness, poor performance in deliberations, and non-participation in decision-making on the part of women members. It is, therefore, imperative that existing programmes are expanded to include panches, especially women members, so as to ensure the active participation of all members in the functioning of PRIs.

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ANNEXURES'

-  **TABLES RELATED TO THE TEXT**
-  **CASE STUDIES**
-  **STUDY TOOLS**
-  **TRAINING MODULE : LIST OF CONTENTS**
-  **FOUR DAYS TRAINING PROGRAMME**

ANNEXURE I : TABLES RELATED TO THE TEXT

Table 7.11 (a) Impact of PR training on women member's participation in PRIs by districts female literacy level (n=97)*

S. No.	Areas of participation	High female Lit. Districts (n=46)		Diff.	C.R. Value	Low female Lit. Districts (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	38 (82.61)	45 (97.83)	15.22	2.46*	50 (98.04)	50 (98.04)	0.00	0.00
(b)	Remaining present in meetings till end	36 (78.26)	45 (97.83)	19.57	2.89**	48 (94.12)	46 (90.20)	3.92	0.74
(c)	Number of women making prior preparation for attending meetings	21 (45.65)	33 (71.74)	26.09	2.54*	32 (62.75)	26 (50.98)	11.76	1.20
(d)	Number of women who spoke during panchayat meetings	19 (41.30)	35 (76.09)	34.78	3.39**	29 (56.86)	33 (64.71)	7.84	0.81
(e)	Number of women exercising votes during meetings	5 (10.87)	27 (58.70)	47.83	4.82**	13 (25.49)	29 (56.86)	31.37	3.22**
(f)	Number of women raising human development	19 (41.30)	41 (89.13)	47.83	4.82**	37 (72.55)	41 (80.39)	7.84	0.93
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	11 (23.91)	39 (84.78)	60.87	5.86**	15 (29.41)	34 (66.67)	37.25	3.77**
(b)	Preparing budget	5 (10.87)	23 (50.00)	39.13	4.08**	5 (9.80)	23 (45.10)	35.29	3.99**
(c)	Mobilising resources	6 (13.04)	22 (47.83)	34.78	3.63**	4 (7.84)	17 (33.33)	25.49	3.18**
(d)	Organising community programmes	10 (21.74)	28 (60.87)	39.13	3.81**	18 (35.29)	28 (54.90)	19.61	1.99*
(e)	Identifying beneficiaries	4 (8.70)	39 (84.78)	76.09	7.31**	25 (49.02)	26 (50.98)	1.96	0.20
(f)	Listing people below poverty line	5 (10.87)	36 (78.26)	67.39	6.50**	15 (29.41)	36 (70.59)	41.18	4.16**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	14 (30.43)	44 (95.65)	65.22	6.48**	25 (49.02)	35 (68.63)	19.61	2.01*
(b)	Seeking cooperation of people in development work	12 (26.09)	37 (80.43)	54.35	5.22**	24 (47.06)	32 (62.75)	15.69	1.59
(c)	Keeping record of the meetings	6 (13.04)	27 (58.70)	45.65	4.56**	6 (11.76)	21 (41.18)	29.41	3.37**
(d)	Preparation of accounts	3 (6.52)	26 (56.52)	50.00	5.16**	6 (11.76)	13 (25.49)	13.73	1.78
(e)	Purchase of material	13	36	50.00	4.81**	22	26	7.84	0.79

S. No.	Areas of participation	High female Lit. Districts (n=46)		Diff.	C.R. Value	Low female Lit. Districts (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
		(28.26)	(78.26)			(43.14)	(50.98)		
(f)	Making payments of bills	10 (21.74)	35 (76.09)	54.35	5.21**	14 (27.45)	23 (45.10)	17.65	1.85
(g)	Preparing schemes of BPL families	9 (19.57)	37 (80.43)	60.87	5.84**	18 (35.29)	32 (62.75)	27.45	2.77**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	17 (36.96)	42 (91.30)	54.35	5.43**	19 (37.25)	44 (86.27)	49.02	5.09**
(b)	Number desirous of further training	37 (80.43)	44 (95.65)	15.22	2.25*	44 (86.27)	51 (100.00)	13.73	2.74**
(ii)	Leadership development								
(a)	Number addressed public meetings	4 (8.70)	15 (32.61)	23.91	2.83**	4 (7.84)	15 (29.41)	21.57	2.80**
(b)	Number feeling more capable to address public meetings	6 (13.04)	19 (41.30)	28.26	3.05*	16 (31.37)	14 (27.45)	3.92	0.43
(iii)	Urban orientation								
(a)	Number visiting city/town	36 (78.26)	42 (91.30)	13.04	1.74	31 (60.78)	48 (94.12)	33.33	4.03**
(b)	Number reported increase in visits to city/town	24 (52.17)	39 (84.78)	32.61	3.37**	11 (21.57)	47 (92.16)	70.59	7.20**
(iv)	Banking behaviour								
(a)	Number having bank accounts	9 (19.57)	21 (45.65)	26.09	2.67**	16 (31.37)	25 (49.02)	17.65	1.82
(b)	Number borrowing loans from banks	4 (8.70)	13 (28.26)	19.57	2.42*	8 (15.69)	12 (23.53)	7.84	1.00
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	16 (34.78)	44 (95.65)	60.87	6.13**	26 (50.98)	39 (76.47)	25.49	2.68**
(b)	Tenure PRIs	45 (97.83)	44 (95.65)	2.17	0.59	49 (96.08)	46 (90.20)	5.88	1.17
(c)	Reservation of seats for women in panchayats	12 (26.09)	45 (97.83)	71.74	7.09**	9 (17.65)	48 (94.12)	76.47	7.78**
(d)	Reservation of seats for scheduled castes	3 (6.52)	26 (56.52)	50.00	5.16**	2 (3.92)	26 (50.98)	47.06	5.32**
(e)	Reservation of seats for scheduled tribes	3 (6.52)	29 (63.04)	56.52	5.69**	5 (9.80)	30 (58.82)	49.02	5.21**
(f)	Quorum of gram panchayat	7 (15.22)	35 (76.09)	60.87	5.86**	12 (23.53)	24 (47.06)	23.53	2.49*
(g)	Quorum of gram sabha	2 (4.35)	23 (50.00)	45.65	4.92**	3 (5.88)	29 (56.86)	50.98	5.55**
(h)	Minimum number of gram	20	25	10.87	1.04	27	30	5.88	0.60

S. No.	Areas of participation	High female Lit. Districts (n=46)		Diff.	C.R. Value	Low female Lit. Districts (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
		(43.48)	(54.35)			(52.94)	(58.82)		
	sabha meetings in a year								
(i)	Interval of gram panchayat meetings	35 (76.09)	40 (86.96)	10.87	1.34	41 (80.39)	25 (49.02)	31.37	3.32**
(j)	Minimum Number of standing committees of gram panchayat	5 (10.87)	22 (47.83)	36.96	3.89**	5 (9.80)	16 (31.37)	21.57	2.69**
(k)	Functions of panchayats	11 (23.91)	31 (67.39)	43.48	4.19**	11 (21.57)	16 (31.37)	9.80	1.12
(l)	Sources of panchayat income	6 (13.04)	9 (19.57)	6.52	0.85	1 (1.96)	4 (7.84)	5.88	1.38
(m)	Items on which panchayat can impose tax	6 (13.04)	8 (17.39)	4.35	0.58	3 (5.88)	3 (5.88)	0.00	0.00
(n)	Process of removal of panchayat sarpanch	13 (28.26)	33 (71.74)	43.48	4.17**	6 (11.76)	26 (50.98)	39.22	4.27**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	35 (76.09)	42 (91.30)	15.22	1.98**	44 (86.27)	44 (86.27)	0.00	0.00
(b)	Women participate more regularly and actively	35 (76.09)	39 (84.78)	8.70	1.05	38 (74.51)	30 (58.82)	15.69	1.68
(c)	More attention paid to women's suggestions	36 (78.26)	40 (86.96)	8.70	1.10	30 (58.82)	37 (72.55)	13.73	1.46
(d)	More importance given to women's opinion	34 (73.91)	34 (73.91)	0.00	0.00	26 (50.98)	32 (62.75)	11.76	1.20
(e)	Dependence on males reduced	25 (54.35)	28 (54.35)	0.00	0.00	13 (25.49)	37 (72.55)	47.06	4.75**
(f)	Male members have now more positive attitude towards women	32 (69.57)	25 (54.35)	15.22	1.50	18 (35.29)	32 (62.75)	27.45	2.77**
(g)	Women participate more in discussions	22 (47.83)	35 (76.09)	28.26	2.79**	25 (49.02)	33 (64.71)	15.69	1.60
(h)	Women perform their role more efficiently now	20 (43.48)	29 (63.04)	19.57	1.88	14 (27.45)	21 (41.18)	13.73	1.46
(i)	Women now more aware about laws and rules	10 (21.74)	20 (43.48)	21.74	2.22**	8 (15.69)	29 (56.86)	41.18	4.32**
(j)	Women are now less hesitant in expressing views	30 (65.22)	32 (69.57)	4.35	0.44	28 (54.90)	28 (54.90)	0.00	0.00
(k)	Evince more interest in training	32 (69.57)	36 (78.26)	8.70	0.95	34 (66.67)	33 (64.71)	1.96	0.21

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.11 (b)
Impact of PR training on social impediments as reported by women members
by districts female literacy level* (n=97)

S. No.	Social impediments	High female Lit. Districts (n=46)		Diff.	C.R. Value	Low female Lit. Districts (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	21 (45.65)	12 (26.09)	19.57	1.96*	26 (50.98)	23 (45.10)	5.88	0.59
(b)	During panchayat meetings	14 (30.43)	10 (21.74)	8.70	0.95	25 (49.02)	22 (43.14)	5.88	0.60
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	4 (8.70)	0 (0.00)	8.70	2.04*	10 (19.61)	6 (11.76)	7.84	1.09
(b)	Male accompany women while going to attend meetings	9 (19.57)	5 (10.87)	8.70	1.16	15 (29.41)	12 (23.53)	5.88	0.67
(c)	Males participate in meetings alongwith women members	7 (15.22)	2 (4.35)	10.87	1.75	14 (27.45)	7 (13.73)	13.73	1.71
(d)	Males render women advice during discussions/ decision making	6 (13.04)	5 (10.87)	2.17	0.32	16 (31.37)	12 (23.53)	7.84	0.89
(f)	Males compel women to act as per their advice	8 (17.39)	4 (8.70)	8.70	1.24	7 (13.73)	14 (27.45)	13.73	1.71
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	5 (10.87)	10 (21.74)	10.87	1.41	8 (15.69)	7 (13.73)	1.96	0.28
(b)	Women discriminated in panchayat meetings	10 (21.74)	28 (60.87)	39.13	3.81**	14 (27.45)	38 (74.51)	47.06	4.75* *
(c)	Separate seating arrangement for women	25 (54.35)	15 (32.61)	21.74	2.10*	30 (58.82)	33 (64.71)	5.88	0.61

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.12 (a)
Impact of PR training on women member's participation in PRIs
by tribal concentration* (n=97)

S. No.	Areas of participation	Tribal districts (n=54)		Diff.	C.R. Value	Non-Tribal districts (n=43)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	52 (96.30)	53 (98.15)	1.85	0.59	36 (83.72)	42 (97.67)	13.95	2.23*
(b)	Remaining present in meetings till end	50 (92.59)	52 (96.30)	3.70	0.84	34 (79.07)	39 (90.70)	11.63	1.51
(c)	Number of women making prior preparation for attending meetings	32 (59.26)	27 (50.00)	9.26	0.97	21 (48.84)	32 (74.42)	25.58	2.44*
(d)	Number of women who spoke during panchayat meetings	24 (44.44)	31 (57.41)	12.96	1.35	24 (55.81)	37 (86.05)	30.23	3.09**
(e)	Number of women exercising votes during meetings	12 (22.22)	37 (68.52)	46.30	4.83**	6 (13.95)	19 (44.19)	30.23	3.09**
(f)	Number of women raising human development	30 (55.56)	47 (87.04)	31.48	3.62**	26 (60.47)	35 (81.40)	20.93	2.14*
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	15 (27.78)	42 (77.78)	50.00	5.20**	11 (25.58)	31 (72.09)	46.51	4.31**
(b)	Preparing budget	4 (7.41)	33 (61.11)	53.70	5.88**	6 (13.95)	13 (30.23)	16.28	1.82
(c)	Mobilising resources	6 (11.11)	29 (53.70)	42.59	4.73**	4 (9.30)	10 (23.26)	13.95	1.75
(d)	Organising community programmes	15 (27.78)	32 (59.26)	31.48	3.30**	13 (30.23)	24 (55.81)	25.58	2.40*
(e)	Identifying beneficiaries	14 (25.93)	39 (72.22)	46.30	4.81**	15 (34.88)	26 (60.47)	25.58	2.37*
(f)	Listing people below poverty line	9 (16.67)	37 (68.52)	51.85	5.45**	11 (25.58)	35 (81.40)	55.81	5.19**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	21 (38.89)	53 (98.15)	59.26	6.63**	18 (41.86)	26 (60.47)	18.60	1.73
(b)	Seeking cooperation of people in development work	19 (35.19)	45 (83.33)	48.15	5.09**	17 (39.53)	24 (55.81)	16.28	1.51
(c)	Keeping record of the meetings	6 (11.11)	30 (55.56)	44.44	4.90**	6 (13.95)	18 (41.86)	27.91	2.88**
(d)	Preparation of accounts	6 (11.11)	31 (57.41)	46.30	5.07**	3 (6.98)	8 (18.60)	11.63	1.61
(e)	Purchase of material	17 (31.48)	41 (75.93)	44.44	4.63**	18 (41.86)	21 (48.84)	6.98	0.65

S. No.	Areas of participation	Tribal districts (n=54)		Diff.	C.R. Value	Non-Tribal districts (n=43)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	15 (27.78)	41 (75.93)	48.15	5.01**	9 (20.93)	17 (39.53)	18.60	1.88
(g)	Preparing schemes of BPL families	9 (16.67)	34 (62.96)	46.30	4.91**	18 (41.86)	35 (81.40)	39.53	3.77**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	14 (25.93)	45 (83.33)	57.41	5.99**	22 (51.16)	41 (95.35)	44.19	4.63**
(b)	Number desirous of further training	49 (90.74)	52 (96.30)	5.56	1.17	32 (74.42)	43 (100.00)	25.58	3.55**
(ii)	Leadership development								
(a)	Number addressed public meetings	3 (5.56)	15 (27.78)	22.22	3.10**	5 (11.63)	15 (34.88)	23.26	2.55*
(b)	Number feeling more capable to address public meetings	4 (7.41)	17 (31.48)	24.07	3.16**	18 (41.86)	16 (37.21)	4.65	0.44
(iii)	Urban orientation								
(a)	Number visiting city/town	43 (79.63)	52 (96.30)	16.67	2.66**	24 (55.81)	38 (88.37)	32.56	3.37**
(b)	Number reported increase in visits to city/town	20 (37.04)	53 (98.15)	61.11	6.78**	15 (34.88)	33 (76.74)	41.86	3.91**
(iv)	Banking behaviour								
(a)	Number having bank accounts	15 (27.78)	39 (72.22)	44.44	4.62**	10 (23.26)	7 (16.28)	6.98	0.81
(b)	Number borrowing loans from banks	8 (14.81)	23 (42.59)	27.78	3.19**	4 (9.30)	2 (4.65)	4.65	0.85
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	25 (46.30)	46 (85.19)	38.89	4.26**	17 (39.53)	37 (86.05)	46.51	4.46**
(b)	Tenure PRIs	53 (98.15)	52 (96.30)	1.85	0.59	41 (95.35)	38 (88.37)	6.98	1.18
(c)	Reservation of seats for women in panchayats	6 (11.11)	53 (98.15)	87.04	9.08**	15 (34.88)	40 (93.02)	58.14	5.61**
(d)	Reservation of seats for scheduled castes	1 (1.85)	19 (35.19)	33.33	4.46**	4 (9.30)	33 (76.74)	67.44	6.32**
(e)	Reservation of seats for scheduled tribes	2 (3.70)	26 (48.15)	44.44	5.27**	6 (13.95)	33 (76.74)	62.79	5.85**
(f)	Quorum of gram panchayat	10 (18.52)	31 (57.41)	38.89	4.16**	9 (20.93)	28 (65.12)	44.19	4.14**
(g)	Quorum of gram sabha	1 (1.85)	17 (31.48)	29.63	4.13**	4 (9.30)	35 (81.40)	72.09	6.71**
(h)	Minimum number of gram sabha meetings in a year	19 (35.19)	32 (59.26)	24.07	2.51*	28 (65.12)	23 (53.49)	11.63	1.10

S. No.	Areas of participation	Tribal districts (n=54)		Diff.	C.R. Value	Non-Tribal districts (n=43)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	46 (85.19)	37 (68.52)	16.67	2.05*	30 (69.77)	28 (65.12)	4.65	0.46
(j)	Minimum Number of standing committees of gram panchayat	1 (1.85)	17 (31.48)	29.63	4.13**	9 (20.93)	21 (48.84)	27.91	2.72**
(k)	Functions of panchayats	1 (1.85)	29 (53.70)	51.85	6.02**	21 (48.84)	18 (41.86)	6.98	0.65
(l)	Sources of panchayat income	0 (0.00)	6 (11.11)	11.11	2.52*	7 (16.28)	7 (16.28)	0.00	0.00
(m)	Items on which panchayat can impose tax	0 (0.00)	4 (7.41)	7.41	2.04*	9 (20.93)	7 (16.28)	4.65	0.55
(n)	Process of removal of panchayat sarpanch	6 (11.11)	31 (57.41)	46.30	5.07**	13 (30.23)	28 (65.12)	34.88	3.24**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	39 (72.22)	49 (90.74)	18.52	2.48*	40 (93.02)	37 (86.05)	6.98	1.06
(b)	Women participate more regularly and actively	38 (70.37)	33 (61.11)	9.26	1.01	35 (81.40)	36 (83.72)	2.33	0.28
(c)	More attention paid to women's suggestions	38 (70.37)	43 (79.63)	9.26	1.11	28 (65.12)	34 (79.07)	13.95	1.44
(d)	More importance given to women's opinion	36 (66.67)	36 (66.67)	0.00	0.00	24 (55.81)	30 (69.77)	13.95	1.34
(e)	Dependence on males reduced	22 (40.74)	30 (55.56)	14.81	1.54	16 (37.21)	35 (81.40)	44.19	4.17**
(f)	Male members have now more positive attitude towards women	26 (48.15)	25 (46.30)	1.85	0.19	24 (55.81)	32 (74.42)	18.60	1.81
(g)	Women participate more in discussions	17 (31.48)	33 (61.11)	29.63	3.09**	30 (69.77)	35 (81.40)	11.63	1.26
(h)	Women perform their role more efficiently now	10 (18.52)	16 (29.63)	11.11	1.35	24 (55.81)	34 (79.07)	23.26	2.30*
(i)	Women now more aware about laws and rules	5 (9.26)	24 (44.44)	35.19	4.13**	13 (30.23)	25 (58.14)	27.91	2.61**
(j)	Women are now less hesitant in expressing views	29 (53.70)	24 (44.44)	9.26	0.96	29 (67.44)	36 (83.72)	16.28	1.76
(k)	Evince more interest in training	37 (68.52)	33 (61.11)	7.41	0.81	29 (67.44)	36 (83.72)	16.28	1.76

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.12 (b)
Impact of PR training on social impediments as reported by women members
by tribal concentration* (n=97)

S. No.	Social impediments	Tribal districts (n=54)		Diff.	C.R. Value	Non-Tribal districts (n=43)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	16 (29.63)	18 (33.33)	3.70	0.41	31 (72.09)	17 (39.53)	32.56	3.04**
(b)	During panchayat meetings	13 (24.07)	20 (37.04)	12.96	1.46	26 (60.47)	12 (27.91)	32.56	3.04**
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	4 (7.41)	0 (0.00)	7.41	2.04*	10 (23.26)	6 (13.95)	9.30	1.11
(b)	Male accompany women while going to attend meetings	7 (12.96)	9 (16.67)	3.70	0.54	17 (39.53)	8 (18.60)	20.93	2.14*
(c)	Males participate in meetings alongwith women members	8 (14.81)	3 (5.56)	9.26	1.59	13 (30.23)	6 (13.95)	16.28	1.82
(d)	Males render women advice during discussions/ decision making	7 (12.96)	9 (16.67)	3.70	0.54	15 (34.88)	8 (18.60)	16.28	1.71
(f)	Males compel women to act as per their advice	7 (12.96)	11 (20.37)	7.41	1.03	8 (18.60)	7 (16.28)	2.33	0.28
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	6 (11.11)	6 (11.11)	0.00	0.00	7 (16.28)	11 (25.58)	9.30	1.06
(b)	Women discriminated in panchayat meetings	12 (22.22)	45 (83.33)	61.11	6.36**	12 (27.91)	21 (48.84)	20.93	2.00*
(c)	Separate seating arrangement for women	39 (72.22)	30 (55.56)	16.67	1.80	16 (37.21)	18 (41.86)	4.65	0.44

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.13 (a)

***Impact of PR training on women member's participation in tribal areas
controlling district female literacy level* (High)***

S. No.	Areas of participation	High female Lit. Districts: Tribal (n=27)	High female Lit. Districts : Non-Tribal (n=19)	Total (n=97)	X²
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION				
(a)	Punctual in attending meetings	26 (96.30)	19 (100.00)	45 (97.83)	0.72
(b)	Remaining present in meetings till end	26 (96.30)	19 (100.00)	45 (97.83)	0.72
(c)	Number of women making prior preparation for attending meetings	14 (51.85)	19 (100.00)	33 (71.74)	12.75**
(d)	Number of women who spoke during panchayat meetings	16 (59.26)	19 (100.00)	35 (76.09)	10.17**
(e)	Number of women exercising votes during meetings	18 (66.67)	9 (47.37)	27 (58.70)	1.71
(f)	Number of women raising human development	23 (85.19)	18 (94.74)	41 (89.13)	1.05
2	AREA OF DELIBERATIONS				
(a)	Preparing village development plans	22 (81.48)	17 (89.47)	39 (84.78)	0.55
(b)	Preparing budget	14 (51.85)	9 (47.37)	23 (50.00)	0.09
(c)	Mobilising resources	16 (59.26)	6 (31.58)	22 (47.83)	3.42
(d)	Organising community programmes	14 (51.85)	14 (73.68)	28 (60.87)	2.23
(e)	Identifying beneficiaries	22 (81.48)	17 (89.47)	39 (84.78)	0.55
(f)	Listing people below poverty line	17 (62.96)	19 (100.00)	36 (78.26)	8.99**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK				
(a)	Presiding panchayat meetings	27 (100.00)	17 (89.47)	44 (95.65)	2.97
(b)	Seeking cooperation of people in development work	21 (77.78)	16 (84.21)	37 (80.43)	0.29
(c)	Keeping record of the meetings	15 (55.56)	12 (63.16)	27 (58.70)	0.27
(d)	Preparation of accounts	20 (74.07)	6 (31.58)	26 (56.52)	8.20**
(e)	Purchase of material	20 (74.07)	16 (84.21)	36 (78.26)	0.67

S. No.	Areas of participation	High female Lit. Districts: Tribal (n=27)	High female Lit. Districts : Non-Tribal (n=19)	Total (n=97)	X ²
(f)	Making payments of bills	22 (81.48)	13 (68.42)	35 (76.09)	1.05
(g)	Preparing schemes of BPL families	18 (66.67)	19 (100.00)	37 (80.43)	7.87**
4	INTERNAL DEVELOPMENT				
(i)	Training orientation				
(a)	Number received PR training	23 (85.19)	19 (100.00)	42 (91.30)	3.08
(b)	Number desirous of further training	25 (92.59)	19 (100.00)	44 (95.65)	1.47
(ii)	Leadership development				
(a)	Number addressed public meetings	8 (29.63)	7 (36.84)	15 (32.61)	0.26
(b)	Number feeling more capable to address public meetings	8 (29.63)	11 (57.89)	19 (41.30)	3.68
(iii)	Urban orientation				
(a)	Number visiting city/town	26 (96.30)	16 (84.21)	42 (91.30)	2.05
(b)	Number reported increase in visits to city/town	26 (96.30)	13 (68.42)	39 (84.78)	6.72**
(iv)	Banking behaviour				
(a)	Number having bank accounts	17 (62.96)	4 (21.05)	21 (45.65)	7.90**
(b)	Number borrowing loans from banks	11 (40.74)	2 (10.53)	13 (28.26)	5.02*
5	AWARENESS ABOUT PRIs				
(a)	Tiers of PRIs	25 (92.59)	19 (100.00)	44 (95.65)	1.47
(b)	Tenure PRIs	25 (92.59)	19 (100.00)	44 (95.65)	1.47
(c)	Reservation of seats for women in panchayats	26 (96.30)	19 (100.00)	45 (97.83)	0.72
(d)	Reservation of seats for scheduled castes	10 (37.04)	16 (84.21)	26 (56.52)	10.10**
(e)	Reservation of seats for scheduled tribes	13 (48.15)	16 (84.21)	29 (63.04)	6.22*
(f)	Quorum of gram panchayat	18 (66.67)	17 (89.47)	35 (76.09)	3.19
(g)	Quorum of gram sabha	7 (25.93)	16 (84.21)	23 (50.00)	15.15**
(h)	Minimum number of gram sabha meetings in a year	18 (66.67)	7 (36.84)	25 (54.35)	4.00*

S. No.	Areas of participation	High female Lit. Districts: Tribal (n=27)	High female Lit. Districts : Non-Tribal (n=19)	Total (n=97)	X ²
(i)	Interval of gram panchayat meetings	21 (77.78)	19 (100.00)	40 (86.96)	4.86*
(j)	Minimum Number of standing committees of gram panchayat	8 (29.63)	14 (73.68)	22 (47.83)	8.67**
(k)	Functions of panchayats	16 (59.26)	15 (78.95)	31 (67.39)	1.97
(l)	Sources of panchayat income	4 (14.81)	5 (26.32)	9 (19.57)	0.94
(m)	Items on which panchayat can impose tax	1 (3.70)	7 (36.84)	8 (17.39)	8.52**
(n)	Process of removal of panchayat sarpanch	17 (62.96)	16 (84.21)	33 (71.74)	2.48
6	PERCEIVED IMPROVEMENT IN PARTICIPATION				
(a)	More number of women participate	26 (96.30)	16 (84.21)	42 (91.30)	2.05
(b)	Women participate more regularly and actively	21 (77.78)	18 (94.74)	39 (84.78)	2.49
(c)	More attention paid to women's suggestions	23 (85.19)	17 (89.47)	40 (86.96)	0.18
(d)	More importance given to women's opinion	20 (74.07)	14 (73.68)	34 (73.91)	0.00
(e)	Dependence on males reduced	10 (37.04)	18 (94.74)	28 (54.35)	15.59**
(f)	Male members have now more positive attitude towards women	11 (40.74)	14 (73.68)	25 (54.35)	4.88*
(g)	Women participate more in discussions	18 (66.67)	17 (89.47)	35 (76.09)	3.19
(h)	Women perform their role more efficiently now	11 (40.74)	18 (94.74)	29 (63.04)	13.96**
(i)	Women now more aware about laws and rules	12 (44.44)	8 (42.11)	20 (43.48)	0.02
(j)	Women are now less hesitant in expressing views	17 (62.96)	15 (78.95)	32 (69.57)	1.35
(k)	Evince more interest in training	18 (66.67)	18 (94.74)	36 (78.26)	5.16*

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.13 (b)
Impact of PR training on social impediments on women member's participation in non-tribal areas controlling district female literacy level* (High)

S. No.	Social impediments	High female Lit. Districts: Tribal (n=27)	High female Lit. Districts: Non-Tribal (n=19)	Total (n=97)	χ^2
(i)	Observing of Purdah				
(a)	In family/community	9 (33.33)	3 (15.79)	12 (26.09)	1.78
(b)	During panchayat meetings	9 (33.33)	1 (5.26)	10 (21.74)	5.16*
(ii)	Male domination				
(a)	Disallowed to attend meetings without escort	0 (0.00)	0 (0.00)	0 (0.00)	0.00
(b)	Male accompany women while going to attend meetings	4 (14.81)	1 (5.26)	5 (10.87)	1.05
(c)	Males participate in meetings alongwith women members	2 (7.41)	0 (0.00)	2 (4.35)	1.47
(d)	Males render women advice during discussions/ decision making	5 (18.52)	0 (0.00)	5 (10.87)	3.95*
(f)	Males compel women to act as per their advice	4 (14.81)	0 (0.00)	4 (8.70)	3.08
(iii)	Caste & gender discrimination				
(a)	Males discourage women while making proposals/suggestions	4 (14.81)	6 (31.58)	10 (21.74)	1.84
(b)	Women discriminated in panchayat meetings	22 (81.48)	6 (31.58)	28 (60.87)	11.66**
(c)	Separate seating arrangement for women	14 (51.85)	1 (5.26)	15 (32.61)	11.01**

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.14 (a)
Impact of PR training on women member's participation in tribal areas
controlling district female literacy level* (Low)

S. No.	Areas of participation	Low female Lit. Districts Tribal (n=27)	Low female Lit. Districts Non-Tribal (n=24)	Total (n=97)	X ²
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION				
(a)	Punctual in attending meetings	27 (100.00)	23 (95.83)	50 (98.04)	1.15
(b)	Remaining present in meetings till end	26 (96.30)	20 (83.33)	46 (90.20)	2.41
(c)	Number of women making prior preparation for attending meetings	13 (48.15)	13 (54.17)	26 (50.98)	0.18
(d)	Number of women who spoke during panchayat meetings	15 (55.56)	18 (75.00)	33 (64.71)	2.10
(e)	Number of women exercising votes during meetings	19 (70.37)	10 (41.67)	29 (56.86)	4.27*
(f)	Number of women raising human development	24 (88.89)	17 (70.83)	41 (80.39)	2.63
2	AREA OF DELIBERATIONS				
(a)	Preparing village development plans	20 (74.07)	14 (58.33)	34 (66.67)	1.42
(b)	Preparing budget	19 (70.37)	4 (16.67)	23 (45.10)	14.80**
(c)	Mobilising resources	13 (48.15)	4 (16.67)	17 (33.33)	5.67*
(d)	Organising community programmes	18 (66.67)	10 (41.67)	28 (54.90)	3.21
(e)	Identifying beneficiaries	17 (62.96)	9 (37.50)	26 (50.98)	3.30
(f)	Listing people below poverty line	20 (74.07)	16 (66.67)	36 (70.59)	0.34
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK				
(a)	Presiding panchayat meetings	26 (96.30)	9 (37.50)	35 (68.63)	20.40**
(b)	Seeking cooperation of people in development work	24 (88.89)	8 (33.33)	32 (62.75)	16.78**
(c)	Keeping record of the meetings	15 (55.56)	6 (25.00)	21 (41.18)	4.90*
(d)	Preparation of accounts	11 (40.74)	2 (8.33)	13 (25.49)	7.03**
(e)	Purchase of material	21 (77.78)	5 (20.83)	26 (50.98)	16.49**

S. No.	Areas of participation	Low female Lit. Districts Tribal (n=27)	Low female Lit. Districts Non-Tribal (n=24)	Total (n=97)	X ²
(f)	Making payments of bills	19 (70.37)	4 (16.67)	23 (45.10)	14.80**
(g)	Preparing schemes of BPL families	16 (59.26)	16 (66.67)	32 (62.75)	0.30
4	INTERNAL DEVELOPMENT				
(i)	Training orientation				
(a)	Number received PR training	22 (81.48)	22 (91.67)	44 (86.27)	1.11
(b)	Number desirous of further training	27 (100.00)	24 (100.00)	51 (100.00)	0.00
(ii)	Leadership development				
(a)	Number addressed public meetings	7 (25.93)	8 (33.33)	15 (29.41)	0.34
(b)	Number feeling more capable to address public meetings	9 (33.33)	5 (20.83)	14 (27.45)	1.00
(iii)	Urban orientation				
(a)	Number visiting city/town	26 (96.30)	22 (91.67)	48 (94.12)	0.49
(b)	Number reported increase in visits to city/town	27 (100.00)	20 (83.33)	47 (92.16)	4.88*
(iv)	Banking behaviour				
(a)	Number having bank accounts	22 (81.48)	3 (12.50)	25 (49.02)	24.19**
(b)	Number borrowing loans from banks	12 (44.44)	0 (0.00)	12 (23.53)	13.95**
5	AWARENESS ABOUT PRIs				
(a)	Tiers of PRIs	21 (77.78)	18 (75.00)	39 (76.47)	0.05
(b)	Tenure PRIs	27 (100.00)	19 (79.17)	46 (90.20)	6.24*
(c)	Reservation of seats for women in panchayats	27 (100.00)	21 (87.50)	48 (94.12)	3.59
(d)	Reservation of seats for scheduled castes	9 (33.33)	17 (70.83)	26 (50.98)	7.15**
(e)	Reservation of seats for scheduled tribes	13 (48.15)	17 (70.83)	30 (58.82)	2.70
(f)	Quorum of gram panchayat	13 (48.15)	11 (45.83)	24 (47.06)	0.03
(g)	Quorum of gram sabha	10 (37.04)	19 (79.17)	29 (56.86)	9.19**
(h)	Minimum number of gram sabha meetings in a year	14 (51.85)	16 (66.67)	30 (58.82)	1.15

S. No.	Areas of participation	Low female Lit. Districts Tribal (n=27)	Low female Lit. Districts Non-Tribal (n=24)	Total (n=97)	X ²
(i)	Interval of gram panchayat meetings	16 (59.26)	9 (37.50)	25 (49.02)	2.41
(j)	Minimum Number of standing committees of gram panchayat	9 (33.33)	7 (29.17)	16 (31.37)	0.10
(k)	Functions of panchayats	13 (48.15)	3 (12.50)	16 (31.37)	7.50**
(l)	Sources of panchayat income	2 (7.41)	2 (8.33)	4 (7.84)	0.02
(m)	Items on which panchayat can impose tax	3 (11.11)	0 (0.00)	3 (5.88)	2.83
(n)	Process of removal of panchayat sarpanch	14 (51.85)	12 (50.00)	26 (50.98)	0.02
6	PERCEIVED IMPROVEMENT IN PARTICIPATION				
(a)	More number of women participate	23 (85.19)	21 (87.50)	44 (86.27)	0.06
(b)	Women participate more regularly and actively	12 (44.44)	18 (75.00)	30 (58.82)	4.90*
(c)	More attention paid to women's suggestions	20 (74.07)	17 (70.83)	37 (72.55)	0.07
(d)	More importance given to women's opinion	16 (59.26)	16 (66.67)	32 (62.75)	0.30
(e)	Dependence on males reduced	20 (74.07)	17 (70.83)	37 (72.55)	0.07
(f)	Male members have now more positive attitude towards women	14 (51.85)	18 (75.00)	32 (62.75)	2.91
(g)	Women participate more in discussions	15 (55.56)	18 (75.00)	33 (64.71)	2.10
(h)	Women perform their role more efficiently now	5 (18.52)	16 (66.67)	21 (41.18)	12.16**
(i)	Women now more aware about laws and rules	12 (44.44)	17 (70.83)	29 (56.86)	3.61
(j)	Women are now less hesitant in expressing views	7 (25.93)	21 (87.50)	28 (54.90)	19.46**
(k)	Evince more interest in training	15 (55.56)	18 (75.00)	33 (64.71)	2.10

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.14 (b)
Impact of PR training on social impediments on women member's participation in non-tribal areas controlling district female literacy level* (Low)

S. No.	Social impediments	Low female Lit. Districts: Tribal (n=27)	Low female Lit. Districts: Non-Tribal (n=24)	Total (n=97)	χ^2
(i)	Observing of Purdah				
(a)	In family/community	9 (33.33)	14 (58.33)	23 (45.10)	3.21
(b)	During panchayat meetings	11 (40.74)	11 (45.83)	22 (43.14)	0.13
(ii)	Male domination				
(a)	Disallowed to attend meetings without escort	0 (0.00)	6 (25.00)	6 (11.76)	7.65**
(b)	Male accompany women while going to attend meetings	5 (18.52)	7 (29.17)	12 (23.53)	0.80
(c)	Males participate in meetings alongwith women members	1 (3.70)	6 (25.00)	7 (13.73)	4.87*
(d)	Males render women advice during discussions/ decision making	4 (14.81)	8 (33.33)	12 (23.53)	2.42
(f)	Males compel women to act as per their advice	7 (25.93)	7 (29.17)	14 (27.45)	0.07
(iii)	Caste & gender discrimination				
(a)	Males discourage women while making proposals/suggestions	2 (7.41)	5 (20.83)	7 (13.73)	1.93
(b)	Women discriminated in panchayat meetings	23 (85.19)	15 (62.50)	38 (74.51)	3.44
(c)	Separate seating arrangement for women	16 (59.26)	17 (70.83)	33 (64.71)	0.75

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.16 (a)
Impact of PR training on women member's participation in PRIs by distance from block headquarters* (n=97)

S. No.	Areas of participation	Near (n=48)		Diff.	C.R. Value	Distant (n=49)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	43 (89.58)	48 (100.00)	10.42	2.30*	45 (91.84)	47 (95.92)	4.08	0.84
(b)	Remaining present in meetings till end	40 (83.33)	47 (97.92)	14.58	2.45*	44 (89.80)	44 (89.80)	0.00	0.00
(c)	Number of women making prior preparation for attending meetings	26 (54.17)	35 (72.92)	18.75	1.91	27 (55.10)	24 (48.98)	6.12	0.61
(d)	Number of women who spoke during panchayat meetings	25 (52.08)	37 (77.08)	25.00	2.56*	23 (46.94)	31 (63.27)	16.33	1.62
(e)	Number of women exercising votes during meetings	10 (20.83)	27 (56.25)	35.42	3.56**	8 (16.33)	29 (59.18)	42.86	4.38**
(f)	Number of women raising human development	22 (45.83)	45 (93.75)	47.92	5.11**	34 (69.39)	37 (75.51)	6.12	0.68
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	11 (22.92)	37 (77.08)	54.17	5.31**	15 (30.61)	36 (73.47)	42.86	4.25**
(b)	Preparing budget	5 (10.42)	24 (50.00)	39.58	4.22**	5 (10.20)	22 (44.90)	34.69	3.84**
(c)	Mobilising resources	5 (10.42)	17 (35.42)	25.00	2.91**	5 (10.20)	22 (44.90)	34.69	3.84**
(d)	Organising community programmes	14 (29.17)	32 (66.67)	37.50	3.68**	14 (28.57)	24 (48.98)	20.41	2.07*
(e)	Identifying beneficiaries	14 (29.17)	38 (79.17)	50.00	4.92**	15 (30.61)	27 (55.10)	24.49	2.45*
(f)	Listing people below poverty line	9 (18.75)	35 (72.92)	54.17	5.33**	11 (22.45)	37 (75.51)	53.06	5.25**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	16 (33.33)	45 (93.75)	60.42	6.15**	23 (46.94)	34 (69.39)	22.45	2.25*
(b)	Seeking cooperation of people in development work	17 (35.42)	41 (85.42)	50.00	5.01**	19 (38.78)	28 (57.14)	18.37	1.82
(c)	Keeping record of the meetings	7 (14.58)	27 (56.25)	41.67	4.27**	5 (10.20)	21 (42.86)	32.65	3.66**
(d)	Preparation of accounts	5 (10.42)	21 (43.75)	33.33	3.67**	4 (8.16)	18 (36.73)	28.57	3.39**
(e)	Purchase of material	13 (27.08)	37 (77.08)	50.00	4.90**	22 (44.90)	25 (51.02)	6.12	0.61

S. No.	Areas of participation	Near (n=48)		Diff.	C.R. Value	Distant (n=49)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	11 (22.92)	36 (75.00)	52.08	5.10**	13 (26.53)	22 (44.90)	18.37	1.90
(g)	Preparing schemes of BPL families	12 (25.00)	39 (81.25)	56.25	5.52**	15 (30.61)	30 (61.22)	30.61	3.04**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	18 (37.50)	45 (93.75)	56.25	5.80**	18 (36.73)	41 (83.67)	46.94	4.75**
(b)	Number desirous of further training	39 (81.25)	48 (100.00)	18.75	3.15**	42 (85.71)	47 (95.92)	10.20	1.75
(ii)	Leadership development								
(a)	Number addressed public meetings	4 (8.33)	12 (25.00)	16.67	2.19*	4 (8.16)	18 (36.73)	28.57	3.39**
(b)	Number feeling more capable to address public meetings	9 (18.75)	19 (39.58)	20.83	2.25*	13 (26.53)	14 (28.57)	2.04	0.23
(iii)	Urban orientation								
(a)	Number visiting city/town	33 (68.75)	43 (89.58)	20.83	2.51*	34 (69.39)	47 (95.92)	26.53	3.47**
(b)	Number reported increase in visits to city/town	17 (35.42)	42 (87.50)	52.08	5.24**	18 (36.73)	44 (89.80)	53.06	5.45**
(iv)	Banking behaviour								
(a)	Number having bank accounts	10 (20.83)	21 (43.75)	22.92	2.40*	15 (30.61)	25 (51.02)	20.41	2.06*
(b)	Number borrowing loans from banks	7 (14.58)	11 (22.92)	8.33	1.05	5 (10.20)	14 (28.57)	18.37	2.30*
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	18 (37.50)	44 (91.67)	54.17	5.55**	24 (48.98)	39 (79.59)	30.61	3.16**
(b)	Tenure PRIs	46 (95.83)	47 (97.92)	2.08	0.59	48 (97.96)	43 (87.76)	10.20	1.96
(c)	Reservation of seats for women in panchayats	11 (22.92)	48 (100.00)	77.08	7.76**	10 (20.41)	45 (91.84)	71.43	7.12**
(d)	Reservation of seats for scheduled castes	1 (2.08)	28 (58.33)	56.25	6.00**	4 (8.16)	24 (48.98)	40.82	4.47**
(e)	Reservation of seats for scheduled tribes	1 (2.08)	30 (62.50)	60.42	6.33**	7 (14.29)	29 (59.18)	44.90	4.61**
(f)	Quorum of gram panchayat	11 (22.92)	35 (72.92)	50.00	4.90**	8 (16.33)	24 (48.98)	32.65	3.45**
(g)	Quorum of gram sabha	3 (6.25)	27 (56.25)	50.00	5.28**	2 (4.08)	25 (51.02)	46.94	5.20**
(h)	Minimum number of gram sabha meetings in a year	18 (37.50)	23 (47.92)	10.42	1.03	29 (59.18)	32 (65.31)	6.12	0.63

S. No.	Areas of participation	Near (n=48)		Diff.	C.R. Value	Distant (n=49)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	37 (77.08)	41 (85.42)	8.33	1.05	39 (79.59)	24 (48.98)	30.61	3.16**
(j)	Minimum Number of standing committees of gram panchayat	5 (10.42)	25 (52.08)	41.67	4.40**	5 (10.20)	13 (26.53)	16.33	2.09*
(k)	Functions of panchayats	8 (16.67)	31 (64.58)	47.92	4.78**	14 (28.57)	16 (32.65)	4.08	0.44
(l)	Sources of panchayat income	3 (6.25)	7 (14.58)	8.33	1.34	4 (8.16)	6 (12.24)	4.08	0.67
(m)	Items on which panchayat can impose tax	2 (4.17)	8 (16.67)	12.50	2.00*	7 (14.29)	3 (6.12)	8.16	1.33
(n)	Process of removal of panchayat sarpanch	11 (22.92)	34 (70.83)	47.92	4.70**	8 (16.33)	25 (51.02)	34.69	3.63**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	37 (77.08)	43 (89.58)	12.50	1.64	42 (85.71)	43 (87.76)	2.04	0.30
(b)	Women participate more regularly and actively	34 (70.83)	41 (85.42)	14.58	1.73	39 (79.59)	28 (57.14)	22.45	2.39*
(c)	More attention paid to women's suggestions	32 (66.67)	42 (87.50)	20.83	2.43*	34 (69.39)	35 (71.43)	2.04	0.22
(d)	More importance given to women's opinion	31 (64.58)	33 (68.75)	4.17	0.43	29 (59.18)	33 (67.35)	8.16	0.84
(e)	Dependence on males reduced	17 (35.42)	34 (70.83)	35.42	3.48**	21 (42.86)	31 (63.27)	20.41	2.02*
(f)	Male members have now more positive attitude towards women	24 (50.00)	29 (60.42)	10.42	1.03	26 (53.06)	28 (57.14)	4.08	0.41
(g)	Women participate more in discussions	23 (47.92)	37 (77.08)	29.17	2.95**	24 (48.98)	31 (63.27)	14.29	1.42
(h)	Women perform their role more efficiently now	19 (39.58)	30 (62.50)	22.92	2.25*	15 (30.61)	20 (40.82)	10.20	1.05
(i)	Women now more aware about laws and rules	10 (20.83)	20 (41.67)	20.83	2.20*	8 (16.33)	29 (59.18)	42.86	4.38**
(j)	Women are now less hesitant in expressing views	28 (58.33)	30 (62.50)	4.17	0.42	30 (61.22)	30 (61.22)	0.00	0.00
(k)	Evince more interest in training	28 (58.33)	39 (81.25)	22.92	2.45*	38 (77.55)	30 (61.22)	16.33	1.75

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.16 (b)
Impact of PR training on social impediments as reported by women members
by distance from block headquarters* (n=97)

S. No.	Social impediments	Near (n=48)		Diff.	C.R. Value	Distant (n=49)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	23 (47.92)	9 (18.75)	29.17	3.03**	24 (48.98)	26 (53.06)	4.08	0.40
(b)	During panchayat meetings	17 (35.42)	10 (20.83)	14.58	1.59	22 (44.90)	22 (44.90)	0.00	0.00
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	7 (14.58)	0 (0.00)	14.58	2.75**	7 (14.29)	6 (12.24)	2.04	0.30
(b)	Male accompany women while going to attend meetings	14 (29.17)	6 (12.50)	16.67	2.01*	10 (20.41)	11 (22.45)	2.04	0.25
(c)	Males participate in meetings alongwith women members	10 (20.83)	0 (0.00)	20.83	3.34**	11 (22.45)	9 (18.37)	4.08	0.50
(d)	Males render women advice during discussions/ decision making	9 (18.75)	4 (8.33)	10.42	1.49	13 (26.53)	13 (26.53)	0.00	0.00
(f)	Males compel women to act as per their advice	9 (18.75)	5 (10.42)	8.33	1.16	6 (12.24)	13 (26.53)	14.29	1.79
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	7 (14.58)	10 (20.83)	6.25	0.80	6 (12.24)	7 (14.29)	2.04	0.30
(b)	Women discriminated in panchayat meetings	13 (27.08)	27 (56.25)	29.17	2.90**	11 (22.45)	39 (79.59)	57.14	5.66* *
(c)	Separate seating arrangement for women	27 (56.25)	18 (37.50)	18.75	1.84	28 (57.14)	30 (61.22)	4.08	0.41

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.17 (a)
Impact of PR training on women member's participation in PRIs by Age* (n=97)

S. No.	Physical presence	Upto 30 (n=21)		Diff.	C.R. Value	31-45 (n=52)		Diff.	C.R. Value	46 & Above (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION												
(a)	Punctual in attending meetings	35 (94.59)	37 (100.00)	5.41	1.43	33 (86.84)	36 (94.74)	7.89	1.19	20 (90.91)	22 (100.00)	9.09	1.45
(b)	Remaining present in meetings till end	34 (91.89)	35 (94.59)	2.70	0.46	31 (81.58)	35 (92.11)	10.53	1.36	19 (86.36)	21 (95.45)	9.09	1.05
(c)	Number of women making prior preparation for attending meetings	10 (47.62)	12 (57.14)	9.52	0.62	30 (57.69)	31 (59.62)	1.92	0.20	13 (59.09)	16 (72.73)	13.64	0.95
(d)	Number of women who spoke during panchayat meetings	11 (52.38)	14 (66.67)	14.29	0.94	23 (44.23)	35 (67.31)	23.08	2.37*	14 (63.64)	18 (81.82)	18.18	1.35
(e)	Number of women exercising votes during meetings	4 (19.05)	14 (66.67)	47.62	3.12**	13 (25.00)	31 (59.62)	34.62	3.57**	1 (4.55)	9 (40.91)	36.36	2.88**
(f)	Number of women raising human development	8 (38.10)	17 (80.95)	42.86	2.83*	30 (57.69)	42 (80.77)	23.08	2.55*	17 (77.27)	21 (95.45)	18.18	1.76
2	AREA OF DELIBERATIONS												
(a)	Preparing village development plans	6 (28.57)	16 (76.19)	47.62	3.09**	12 (23.08)	39 (75.00)	51.92	5.30**	7 (31.82)	17 (77.27)	45.45	3.03**
(b)	Preparing budget	0 (0.00)	9 (42.86)	42.86	3.38**	6 (11.54)	27 (51.92)	40.38	4.42**	3 (13.64)	9 (40.91)	27.27	2.03
(c)	Mobilising resources	1 (4.76)	10 (47.62)	42.86	3.16**	5 (9.62)	17 (32.69)	23.08	2.88**	3 (13.64)	12 (54.55)	40.91	2.86**
(d)	Organising community programmes	4 (19.05)	12 (57.14)	38.10	2.54*	12 (23.08)	31 (59.62)	36.54	3.78**	11 (50.00)	12 (54.55)	4.55	0.30
(e)	Identifying beneficiaries	2 (9.52)	14 (66.67)	57.14	3.81**	17 (32.69)	33 (63.46)	30.77	3.14**	9 (40.91)	17 (77.27)	36.36	2.45*
(f)	Listing people below poverty line	1 (4.76)	12 (57.14)	52.38	3.67**	9 (17.31)	41 (78.85)	61.54	6.28**	9 (40.91)	17 (77.27)	36.36	2.45*

S. No.	Physical presence	Upto 30 (n=21)		Diff.	C.R. Value	31-45 (n=52)		Diff.	C.R. Value	46 & Above (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK												
(a)	Presiding panchayat meetings	6 (28.57)	16 (76.19)	47.62	3.09**	19 (36.54)	42 (80.77)	44.23	4.58**	13 (59.09)	19 (86.36)	27.27	2.03
(b)	Seeking cooperation of people in development work	6 (28.57)	12 (57.14)	28.57	1.87	19 (36.54)	38 (73.08)	36.54	3.74**	10 (45.45)	17 (77.27)	31.82	2.17*
(c)	Keeping record of the meetings	3 (14.29)	12 (57.14)	42.86	2.90**	6 (11.54)	21 (40.38)	28.85	3.35**	2 (9.09)	13 (59.09)	50.00	3.50**
(d)	Preparation of accounts	2 (9.52)	9 (42.86)	33.33	2.46*	4 (7.69)	17 (32.69)	25.00	3.18**	2 (9.09)	12 (54.55)	45.45	3.24**
(e)	Purchase of material	3 (14.29)	11 (52.38)	38.10	2.62*	17 (32.69)	36 (69.23)	36.54	3.73**	14 (63.64)	13 (59.09)	4.55	0.31
(f)	Making payments of bills	5 (23.81)	14 (66.67)	42.86	2.79*	11 (21.15)	29 (55.77)	34.62	3.63**	7 (31.82)	15 (68.18)	36.36	2.41*
(g)	Preparing schemes of BPL families	3 (14.29)	16 (76.19)	61.90	4.03**	14 (26.92)	36 (69.23)	42.31	4.32**	9 (40.91)	16 (72.73)	31.82	2.13*
4	INTERNAL DEVELOPMENT												
(i)	Training orientation												
(a)	Number received PR training	7 (33.33)	20 (95.24)	61.90	4.19**	17 (32.69)	45 (86.54)	53.85	5.60**	12 (54.55)	19 (86.36)	31.82	2.31*
(b)	Number desirous of further training	15 (71.43)	20 (95.24)	23.81	2.07	46 (88.46)	52 (100.00)	11.54	2.52*	19 (86.36)	21 (95.45)	9.09	1.05
(ii)	Leadership development												
(a)	Number addressed public meetings	2 (9.52)	7 (33.33)	23.81	1.88	3 (5.77)	16 (30.77)	25.00	3.30**	3 (13.64)	7 (31.82)	18.18	1.44
(b)	Number feeling more capable to address public meetings	2 (9.52)	8 (38.10)	28.57	2.17*	12 (23.08)	19 (36.54)	13.46	1.50	8 (36.36)	5 (22.73)	13.64	0.99
(iii)	Urban orientation												
(a)	Number visiting city/town	15 (71.43)	21 (100.00)	28.57	2.65*	37 (71.15)	47 (90.38)	19.23	2.49*	14 (63.64)	20 (90.91)	27.27	2.16*
(b)	Number reported increase in visits to city/town	8 (38.10)	18 (85.71)	47.62	3.18**	17 (32.69)	48 (92.31)	59.62	6.28**	9 (40.91)	18 (81.82)	40.91	2.79*

S. No.	Physical presence	Upto 30 (n=21)		Diff.	C.R. Value	31-45 (n=52)		Diff.	C.R. Value	46 & Above (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(iv)	Banking behaviour												
(a)	Number having bank accounts	5 (23.81)	6 (28.57)	4.76	0.35	14 (26.92)	28 (53.85)	26.92	2.80**	6 (27.27)	11 (50.00)	22.73	1.55
(b)	Number borrowing loans from banks	1 (4.76)	5 (23.81)	19.05	1.76	10 (19.23)	16 (30.77)	11.54	1.36	1 (4.55)	4 (18.18)	13.64	1.43
5	AWARENESS ABOUT PRIs												
(a)	Tiers of PRIs	11 (52.38)	15 (71.43)	19.05	1.27	22 (42.31)	45 (86.54)	44.23	4.71**	8 (36.36)	21 (95.45)	59.09	4.13**
(b)	Tenure PRIs	21 (100.00)	17 (80.95)	19.05	2.10*	49 (94.23)	49 (94.23)	0.00	0.00	22 (100.00)	22 (100.00)	0.00	0.00
(c)	Reservation of seats for women in panchayats	5 (23.81)	19 (90.48)	66.67	4.37**	13 (25.00)	50 (96.15)	71.15	7.42**	3 (13.64)	22 (100.00)	86.36	5.78**
(d)	Reservation of seats for scheduled castes	1 (4.76)	9 (42.86)	38.10	2.90**	2 (3.85)	27 (51.92)	48.08	5.47**	2 (9.09)	16 (72.73)	63.64	4.29**
(e)	Reservation of seats for scheduled tribes	2 (9.52)	9 (42.86)	33.33	2.46*	4 (7.69)	33 (63.46)	55.77	5.94**	2 (9.09)	17 (77.27)	68.18	4.57**
(f)	Quorum of gram panchayat	7 (33.33)	16 (76.19)	42.86	2.79*	7 (13.46)	27 (51.92)	38.46	4.18**	5 (22.73)	14 (63.64)	40.91	2.74*
(g)	Quorum of gram sabha	1 (4.76)	7 (33.33)	28.57	2.36*	1 (1.92)	28 (53.85)	51.92	5.90**	3 (13.64)	17 (77.27)	63.64	4.24**
(h)	Minimum number of gram sabha meetings in a year	8 (38.10)	12 (57.14)	19.05	1.24	24 (46.15)	30 (57.69)	11.54	1.18	15 (68.18)	12 (54.55)	13.64	0.93
(i)	Interval of gram panchayat meetings	18 (85.71)	10 (47.62)	38.10	2.62*	39 (75.00)	33 (63.46)	11.54	1.27	18 (81.82)	20 (90.91)	9.09	0.88
(j)	Minimum Number of standing committees of gram panchayat	3 (14.29)	10 (47.62)	33.33	2.34*	3 (5.77)	19 (36.54)	30.77	3.84**	4 (18.18)	8 (36.36)	18.18	1.35
(k)	Functions of panchayats	5 (23.81)	5 (23.81)	0.00	0.00	10 (19.23)	25 (48.08)	28.85	3.11**	7 (31.82)	16 (72.73)	40.91	2.72*

S. No.	Physical presence	Upto 30 (n=21)		Diff.	C.R. Value	31-45 (n=52)		Diff.	C.R. Value	46 & Above (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(l)	Sources of panchayat income	4 (19.05)	2 (9.52)	9.52	0.88	2 (3.85)	4 (7.69)	3.85	0.84	1 (4.55)	6 (27.27)	22.73	2.06*
(m)	Items on which panchayat can impose tax	2 (9.52)	2 (9.52)	0.00	0.00	6 (11.54)	4 (7.69)	3.85	0.67	1 (4.55)	5 (22.73)	18.18	1.76
(n)	Process of removal of panchayat sarpanch	6 (28.57)	12 (57.14)	28.57	1.87	9 (17.31)	31 (59.62)	42.31	4.43**	3 (13.64)	15 (68.18)	54.55	3.68**
6	PERCEIVED IMPROVEMENT IN PARTICIPATION												
(a)	More number of women participate	14 (66.67)	14 (66.67)	0.00	0.00	44 (84.62)	50 (96.15)	11.54	2.00*	20 (90.91)	20 (90.91)	0.00	0.00
(b)	Women participate more regularly and actively	14 (66.67)	14 (66.67)	0.00	0.00	39 (75.00)	36 (69.23)	5.77	0.66	19 (86.36)	17 (77.27)	9.09	0.78
(c)	More attention paid to women's suggestions	14 (66.67)	17 (80.95)	14.29	1.05	35 (67.31)	41 (78.85)	11.54	1.33	16 (72.73)	17 (77.27)	4.55	0.35
(d)	More importance given to women's opinion	11 (52.38)	12 (57.14)	4.76	0.31	33 (63.46)	36 (69.23)	5.77	0.62	15 (68.18)	16 (72.73)	4.55	0.33
(e)	Dependence on males reduced	12 (57.14)	15 (71.43)	14.29	0.97	14 (26.92)	34 (65.38)	38.46	3.93**	11 (50.00)	15 (68.18)	18.18	1.23
(f)	Male members have now more positive attitude towards women	12 (57.14)	8 (38.10)	19.05	1.24	25 (48.08)	34 (65.38)	17.31	1.78	13 (13.00)	13 (13.00)	0.00	0.00
(g)	Women participate more in discussions	10 (47.62)	12 (57.14)	9.52	0.62	26 (50.00)	39 (75.00)	25.00	2.63**	11 (50.00)	15 (68.18)	18.18	1.23
(h)	Women perform their role more efficiently now	9 (42.86)	10 (47.62)	4.76	0.31	16 (30.77)	25 (48.08)	17.31	1.81	9 (40.91)	13 (59.09)	18.18	1.21
(i)	Women now more aware about laws and rules	3 (14.29)	10 (47.62)	33.33	2.34*	10 (19.23)	29 (55.77)	36.54	3.85**	4 (18.18)	8 (36.36)	18.18	1.35
(j)	Women are now less hesitant in expressing views	13 (61.90)	14 (66.67)	4.76	0.32	28 (53.85)	31 (59.62)	5.77	0.59	17 (77.27)	13 (59.09)	18.18	1.29
(k)	Evince more interest in training	12 (57.14)	14 (66.67)	9.52	0.64	32 (61.54)	36 (69.23)	7.69	0.82	21 (95.45)	17 (77.27)	18.18	1.76

* Multiple responses were allowed

* Significant at .05 level

(Figures in brackets denote percentages)

** Significant at .01 level

Table 7.17 (b)
Impact of PR training on social impediment as reported by women members by Age* (n=97)

S. No.	Social impediments	Upto 30 (n=21)		Diff.	C.R. Value	31-45 (n=52)		Diff.	C.R. Value	46 & Above (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah												
(a)	In family/community	14 (66.67)	8 (38.10)	28.57	1.85	22 (42.31)	21 (40.38)	1.92	0.20	10 (45.45)	5 (22.73)	22.73	1.59
(b)	During panchayat meetings	10 (47.62)	6 (28.57)	19.05	1.27	18 (34.62)	20 (38.46)	3.85	0.41	10 (45.45)	5 (22.73)	22.73	1.59
(ii)	Male domination												
(a)	Disallowed to attend meetings without escort	5 (23.81)	1 (4.76)	19.05	1.76	6 (11.54)	4 (7.69)	3.85	0.67	3 (13.64)	1 (4.55)	9.09	1.05
(b)	Male accompany women while going to attend meetings	7 (33.33)	7 (33.33)	0.00	0.00	9 (17.31)	9 (17.31)	0.00	0.00	8 (36.36)	0 (0.00)	36.36	3.13**
(c)	Males participate in meetings alongwith women members	4 (19.05)	3 (14.29)	4.76	0.41	11 (21.15)	5 (9.62)	11.54	1.63	6 (27.27)	1 (4.55)	22.73	2.06
(d)	Males render women advice during discussions/ decision making	3 (14.29)	4 (19.05)	4.76	0.41	11 (21.15)	10 (19.23)	1.92	0.24	8 (36.36)	2 (9.09)	27.27	2.16*
(f)	Males compel women to act as per their advice	5 (23.81)	8 (38.10)	14.29	1.00	8 (15.38)	10 (19.23)	3.85	0.52	2 (9.09)	0 (0.00)	9.09	1.45
(iii)	Caste & gender discrimination												
(a)	Males discourage women while making proposals/suggestions	5 (23.81)	5 (23.81)	0.00	0.00	4 (7.69)	9 (17.31)	9.62	1.48	4 (18.18)	3 (13.64)	4.55	0.41
(b)	Women discriminated in panchayat meetings	8 (38.10)	16 (76.19)	38.10	2.49*	10 (19.23)	36 (69.23)	50.00	5.13**	5 (22.73)	13 (59.09)	36.36	2.45*
(c)	Separate seating arrangement for women	10 (47.62)	11 (52.38)	4.76	0.31	31 (59.62)	26 (50.00)	9.62	0.99	13 (59.09)	10 (45.45)	13.64	0.91

* Significant at .05 level

** Significant at .01 level

* Multiple responses were allowed
(Figures in brackets denote percentages)

Table 7.18 (a)
Impact of PR training on women member's participation in PRIs by Education* (n=97)

S. No.	Physical presence	Illiterate (n=37)		Diff.	C.R. Value	Literate (n=38)		Diff.	C.R. Value	Upto Primary (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION												
(a)	Punctual in attending meetings	35 (94.59)	37 (100.00)	5.41	1.43	33 (86.84)	36 (94.74)	7.89	1.19	20 (90.91)	22 (100.00)	9.09	1.45
(b)	Remaining present in meetings till end	34 (91.89)	35 (94.59)	2.70	0.46	31 (81.58)	35 (92.11)	10.53	1.36	19 (86.36)	21 (95.45)	9.09	1.05
(c)	Number of women making prior preparation for attending meetings	20 (54.05)	18 (48.65)	5.41	0.47	22 (57.89)	26 (68.42)	10.53	0.95	11 (50.00)	15 (68.18)	18.18	1.23
(d)	Number of women who spoke during panchayat meetings	8 (21.62)	21 (56.76)	35.14	3.10**	26 (68.42)	30 (78.95)	10.53	1.04	14 (63.64)	17 (77.27)	13.64	0.99
(e)	Number of women exercising votes during meetings	2 (5.41)	19 (51.35)	45.95	4.38**	9 (23.68)	23 (60.53)	36.84	3.25**	7 (31.82)	14 (63.64)	31.82	2.11*
(f)	Number of women raising human development	21 (56.76)	34 (91.89)	35.14	3.46**	26 (68.42)	31 (81.58)	13.16	1.32	9 (40.91)	17 (77.27)	36.36	2.45*
2	AREA OF DELIBERATIONS												
(a)	Preparing village development plans	5 (13.51)	27 (72.97)	59.46	5.16**	14 (36.84)	30 (78.95)	42.11	3.72**	7 (31.82)	16 (72.73)	40.91	2.72*
(b)	Preparing budget	1 (2.70)	14 (37.84)	35.14	3.76**	6 (15.79)	21 (55.26)	39.47	3.60**	3 (13.64)	11 (50.00)	36.36	2.59**
(c)	Mobilising resources	3 (8.11)	15 (40.54)	32.43	3.25**	5 (13.16)	14 (36.84)	23.68	2.38*	2 (9.09)	10 (45.45)	36.36	2.71*
(d)	Organising community programmes	11 (29.73)	16 (43.24)	13.51	1.21	12 (31.58)	25 (65.79)	34.21	2.98**	5 (22.73)	15 (68.18)	45.45	3.03**
(e)	Identifying beneficiaries	10 (27.03)	21 (56.76)	29.73	2.59**	15 (39.47)	28 (73.68)	34.21	3.01**	4 (18.18)	16 (72.73)	54.55	3.63**
(f)	Listing people below poverty line	4 (10.81)	25 (67.57)	56.76	5.00**	13 (34.21)	32 (84.21)	50.00	4.43**	3 (13.64)	15 (68.18)	54.55	3.68**

S. No.	Physical presence	Illiterate (n=37)		Diff.	C.R. Value	Literate (n=38)		Diff.	C.R. Value	Upto Primary (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK												
(a)	Presiding panchayat meetings	11 (29.73)	30 (81.08)	51.35	4.44**	20 (52.63)	32 (84.21)	31.58	2.96**	8 (36.36)	17 (77.27)	40.91	2.74*
(b)	Seeking cooperation of people in development work	12 (32.43)	24 (64.86)	32.43	2.79**	14 (36.84)	29 (76.32)	39.47	3.47**	10 (45.45)	16 (72.73)	27.27	1.84
(c)	Keeping record of the meetings	2 (5.41)	16 (43.24)	37.84	3.79**	6 (15.79)	17 (44.74)	28.95	2.75**	4 (18.18)	15 (68.18)	50.00	3.35**
(d)	Preparation of accounts	1 (2.70)	16 (43.24)	40.54	4.15**	5 (13.16)	13 (34.21)	21.05	2.16*	3 (13.64)	10 (45.45)	31.82	2.31*
(e)	Purchase of material	9 (24.32)	21 (56.76)	32.43	2.84**	20 (52.63)	28 (73.68)	21.05	1.90	6 (27.27)	13 (59.09)	31.82	2.13*
(f)	Making payments of bills	7 (18.92)	21 (56.76)	37.84	3.36**	12 (31.58)	23 (60.53)	28.95	2.53*	5 (22.73)	14 (63.64)	40.91	2.74*
(g)	Preparing schemes of BPL families	4 (10.81)	22 (59.46)	48.65	4.38**	16 (42.11)	29 (76.32)	34.21	3.03**	7 (31.82)	18 (81.82)	50.00	3.35**
4	INTERNAL DEVELOPMENT												
(i)	Training orientation												
(a)	Number received PR training	6 (16.22)	31 (83.78)	67.57	5.81**	19 (50.00)	35 (92.11)	42.11	4.05**	11 (50.00)	20 (90.91)	40.91	2.97**
(b)	Number desirous of further training	31 (83.78)	36 (97.30)	13.51	1.99*	34 (89.47)	38 (100.00)	10.53	2.05*	16 (72.73)	21 (95.45)	22.73	2.06*
(ii)	Leadership development												
(a)	Number addressed public meetings	1 (2.70)	5 (13.51)	10.81	1.70	2 (5.26)	14 (36.84)	31.58	3.38**	5 (22.73)	11 (50.00)	27.27	1.88
(b)	Number feeling more capable to address public meetings	3 (8.11)	6 (16.22)	8.11	1.07	12 (31.58)	16 (42.11)	10.53	0.95	7 (31.82)	11 (50.00)	18.18	1.23
(iii)	Urban orientation												
(a)	Number visiting city/town	27 (72.97)	35 (94.59)	21.62	2.52*	23 (60.53)	34 (89.47)	28.95	2.91**	17 (77.27)	21 (95.45)	18.18	1.76
(b)	Number reported increase in visits to city/town	13 (35.14)	33 (89.19)	54.05	4.79**	12 (31.58)	32 (84.21)	52.63	4.65**	10 (45.45)	21 (95.45)	50.00	3.63**

S. No.	Physical presence	Illiterate (n=37)		Diff.	C.R. Value	Literate (n=38)		Diff.	C.R. Value	Upto Primary (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(iv)	Banking behaviour												
(a)	Number having bank accounts	8 (21.62)	18 (48.65)	27.03	2.44*	9 (23.68)	18 (47.37)	23.68	2.16*	8 (36.36)	10 (45.45)	9.09	0.61
(b)	Number borrowing loans from banks	5 (13.51)	8 (21.62)	8.11	0.92	4 (10.53)	11 (28.95)	18.42	2.02*	3 (13.64)	6 (27.27)	13.64	1.12
5	AWARENESS ABOUT PRIs												
(a)	Tiers of PRIs	10 (27.03)	33 (89.19)	62.16	5.42**	18 (47.37)	32 (84.21)	36.84	3.39**	14 (63.64)	18 (81.82)	18.18	1.35
(b)	Tenure PRIs	37 (100.00)	35 (94.59)	5.41	1.43	37 (97.37)	36 (94.74)	2.63	0.59	20 (90.91)	19 (86.36)	4.55	0.48
(c)	Reservation of seats for women in panchayats	4 (10.81)	36 (97.30)	86.49	7.46**	8 (21.05)	36 (94.74)	73.68	6.51**	9 (40.91)	21 (95.45)	54.55	3.88**
(d)	Reservation of seats for scheduled castes	3 (8.11)	16 (43.24)	35.14	3.46**	2 (5.26)	23 (60.53)	55.26	5.13**	0 (0.00)	13 (59.09)	59.09	4.30**
(e)	Reservation of seats for scheduled tribes	3 (8.11)	20 (54.05)	45.95	4.27**	2 (5.26)	24 (63.16)	57.89	5.32**	3 (13.64)	15 (68.18)	54.55	3.68**
(f)	Quorum of gram panchayat	6 (16.22)	21 (56.76)	40.54	3.62**	5 (13.16)	22 (57.89)	44.74	4.07**	8 (36.36)	16 (72.73)	36.36	2.42*
(g)	Quorum of gram sabha	2 (5.41)	22 (59.46)	54.05	4.97**	1 (2.63)	18 (47.37)	44.74	4.50**	2 (9.09)	12 (54.55)	45.45	3.24**
(h)	Minimum number of gram sabha meetings in a year	13 (35.14)	29 (78.38)	43.24	3.75**	21 (55.26)	13 (34.21)	21.05	1.85	13 (59.09)	13 (59.09)	0.00	0.00
(i)	Interval of gram panchayat meetings	26 (70.27)	30 (81.08)	10.81	1.08	33 (86.84)	23 (60.53)	26.32	2.60**	17 (77.27)	12 (54.55)	22.73	1.59
(j)	Minimum Number of standing committees of gram panchayat	3 (8.11)	6 (16.22)	8.11	1.07	2 (5.26)	19 (50.00)	44.74	4.36**	5 (22.73)	13 (59.09)	36.36	2.45*
(k)	Functions of panchayats	3 (8.11)	24 (64.86)	56.76	5.07**	14 (36.84)	15 (39.47)	2.63	0.24	5 (22.73)	8 (36.36)	13.64	0.99

S. No.	Physical presence	Illiterate (n=37)		Diff.	C.R. Value	Literate (n=38)		Diff.	C.R. Value	Upto Primary (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(l)	Sources of panchayat income	0 (0.00)	6 (16.22)	16.22	2.56*	4 (10.53)	3 (7.89)	2.63	0.40	3 (13.64)	4 (18.18)	4.55	0.41
(m)	Items on which panchayat can impose tax	1 (2.70)	2 (5.41)	2.70	0.59	5 (13.16)	4 (10.53)	2.63	0.36	3 (13.64)	5 (22.73)	9.09	0.78
(n)	Process of removal of panchayat sarpanch	2 (5.41)	17 (45.95)	40.54	3.99**	10 (26.32)	27 (71.05)	44.74	3.90**	7 (31.82)	15 (68.18)	36.36	2.41*
6	PERCEIVED IMPROVEMENT IN PARTICIPATION												
(a)	More number of women participate	28 (75.68)	34 (91.89)	16.22	1.89	34 (89.47)	33 (86.84)	2.63	0.36	17 (77.27)	19 (86.36)	9.09	0.78
(b)	Women participate more regularly and actively	28 (75.68)	23 (62.16)	13.51	1.26	30 (78.95)	30 (78.95)	0.00	0.00	15 (68.18)	16 (72.73)	4.55	0.33
(c)	More attention paid to women's suggestions	27 (72.97)	28 (75.68)	2.70	0.27	25 (65.79)	34 (89.47)	23.68	2.48*	14 (63.64)	15 (68.18)	4.55	0.32
(d)	More importance given to women's opinion	25 (67.57)	26 (70.27)	2.70	0.25	21 (55.26)	27 (71.05)	15.79	1.43	14 (63.64)	13 (59.09)	4.55	0.31
(e)	Dependence on males reduced	14 (37.84)	24 (64.86)	27.03	2.33*	14 (36.84)	28 (73.68)	36.84	3.23**	10 (45.45)	13 (59.09)	13.64	0.91
(f)	Male members have now more positive attitude towards women	20 (54.05)	21 (56.76)	2.70	0.23	20 (52.63)	24 (63.16)	10.53	0.93	10 (45.45)	12 (54.55)	9.09	0.60
(g)	Women participate more in discussions	17 (45.95)	21 (56.76)	10.81	0.93	20 (52.63)	29 (76.32)	23.68	2.16*	10 (45.45)	18 (81.82)	36.36	2.51*
(h)	Women perform their role more efficiently now	8 (21.62)	12 (32.43)	10.81	1.05	16 (42.11)	25 (65.79)	23.68	2.07*	10 (45.45)	13 (59.09)	13.64	0.91
(i)	Women now more aware about laws and rules	2 (5.41)	13 (35.14)	29.73	3.18**	12 (31.58)	25 (65.79)	34.21	2.98**	4 (18.18)	11 (50.00)	31.82	2.23*
(j)	Women are now less hesitant in expressing views	26 (70.27)	16 (43.24)	27.03	2.35*	20 (52.63)	24 (63.16)	10.53	0.93	12 (54.55)	20 (90.91)	36.36	2.71*
(k)	Evince more interest in training	27 (72.97)	22 (59.46)	13.51	1.23	27 (71.05)	30 (78.95)	7.89	0.79	12 (54.55)	17 (77.27)	22.73	1.59

* Multiple responses were allowed

* Significant at .05 level

(Figures in brackets denote percentages)

** Significant at .01 level

Table 7.18 (b)
Impact of PR training on social impediment as reported by women members by Education* (n=97)

S. No.	Social impediments	Illiterate (n=37)		Diff.	C.R. Value	Literate (n=38)		Diff.	C.R. Value	Upto Primary (n=22)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah												
(a)	In family/community	8 (21.62)	16 (43.24)	21.62	1.99*	27 (71.05)	12 (31.58)	39.47	3.44**	12 (54.55)	7 (31.82)	22.73	1.52
(b)	During panchayat meetings	9 (24.32)	15 (40.54)	16.22	1.49	23 (60.53)	12 (31.58)	28.95	2.53*	7 (31.82)	5 (22.73)	9.09	0.68
(ii)	Male domination												
(a)	Disallowed to attend meetings without escort	4 (10.81)	3 (8.11)	2.70	0.40	4 (10.53)	1 (2.63)	7.89	1.39	6 (27.27)	2 (9.09)	18.18	1.56
(b)	Male accompany women while going to attend meetings	8 (21.62)	4 (10.81)	10.81	1.26	10 (26.32)	6 (15.79)	10.53	1.13	6 (27.27)	7 (31.82)	4.55	0.33
(c)	Males participate in meetings alongwith women members	6 (16.22)	4 (10.81)	5.41	0.68	12 (31.58)	3 (7.89)	23.68	2.59**	3 (13.64)	2 (9.09)	4.55	0.48
(d)	Males render women advice during discussions/ decision making	5 (13.51)	6 (16.22)	2.70	0.33	13 (34.21)	7 (18.42)	15.79	1.56	4 (18.18)	4 (18.18)	0.00	0.00
(f)	Males compel women to act as per their advice	5 (13.51)	4 (10.81)	2.70	0.36	7 (18.42)	8 (21.05)	2.63	0.29	3 (13.64)	6 (27.27)	13.64	1.12
(iii)	Caste & gender discrimination												
(a)	Males discourage women while making proposals/suggestions	5 (13.51)	8 (21.62)	8.11	0.92	2 (5.26)	4 (10.53)	5.26	0.85	6 (27.27)	5 (22.73)	4.55	0.35
(b)	Women discriminated in panchayat meetings	5 (13.51)	25 (67.57)	54.05	4.74**	11 (28.95)	28 (73.68)	44.74	3.90**	8 (36.36)	13 (59.09)	22.73	1.51
(c)	Separate seating arrangement for women	29 (78.38)	25 (67.57)	10.81	1.05	15 (39.47)	12 (31.58)	7.89	0.72	11 (50.00)	11 (50.00)	0.00	0.00

* Multiple responses were allowed
(Figures in brackets denote percentages)
* Significant at .05 level
** Significant at .01 level

Table 7.19 (a)
Impact of PR training on women member's participation in PRIs
by previous training exposure* (n=97)

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	35 (97.22)	35 (97.22)	0.00	0.00	53 (86.89)	60 (98.36)	11.48	2.42*
(b)	Remaining present in meetings till end	35 (97.22)	35 (97.22)	0.00	0.00	49 (80.33)	56 (91.80)	11.48	1.83
(c)	Number of women making prior preparation for attending meetings	29 (80.56)	33 (91.67)	11.11	1.36	24 (39.34)	26 (42.62)	3.28	0.37
(d)	Number of women who spoke during panchayat meetings	33 (91.67)	34 (94.44)	2.78	0.46	15 (24.59)	34 (55.74)	31.15	3.51**
(e)	Number of women exercising votes during meetings	8 (22.22)	20 (55.56)	33.33	2.90**	10 (16.39)	36 (59.02)	42.62	4.86**
(f)	Number of women raising human development	29 (80.56)	33 (91.67)	11.11	1.36	27 (44.26)	49 (80.33)	36.07	4.11**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	18 (50.00)	33 (91.67)	41.67	3.89**	8 (13.11)	40 (65.57)	52.46	5.93**
(b)	Preparing budget	8 (22.22)	19 (52.78)	30.56	2.68**	2 (3.28)	27 (44.26)	40.98	5.32**
(c)	Mobilising resources	8 (22.22)	18 (50.00)	27.78	2.45*	2 (3.28)	21 (34.43)	31.15	4.40**
(d)	Organising community programmes	19 (52.78)	27 (75.00)	22.22	1.96*	9 (14.75)	29 (47.54)	32.79	3.91**
(e)	Identifying beneficiaries	18 (50.00)	30 (83.33)	33.33	3.00**	11 (18.03)	35 (57.38)	39.34	4.48**
(f)	Listing people below poverty line	14 (38.89)	31 (86.11)	47.22	4.14**	6 (9.84)	41 (67.21)	57.38	6.51**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	24 (66.67)	32 (88.89)	22.22	2.27*	15 (24.59)	47 (77.05)	52.46	5.80**
(b)	Seeking cooperation of people in development work	18 (50.00)	32 (88.89)	38.89	3.58**	18 (29.51)	37 (60.66)	31.15	3.46**
(c)	Keeping record of the meetings	8 (22.22)	23 (63.89)	41.67	3.57**	4 (6.56)	25 (40.98)	34.43	4.47**
(d)	Preparation of accounts	6 (16.67)	19 (52.78)	36.11	3.22**	3 (4.92)	20 (32.79)	27.87	3.94**
(e)	Purchase of material	22 (61.11)	27 (75.00)	13.89	1.26	13 (21.31)	35 (57.38)	36.07	4.08**

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	15 (41.67)	27 (75.00)	33.33	2.87**	9 (14.75)	31 (50.82)	36.07	4.24**
(g)	Preparing schemes of BPL families	20 (55.56)	32 (88.89)	33.33	3.16**	7 (11.48)	37 (60.66)	49.18	5.66**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	36 (100.00)	33 (91.67)	8.33	1.77	0 (0.00)	53 (86.89)	86.89	9.68**
(b)	Number desirous of further training	35 (97.22)	35 (97.22)	0.00	0.00	46 (75.41)	60 (98.36)	22.95	3.75**
(ii)	Leadership development								
(a)	Number addressed public meetings	6 (16.67)	17 (47.22)	30.56	2.78**	2 (3.28)	13 (21.31)	18.03	3.03**
(b)	Number feeling more capable to address public meetings	20 (55.56)	17 (47.22)	8.33	0.71	2 (3.28)	16 (26.23)	22.95	3.57**
(iii)	Urban orientation								
(a)	Number visiting city/town	23 (63.89)	30 (83.33)	19.44	1.87	44 (72.13)	60 (98.36)	26.23	4.08**
(b)	Number reported increase in visits to city/town	19 (52.78)	31 (86.11)	33.33	3.07**	16 (26.23)	55 (90.16)	63.93	7.16**
(iv)	Banking behaviour								
(a)	Number having bank accounts	10 (27.78)	14 (38.89)	11.11	1.00	15 (24.59)	32 (52.46)	27.87	3.16**
(b)	Number borrowing loans from banks	5 (13.89)	8 (22.22)	8.33	0.92	7 (11.48)	17 (27.87)	16.39	2.28*
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	23 (63.89)	36 (100.00)	36.11	3.98**	19 (31.15)	47 (77.05)	45.90	5.09**
(b)	Tenure PRIs	35 (97.22)	35 (97.22)	0.00	0.00	59 (96.72)	55 (90.16)	6.56	1.46
(c)	Reservation of seats for women in panchayats	13 (36.11)	36 (100.00)	63.89	5.81**	8 (13.11)	57 (93.44)	80.33	8.89**
(d)	Reservation of seats for scheduled castes	2 (5.56)	25 (69.44)	63.89	5.60**	3 (4.92)	27 (44.26)	39.34	5.05**
(e)	Reservation of seats for scheduled tribes	3 (8.33)	24 (66.67)	58.33	5.11**	5 (8.20)	35 (57.38)	49.18	5.79**
(f)	Quorum of gram panchayat	11 (30.56)	32 (88.89)	58.33	5.05**	8 (13.11)	27 (44.26)	31.15	3.80**
(g)	Quorum of gram sabha	4 (11.11)	22 (61.11)	50.00	4.42**	1 (1.64)	30 (49.18)	47.54	6.03**
(h)	Minimum number of gram sabha meetings in a year	26 (72.22)	13 (36.11)	36.11	3.07**	21 (34.43)	42 (68.85)	34.43	3.80**

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	34 (94.44)	26 (72.22)	22.22	2.53*	42 (68.85)	39 (63.93)	4.92	0.57
(j)	Minimum Number of standing committees of gram panchayat	7 (19.44)	24 (66.67)	47.22	4.05**	3 (4.92)	14 (22.95)	18.03	2.88**
(k)	Functions of panchayats	15 (41.67)	21 (58.33)	16.67	1.41	7 (11.48)	26 (42.62)	31.15	3.87**
(l)	Sources of panchayat income	4 (11.11)	6 (16.67)	5.56	0.68	3 (4.92)	7 (11.48)	6.56	1.32
(m)	Items on which panchayat can impose tax	7 (19.44)	8 (22.22)	2.78	0.29	2 (3.28)	3 (4.92)	1.64	0.46
(n)	Process of removal of panchayat sarpanch	9 (25.00)	32 (88.89)	63.89	5.47**	10 (16.39)	27 (44.26)	27.87	3.35**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	33 (91.67)	33 (91.67)	0.00	0.00	46 (75.41)	53 (86.89)	11.48	1.62
(b)	Women participate more regularly and actively	29 (80.56)	32 (88.89)	8.33	0.98	44 (72.13)	37 (60.66)	11.48	1.34
(c)	More attention paid to women's suggestions	22 (61.11)	31 (86.11)	25.00	2.41*	44 (72.13)	46 (75.41)	3.28	0.41
(d)	More importance given to women's opinion	20 (55.56)	26 (72.22)	16.67	1.47	40 (65.57)	40 (65.57)	0.00	0.00
(e)	Dependence on males reduced	17 (47.22)	28 (77.78)	30.56	2.68**	21 (34.43)	37 (60.66)	26.23	2.90**
(f)	Male members have now more positive attitude towards women	17 (47.22)	20 (55.56)	8.33	0.71	33 (54.10)	37 (60.66)	6.56	0.73
(g)	Women participate more in discussions	19 (52.78)	30 (83.33)	30.56	2.78**	28 (45.90)	38 (62.30)	16.39	1.82
(h)	Women perform their role more efficiently now	18 (50.00)	27 (75.00)	25.00	2.19*	16 (26.23)	23 (37.70)	11.48	1.36
(i)	Women now more aware about laws and rules	9 (25.00)	20 (55.56)	30.56	2.64**	9 (14.75)	29 (47.54)	32.79	3.91**
(j)	Women are now less hesitant in expressing views	23 (63.89)	27 (75.00)	11.11	1.02	35 (57.38)	33 (54.10)	3.28	0.36
(k)	Evince more interest in training	28 (77.78)	30 (83.33)	5.56	0.60	38 (62.30)	39 (63.93)	1.64	0.19

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.19 (b)
Impact of PR training on social impediments as reported by women members
by previous training exposure* (n=97)

S. No.	Social impediments	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	23 (63.89)	5 (13.89)	50.00	4.35**	24 (39.34)	30 (49.18)	9.84	1.09
(b)	During panchayat meetings	19 (52.78)	3 (8.33)	44.44	4.09**	20 (32.79)	29 (47.54)	14.75	1.66
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	8 (22.22)	0 (0.00)	22.22	3.00**	6 (9.84)	6 (9.84)	0.00	0.00
(b)	Male accompany women while going to attend meetings	15 (41.67)	6 (16.67)	25.00	2.33*	9 (14.75)	11 (18.03)	3.28	0.49
(c)	Males participate in meetings alongwith women members	12 (33.33)	1 (2.78)	30.56	3.37**	9 (14.75)	8 (13.11)	1.64	0.26
(d)	Males render women advice during discussions/ decision making	17 (47.22)	2 (5.56)	41.67	4.01**	5 (8.20)	15 (24.59)	16.39	2.45*
(f)	Males compel women to act as per their advice	4 (11.11)	3 (8.33)	2.78	0.40	11 (18.03)	15 (24.59)	6.56	0.88
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	4 (11.11)	6 (16.67)	5.56	0.68	9 (14.75)	11 (18.03)	3.28	0.49
(b)	Women discriminated in panchayat meetings	12 (33.33)	19 (52.78)	19.44	1.67	12 (19.67)	47 (77.05)	57.38	6.34* *
(c)	Separate seating arrangement for women	11 (30.56)	7 (19.44)	11.11	1.09	44 (72.13)	41 (67.21)	4.92	0.59

* Multiple responses were allowed
 (The figures in brackets denote percentages)

* Significant at .05 level
 ** Significant at .01 level

Table 7.20 (a)
Impact of PR training on women member's participation in PRIs by Caste category* (n=97)

S. No.	Physical presence	S.C. (n=16)		Diff.	C.R. Value	S.T. (n=44)		Diff.	C.R. Value	Others (n=37)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION												
(a)	Punctual in attending meetings	14 (87.50)	16 (100.00)	12.50	1.46	42 (95.45)	42 (95.45)	0.00	0.00	32 (86.49)	37 (100.00)	13.51	2.32*
(b)	Remaining present in meetings till end	13 (81.25)	16 (100.00)	18.75	1.82	41 (93.18)	42 (95.45)	2.27	0.46	30 (81.08)	33 (89.19)	8.11	0.98
(c)	Number of women making prior preparation for attending meetings	9 (56.25)	11 (68.75)	12.50	0.73	24 (54.55)	24 (54.55)	0.00	0.00	20 (54.05)	24 (64.86)	10.81	0.95
(d)	Number of women who spoke during panchayat meetings	5 (31.25)	12 (75.00)	43.75	2.48*	21 (47.73)	28 (63.64)	15.91	1.50	22 (59.46)	28 (75.68)	16.22	1.49
(e)	Number of women exercising votes during meetings	0 (0.00)	6 (37.50)	37.50	2.72*	11 (25.00)	33 (75.00)	50.00	4.69**	7 (18.92)	17 (45.95)	27.03	2.48*
(f)	Number of women raising human development	9 (56.25)	15 (93.75)	37.50	2.45*	27 (61.36)	39 (88.64)	27.27	2.95**	20 (54.05)	28 (75.68)	21.62	1.95
2	AREA OF DELIBERATIONS												
(a)	Preparing village development plans	2 (12.50)	13 (81.25)	68.75	3.90**	13 (29.55)	32 (72.73)	43.18	4.05**	11 (29.73)	28 (75.68)	45.95	3.96**
(b)	Preparing budget	0 (0.00)	5 (31.25)	31.25	2.43*	4 (9.09)	26 (59.09)	50.00	4.95**	6 (16.22)	15 (40.54)	24.32	2.32*
(c)	Mobilising resources	1 (6.25)	6 (37.50)	31.25	2.14*	4 (9.09)	23 (52.27)	43.18	4.39**	5 (13.51)	10 (27.03)	13.51	1.45
(d)	Organising community programmes	3 (18.75)	10 (62.50)	43.75	2.52*	14 (31.82)	25 (56.82)	25.00	2.36*	11 (29.73)	21 (56.76)	27.03	2.35*
(e)	Identifying beneficiaries	5 (31.25)	11 (68.75)	37.50	2.12	14 (31.82)	30 (68.18)	36.36	3.41**	10 (27.03)	24 (64.86)	37.84	3.27**
(f)	Listing people below poverty line	3 (18.75)	13 (81.25)	62.50	3.54**	6 (13.64)	32 (72.73)	59.09	5.60**	11 (29.73)	27 (72.97)	43.24	3.72**

S. No.	Physical presence	S.C. (n=16)		Diff.	C.R. Value	S.T. (n=44)		Diff.	C.R. Value	Others (n=37)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK												
(a)	Presiding panchayat meetings	6 (37.50)	11 (68.75)	31.25	1.77	16 (36.36)	39 (88.64)	52.27	5.06**	17 (45.95)	29 (78.38)	32.43	2.88**
(b)	Seeking cooperation of people in development work	5 (31.25)	10 (62.50)	31.25	1.77	15 (34.09)	35 (79.55)	45.45	4.30**	16 (43.24)	24 (64.86)	21.62	1.87
(c)	Keeping record of the meetings	1 (6.25)	7 (43.75)	37.50	2.45*	5 (11.36)	26 (59.09)	47.73	4.69**	6 (16.22)	15 (40.54)	24.32	2.32*
(d)	Preparation of accounts	2 (12.50)	5 (31.25)	18.75	1.28	3 (6.82)	23 (52.27)	45.45	4.67**	4 (10.81)	11 (29.73)	18.92	2.02*
(e)	Purchase of material	6 (37.50)	10 (62.50)	25.00	1.41	11 (25.00)	31 (70.45)	45.45	4.27**	18 (48.65)	21 (56.76)	8.11	0.70
(f)	Making payments of bills	2 (12.50)	9 (56.25)	43.75	2.61*	13 (29.55)	29 (65.91)	36.36	3.41**	9 (24.32)	20 (54.05)	29.73	2.62**
(g)	Preparing schemes of BPL families	5 (31.25)	13 (81.25)	50.00	2.85*	5 (11.36)	26 (59.09)	47.73	4.69**	17 (45.95)	30 (81.08)	35.14	3.14**
4	INTERNAL DEVELOPMENT												
(i)	Training orientation												
(a)	Number received PR training	5 (31.25)	15 (93.75)	62.50	3.65**	13 (29.55)	37 (84.09)	54.55	5.17**	18 (48.65)	34 (91.89)	43.24	4.07**
(b)	Number desirous of further training	14 (87.50)	16 (100.00)	12.50	1.46	37 (84.09)	43 (97.73)	13.64	2.22*	30 (81.08)	36 (97.30)	16.22	2.25*
(ii)	Leadership development												
(a)	Number addressed public meetings	0 (0.00)	6 (37.50)	37.50	2.72*	5 (11.36)	13 (29.55)	18.18	2.11*	3 (8.11)	11 (29.73)	21.62	2.37*
(b)	Number feeling more capable to address public meetings	5 (31.25)	5 (31.25)	0.00	0.00	4 (9.09)	12 (27.27)	18.18	2.21*	13 (35.14)	16 (43.24)	8.11	0.71
(iii)	Urban orientation												
(a)	Number visiting city/town	12 (75.00)	14 (87.50)	12.50	0.91	33 (75.00)	41 (93.18)	18.18	2.33*	22 (59.46)	35 (94.59)	35.14	3.59**
(b)	Number reported increase in visits to city/town	4 (25.00)	14 (87.50)	62.50	3.56**	17 (38.64)	41 (93.18)	54.55	5.40**	14 (37.84)	31 (83.78)	45.95	4.05**

S. No.	Physical presence	S.C. (n=16)		Diff.	C.R. Value	S.T. (n=44)		Diff.	C.R. Value	Others (n=37)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(iv)	Banking behaviour												
(a)	Number having bank accounts	3 (18.75)	5 (31.25)	12.50	0.82	14 (31.82)	27 (61.36)	29.55	2.78**	8 (21.62)	14 (37.84)	16.22	1.53
(b)	Number borrowing loans from banks	1 (6.25)	2 (12.50)	6.25	0.61	8 (18.18)	19 (43.18)	25.00	2.54*	3 (8.11)	4 (10.81)	2.70	0.40
5	AWARENESS ABOUT PRIs												
(a)	Tiers of PRIs	7 (43.75)	13 (81.25)	37.50	2.19*	20 (45.45)	38 (86.36)	40.91	4.05**	15 (40.54)	32 (86.49)	45.95	4.11**
(b)	Tenure PRIs	16 (100.00)	15 (93.75)	6.25	1.02	43 (97.73)	43 (97.73)	0.00	0.00	35 (94.59)	32 (86.49)	8.11	1.19
(c)	Reservation of seats for women in panchayats	4 (25.00)	15 (93.75)	68.75	3.96***	5 (11.36)	44 (100.00)	88.64	8.37**	12 (32.43)	34 (91.89)	59.46	5.27**
(d)	Reservation of seats for scheduled castes	0 (0.00)	12 (75.00)	75.00	4.38**	2 (4.55)	20 (45.45)	40.91	4.43**	3 (8.11)	20 (54.05)	45.95	4.27**
(e)	Reservation of seats for scheduled tribes	1 (6.25)	11 (68.75)	62.50	3.65***	4 (9.09)	25 (56.82)	47.73	4.76**	3 (8.11)	23 (62.16)	54.05	4.87**
(f)	Quorum of gram panchayat	3 (18.75)	10 (62.50)	43.75	2.52*	7 (15.91)	24 (54.55)	38.64	3.79**	9 (24.32)	25 (67.57)	43.24	3.73**
(g)	Quorum of gram sabha	1 (6.25)	10 (62.50)	56.25	3.35***	0 (0.00)	20 (45.45)	45.45	5.09**	4 (10.81)	22 (59.46)	48.65	4.38**
(h)	Minimum number of gram sabha meetings in a year	7 (43.75)	8 (50.00)	6.25	0.35	19 (43.18)	28 (63.64)	20.45	1.92	21 (56.76)	19 (51.35)	5.41	0.47
(i)	Interval of gram panchayat meetings	11 (68.75)	13 (81.25)	12.50	0.82	36 (81.82)	28 (63.64)	18.18	1.91	29 (78.38)	24 (64.86)	13.51	1.29
(j)	Minimum Number of standing committees of gram panchayat	2 (12.50)	6 (37.50)	25.00	1.63	4 (9.09)	14 (31.82)	22.73	2.64**	4 (10.81)	18 (48.65)	37.84	3.56**
(k)	Functions of panchayats	4 (25.00)	8 (50.00)	25.00	1.46	4 (9.09)	21 (47.73)	38.64	4.02**	14 (37.84)	18 (48.65)	10.81	0.94

S. No.	Physical presence	S.C. (n=16)		Diff.	C.R. Value	S.T. (n=44)		Diff.	C.R. Value	Others (n=37)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(l)	Sources of panchayat income	1 (6.25)	3 (18.75)	12.50	1.07	3 (6.82)	5 (11.36)	4.55	0.74	3 (8.11)	5 (13.51)	5.41	0.75
(m)	Items on which panchayat can impose tax	2 (12.50)	3 (18.75)	6.25	0.49	1 (2.27)	2 (4.55)	2.27	0.59	6 (16.22)	6 (16.22)	0.00	0.00
(n)	Process of removal of panchayat sarpanch	2 (12.50)	9 (56.25)	43.75	2.61*	7 (15.91)	26 (59.09)	43.18	4.18**	10 (27.03)	24 (64.86)	37.84	3.27**
6	PERCEIVED IMPROVEMENT IN PARTICIPATION												
(a)	More number of women participate	14 (87.50)	14 (87.50)	0.00	0.00	36 (81.82)	38 (86.36)	4.55	0.58	29 (78.38)	34 (91.89)	13.51	1.63
(b)	Women participate more regularly and actively	11 (68.75)	15 (93.75)	25.00	1.81	34 (77.27)	22 (50.00)	27.27	2.66**	28 (75.68)	32 (86.49)	10.81	1.19
(c)	More attention paid to women's suggestions	10 (62.50)	15 (93.75)	31.25	2.14*	30 (68.18)	33 (75.00)	6.82	0.71	26 (70.27)	29 (78.38)	8.11	0.80
(d)	More importance given to women's opinion	9 (56.25)	14 (87.50)	31.25	1.97	27 (61.36)	27 (61.36)	0.00	0.00	24 (64.86)	25 (67.57)	2.70	0.25
(e)	Dependence on males reduced	5 (31.25)	12 (75.00)	43.75	2.48*	17 (38.64)	27 (61.36)	22.73	2.13*	16 (43.24)	26 (70.27)	27.03	2.35*
(f)	Male members have now more positive attitude towards women	7 (43.75)	11 (68.75)	25.00	1.43	21 (47.73)	23 (52.27)	4.55	0.43	22 (59.46)	23 (62.16)	2.70	0.24
(g)	Women participate more in discussions	7 (43.75)	13 (81.25)	37.50	2.19*	21 (47.73)	28 (63.64)	15.91	1.50	19 (51.35)	27 (72.97)	21.62	1.92
(h)	Women perform their role more efficiently now	6 (37.50)	12 (75.00)	37.50	2.14*	12 (27.27)	13 (29.55)	2.27	0.24	16 (43.24)	25 (67.57)	24.32	2.10*
(i)	Women now more aware about laws and rules	3 (18.75)	9 (56.25)	37.50	2.19*	6 (13.64)	19 (43.18)	29.55	3.07**	9 (24.32)	21 (56.76)	32.43	2.84*
(j)	Women are now less hesitant in expressing views	9 (56.25)	11 (68.75)	12.50	0.73	25 (56.82)	21 (47.73)	9.09	0.85	24 (64.86)	28 (75.68)	10.81	1.02
(k)	Evince more interest in training	11 (68.75)	15 (93.75)	25.00	1.81	30 (68.18)	26 (59.09)	9.09	0.89	25 (67.57)	28 (75.68)	8.11	0.77

* Multiple responses were allowed

* Significant at .05 level

(Figures in brackets denote percentages)

** Significant at .01 level

Table 7.20 (b)
Impact of PR training on social impediment as reported by women members by caste category* (n=97)

S. No.	Social impediments	S.C. (n=16)		Diff.	C.R. Value	S.T. (n=44)		Diff.	C.R. Value	Others (n=37)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah												
(a)	In family/community	9 (56.25)	7 (43.75)	12.50	0.71	15 (34.09)	16 (36.36)	2.27	0.22	23 (62.16)	12 (32.43)	29.73	2.56*
(b)	During panchayat meetings	9 (56.25)	6 (37.50)	18.75	1.06	10 (22.73)	15 (34.09)	11.36	1.18	20 (54.05)	11 (29.73)	24.32	2.12*
(ii)	Male domination												
(a)	Disallowed to attend meetings without escort	2 (12.50)	0 (0.00)	12.50	1.46	4 (9.09)	3 (6.82)	2.27	0.39	8 (21.62)	3 (8.11)	13.51	1.63
(b)	Male accompany women while going to attend meetings	4 (25.00)	1 (6.25)	18.75	1.46	8 (18.18)	11 (25.00)	6.82	0.78	12 (32.43)	5 (13.51)	18.92	1.93
(c)	Males participate in meetings alongwith women members	4 (25.00)	2 (12.50)	12.50	0.91	6 (13.64)	3 (6.82)	6.82	1.06	11 (29.73)	4 (10.81)	18.92	2.02*
(d)	Males render women advice during discussions/ decision making	5 (31.25)	3 (18.75)	12.50	0.82	5 (11.36)	6 (13.64)	2.27	0.32	12 (32.43)	8 (21.62)	10.81	1.05
(f)	Males compel women to act as per their advice	2 (12.50)	1 (6.25)	6.25	0.61	6 (13.64)	12 (27.27)	13.64	1.59	7 (18.92)	5 (13.51)	5.41	0.63
(iii)	Caste & gender discrimination												
(a)	Males discourage women while making proposals/suggestions	2 (12.50)	2 (12.50)	0.00	0.00	3 (6.82)	6 (13.64)	6.82	1.06	8 (21.62)	9 (24.32)	2.70	0.28
(b)	Women discriminated in panchayat meetings	4 (25.00)	9 (56.25)	31.25	1.80	11 (25.00)	34 (77.27)	52.27	4.90**	9 (24.32)	23 (62.16)	37.84	3.29**
(c)	Separate seating arrangement for women	7 (43.75)	7 (43.75)	0.00	0.00	32 (72.73)	25 (56.82)	15.91	1.56	16 (43.24)	16 (43.24)	0.00	0.00

* Multiple responses were allowed
 (Figures in brackets denote percentages)
 * Significant at .05 level
 ** Significant at .01 level

Table 7.19 (a)
Impact of PR training on women member's participation in PRIs
by previous training exposure* (n=97)

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	35 (97.22)	35 (97.22)	0.00	0.00	53 (86.89)	60 (98.36)	11.48	2.42*
(b)	Remaining present in meetings till end	35 (97.22)	35 (97.22)	0.00	0.00	49 (80.33)	56 (91.80)	11.48	1.83
(c)	Number of women making prior preparation for attending meetings	29 (80.56)	33 (91.67)	11.11	1.36	24 (39.34)	26 (42.62)	3.28	0.37
(d)	Number of women who spoke during panchayat meetings	33 (91.67)	34 (94.44)	2.78	0.46	15 (24.59)	34 (55.74)	31.15	3.51**
(e)	Number of women exercising votes during meetings	8 (22.22)	20 (55.56)	33.33	2.90**	10 (16.39)	36 (59.02)	42.62	4.86**
(f)	Number of women raising human development	29 (80.56)	33 (91.67)	11.11	1.36	27 (44.26)	49 (80.33)	36.07	4.11**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	18 (50.00)	33 (91.67)	41.67	3.89**	8 (13.11)	40 (65.57)	52.46	5.93**
(b)	Preparing budget	8 (22.22)	19 (52.78)	30.56	2.68**	2 (3.28)	27 (44.26)	40.98	5.32**
(c)	Mobilising resources	8 (22.22)	18 (50.00)	27.78	2.45*	2 (3.28)	21 (34.43)	31.15	4.40**
(d)	Organising community programmes	19 (52.78)	27 (75.00)	22.22	1.96*	9 (14.75)	29 (47.54)	32.79	3.91**
(e)	Identifying beneficiaries	18 (50.00)	30 (83.33)	33.33	3.00**	11 (18.03)	35 (57.38)	39.34	4.48**
(f)	Listing people below poverty line	14 (38.89)	31 (86.11)	47.22	4.14**	6 (9.84)	41 (67.21)	57.38	6.51**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	24 (66.67)	32 (88.89)	22.22	2.27*	15 (24.59)	47 (77.05)	52.46	5.80**
(b)	Seeking cooperation of people in development work	18 (50.00)	32 (88.89)	38.89	3.58**	18 (29.51)	37 (60.66)	31.15	3.46**
(c)	Keeping record of the meetings	8 (22.22)	23 (63.89)	41.67	3.57**	4 (6.56)	25 (40.98)	34.43	4.47**
(d)	Preparation of accounts	6 (16.67)	19 (52.78)	36.11	3.22**	3 (4.92)	20 (32.79)	27.87	3.94**
(e)	Purchase of material	22 (61.11)	27 (75.00)	13.89	1.26	13 (21.31)	35 (57.38)	36.07	4.08**

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	15 (41.67)	27 (75.00)	33.33	2.87**	9 (14.75)	31 (50.82)	36.07	4.24**
(g)	Preparing schemes of BPL families	20 (55.56)	32 (88.89)	33.33	3.16**	7 (11.48)	37 (60.66)	49.18	5.66**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	36 (100.00)	33 (91.67)	8.33	1.77	0 (0.00)	53 (86.89)	86.89	9.68**
(b)	Number desirous of further training	35 (97.22)	35 (97.22)	0.00	0.00	46 (75.41)	60 (98.36)	22.95	3.75**
(ii)	Leadership development								
(a)	Number addressed public meetings	6 (16.67)	17 (47.22)	30.56	2.78**	2 (3.28)	13 (21.31)	18.03	3.03**
(b)	Number feeling more capable to address public meetings	20 (55.56)	17 (47.22)	8.33	0.71	2 (3.28)	16 (26.23)	22.95	3.57**
(iii)	Urban orientation								
(a)	Number visiting city/town	23 (63.89)	30 (83.33)	19.44	1.87	44 (72.13)	60 (98.36)	26.23	4.08**
(b)	Number reported increase in visits to city/town	19 (52.78)	31 (86.11)	33.33	3.07**	16 (26.23)	55 (90.16)	63.93	7.16**
(iv)	Banking behaviour								
(a)	Number having bank accounts	10 (27.78)	14 (38.89)	11.11	1.00	15 (24.59)	32 (52.46)	27.87	3.16**
(b)	Number borrowing loans from banks	5 (13.89)	8 (22.22)	8.33	0.92	7 (11.48)	17 (27.87)	16.39	2.28*
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	23 (63.89)	36 (100.00)	36.11	3.98**	19 (31.15)	47 (77.05)	45.90	5.09**
(b)	Tenure PRIs	35 (97.22)	35 (97.22)	0.00	0.00	59 (96.72)	55 (90.16)	6.56	1.46
(c)	Reservation of seats for women in panchayats	13 (36.11)	36 (100.00)	63.89	5.81**	8 (13.11)	57 (93.44)	80.33	8.89**
(d)	Reservation of seats for scheduled castes	2 (5.56)	25 (69.44)	63.89	5.60**	3 (4.92)	27 (44.26)	39.34	5.05**
(e)	Reservation of seats for scheduled tribes	3 (8.33)	24 (66.67)	58.33	5.11**	5 (8.20)	35 (57.38)	49.18	5.79**
(f)	Quorum of gram panchayat	11 (30.56)	32 (88.89)	58.33	5.05**	8 (13.11)	27 (44.26)	31.15	3.80**
(g)	Quorum of gram sabha	4 (11.11)	22 (61.11)	50.00	4.42**	1 (1.64)	30 (49.18)	47.54	6.03**
(h)	Minimum number of gram sabha meetings in a year	26 (72.22)	13 (36.11)	36.11	3.07**	21 (34.43)	42 (68.85)	34.43	3.80**

S. No.	Areas of participation	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	34 (94.44)	26 (72.22)	22.22	2.53*	42 (68.85)	39 (63.93)	4.92	0.57
(j)	Minimum Number of standing committees of gram panchayat	7 (19.44)	24 (66.67)	47.22	4.05**	3 (4.92)	14 (22.95)	18.03	2.88**
(k)	Functions of panchayats	15 (41.67)	21 (58.33)	16.67	1.41	7 (11.48)	26 (42.62)	31.15	3.87**
(l)	Sources of panchayat income	4 (11.11)	6 (16.67)	5.56	0.68	3 (4.92)	7 (11.48)	6.56	1.32
(m)	Items on which panchayat can impose tax	7 (19.44)	8 (22.22)	2.78	0.29	2 (3.28)	3 (4.92)	1.64	0.46
(n)	Process of removal of panchayat sarpanch	9 (25.00)	32 (88.89)	63.89	5.47**	10 (16.39)	27 (44.26)	27.87	3.35**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	33 (91.67)	33 (91.67)	0.00	0.00	46 (75.41)	53 (86.89)	11.48	1.62
(b)	Women participate more regularly and actively	29 (80.56)	32 (88.89)	8.33	0.98	44 (72.13)	37 (60.66)	11.48	1.34
(c)	More attention paid to women's suggestions	22 (61.11)	31 (86.11)	25.00	2.41*	44 (72.13)	46 (75.41)	3.28	0.41
(d)	More importance given to women's opinion	20 (55.56)	26 (72.22)	16.67	1.47	40 (65.57)	40 (65.57)	0.00	0.00
(e)	Dependence on males reduced	17 (47.22)	28 (77.78)	30.56	2.68**	21 (34.43)	37 (60.66)	26.23	2.90**
(f)	Male members have now more positive attitude towards women	17 (47.22)	20 (55.56)	8.33	0.71	33 (54.10)	37 (60.66)	6.56	0.73
(g)	Women participate more in discussions	19 (52.78)	30 (83.33)	30.56	2.78**	28 (45.90)	38 (62.30)	16.39	1.82
(h)	Women perform their role more efficiently now	18 (50.00)	27 (75.00)	25.00	2.19*	16 (26.23)	23 (37.70)	11.48	1.36
(i)	Women now more aware about laws and rules	9 (25.00)	20 (55.56)	30.56	2.64**	9 (14.75)	29 (47.54)	32.79	3.91**
(j)	Women are now less hesitant in expressing views	23 (63.89)	27 (75.00)	11.11	1.02	35 (57.38)	33 (54.10)	3.28	0.36
(k)	Evince more interest in training	28 (77.78)	30 (83.33)	5.56	0.60	38 (62.30)	39 (63.93)	1.64	0.19

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.19 (b)
Impact of PR training on social impediments as reported by women members
by previous training exposure* (n=97)

S. No.	Social impediments	Yes (n=36)		Diff.	C.R. Value	No (n=61)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	23 (63.89)	5 (13.89)	50.00	4.35**	24 (39.34)	30 (49.18)	9.84	1.09
(b)	During panchayat meetings	19 (52.78)	3 (8.33)	44.44	4.09**	20 (32.79)	29 (47.54)	14.75	1.66
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	8 (22.22)	0 (0.00)	22.22	3.00**	6 (9.84)	6 (9.84)	0.00	0.00
(b)	Male accompany women while going to attend meetings	15 (41.67)	6 (16.67)	25.00	2.33*	9 (14.75)	11 (18.03)	3.28	0.49
(c)	Males participate in meetings alongwith women members	12 (33.33)	1 (2.78)	30.56	3.37**	9 (14.75)	8 (13.11)	1.64	0.26
(d)	Males render women advice during discussions/ decision making	17 (47.22)	2 (5.56)	41.67	4.01**	5 (8.20)	15 (24.59)	16.39	2.45*
(f)	Males compel women to act as per their advice	4 (11.11)	3 (8.33)	2.78	0.40	11 (18.03)	15 (24.59)	6.56	0.88
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	4 (11.11)	6 (16.67)	5.56	0.68	9 (14.75)	11 (18.03)	3.28	0.49
(b)	Women discriminated in panchayat meetings	12 (33.33)	19 (52.78)	19.44	1.67	12 (19.67)	47 (77.05)	57.38	6.34* *
(c)	Separate seating arrangement for women	11 (30.56)	7 (19.44)	11.11	1.09	44 (72.13)	41 (67.21)	4.92	0.59

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.21 (a)
Impact of PR training on women member's participation in PRIs
by marital status* (n=97)

S. No.	Areas of participation	Married (n=89)		Diff.	C.R. Value	Single/Widow/deserted (n=8)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	81 (91.01)	87 (97.75)	6.74	1.95	7 (87.50)	8 (100.00)	12.50	1.03
(b)	Remaining present in meetings till end	78 (87.64)	83 (93.26)	5.62	1.28	6 (75.00)	8 (100.00)	25.00	1.51
(c)	Number of women making prior preparation for attending meetings	50 (56.18)	56 (62.92)	6.74	0.92	3 (37.50)	3 (37.50)	0.00	0.00
(d)	Number of women who spoke during panchayat meetings	46 (51.69)	62 (69.66)	17.97	2.45	2 (25.00)	6 (75.00)	50.00	2.00
(e)	Number of women exercising votes during meetings	17 (79.78)	52 (58.43)	21.35	3.08**	1 (75.00)	4 (50.00)	25.00	1.03
(f)	Number of women raising human development	52 (58.43)	75 (84.27)	25.84	3.81**	4 (50.00)	7 (87.50)	37.50	1.62
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	24 (26.97)	65 (73.03)	46.07	6.15**	2 (25.00)	8 (100.00)	75.00	3.10*
(b)	Preparing budget	8 (8.99)	43 (48.31)	39.33	5.80**	2 (25.00)	3 (37.50)	12.50	0.54
(c)	Mobilising resources	8 (8.99)	37 (41.57)	32.58	5.00**	2 (25.00)	2 (25.00)	0.00	0.00
(d)	Organising community programmes	25 (28.09)	53 (59.55)	31.46	4.23**	3 (37.50)	3 (37.50)	0.00	0.00
(e)	Identifying beneficiaries	27 (30.34)	62 (69.66)	39.33	5.25**	2 (25.00)	3 (37.50)	12.50	0.54
(f)	Listing people below poverty line	18 (20.22)	65 (73.03)	52.81	7.06**	2 (25.00)	7 (87.50)	62.50	2.52*
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	34 (38.20)	73 (82.02)	43.82	5.97**	5 (62.50)	6 (75.00)	12.50	0.54
(b)	Seeking cooperation of people in development work	31 (34.83)	66 (74.16)	39.33	5.27**	5 (62.50)	3 (37.50)	25.00	1.00
(c)	Keeping record of the meetings	9 (10.11)	45 (50.56)	40.45	5.87**	3 (37.50)	3 (37.50)	0.00	0.00
(d)	Preparation of accounts	8 (8.99)	38 (42.70)	33.71	5.14**	1 (12.50)	1 (12.50)	0.00	0.00
(e)	Purchase of material	31 (34.83)	56 (62.92)	28.09	3.75**	4 (50.00)	6 (75.00)	25.00	1.03

S. No.	Areas of participation	Married (n=89)		Diff.	C.R. Value	Single/Widow/deserted (n=8)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	21 (23.60)	53 (59.55)	35.96	4.87**	3 (37.50)	5 (62.50)	25.00	1.00
(g)	Preparing schemes of BPL families	23 (25.84)	64 (71.91)	46.07	6.15**	4 (50.00)	5 (62.50)	12.50	0.50
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	35 (39.33)	78 (87.64)	48.31	6.69**	1 (12.50)	8 (100.00)	87.50	3.53*
(b)	Number desirous of further training	74 (83.15)	87 (97.75)	14.61	3.32**	7 (87.50)	8 (100.00)	12.50	1.03
(ii)	Leadership development								
(a)	Number addressed public meetings	7 (7.87)	30 (33.71)	25.84	4.25**	1 (12.50)	0 (0.00)	12.50	1.03
(b)	Number feeling more capable to address public meetings	20 (22.47)	30 (33.71)	11.24	1.67	2 (25.00)	3 (37.50)	12.50	0.54
(iii)	Urban orientation								
(a)	Number visiting city/town	60 (67.42)	82 (92.13)	24.72	4.11**	7 (87.50)	8 (100.00)	12.50	1.03
(b)	Number reported increase in visits to city/town	33 (37.08)	78 (87.64)	50.56	6.96**	2 (25.00)	8 (100.00)	75.00	3.10*
(iv)	Banking behaviour								
(a)	Number having bank accounts	22 (24.72)	42 (47.19)	22.47	3.12**	3 (37.50)	4 (50.00)	12.50	0.50
(b)	Number borrowing loans from banks	10 (11.24)	24 (26.97)	15.73	2.67**	2 (25.00)	1 (12.50)	12.50	0.64
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	38 (42.70)	75 (84.27)	41.57	5.76**	4 (50.00)	8 (100.00)	50.00	2.31
(b)	Tenure PRIs	86 (96.63)	82 (92.13)	4.49	1.30	8 (100.00)	8 (100.00)	0.00	0.00
(c)	Reservation of seats for women in panchayats	20 (22.47)	85 (95.51)	73.03	9.91**	1 (12.50)	8 (100.00)	87.50	3.53*
(d)	Reservation of seats for scheduled castes	4 (4.49)	49 (55.06)	50.56	7.38**	1 (12.50)	3 (37.50)	25.00	1.15
(e)	Reservation of seats for scheduled tribes	7 (7.87)	55 (61.80)	53.93	7.55**	1 (12.50)	4 (50.00)	37.50	1.62
(f)	Quorum of gram panchayat	17 (19.10)	52 (58.43)	39.33	5.38**	2 (25.00)	7 (87.50)	62.50	2.52*
(g)	Quorum of gram sabha	5 (5.62)	50 (56.18)	50.56	7.30**	0 (0.00)	2 (25.00)	25.00	1.51

S. No.	Areas of participation	Married (n=89)		Diff.	C.R. Value	Single/Widow/deserted (n=8)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(h)	Minimum number of gram sabha meetings in a year	45 (50.56)	48 (53.93)	3.37	0.45	2 (25.00)	7 (87.50)	62.50	2.52*
(i)	Interval of gram panchayat meetings	71 (79.78)	57 (64.04)	15.73	2.33*	5 (62.50)	8 (100.00)	37.50	1.92
(j)	Minimum Number of standing committees of gram panchayat	9 (10.11)	37 (41.57)	31.46	4.79**	1 (12.50)	1 (12.50)	0.00	0.00
(k)	Functions of panchayats	20 (22.47)	43 (48.31)	25.84	3.61**	2 (25.00)	4 (50.00)	25.00	1.03
(l)	Sources of panchayat income	7 (7.87)	13 (14.61)	6.74	1.42	0 (0.00)	0 (0.00)	0.00	0.00
(m)	Items on which panchayat can impose tax	8 (8.99)	11 (12.36)	3.37	0.73	1 (12.50)	0 (0.00)	12.50	1.03
(n)	Process of removal of panchayat sarpanch	17 (19.10)	55 (61.80)	42.70	5.80**	2 (25.00)	4 (50.00)	25.00	1.03
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	73 (82.02)	78 (87.64)	5.62	1.04	6 (75.00)	8 (100.00)	25.00	1.51
(b)	Women participate more regularly and actively	66 (74.16)	62 (69.66)	4.49	0.67	7 (87.50)	7 (87.50)	0.00	0.00
(c)	More attention paid to women's suggestions	59 (66.29)	70 (78.65)	12.36	1.85	7 (87.50)	7 (87.50)	0.00	0.00
(d)	More importance given to women's opinion	53 (59.55)	59 (66.29)	6.74	0.93	7 (87.50)	7 (87.50)	0.00	0.00
(e)	Dependence on males reduced	33 (37.08)	59 (66.29)	29.21	3.90**	5 (62.50)	6 (75.00)	12.50	0.54
(f)	Male members have now more positive attitude towards women	45 (50.56)	51 (57.30)	6.74	0.90	5 (62.50)	6 (75.00)	12.50	0.54
(g)	Women participate more in discussions	42 (47.19)	64 (71.91)	24.72	3.36**	5 (62.50)	4 (50.00)	12.50	0.50
(h)	Women perform their role more efficiently now	31 (34.83)	46 (51.69)	16.85	2.27*	3 (12.50)	4 (50.00)	37.50	1.62
(i)	Women now more aware about laws and rules	17 (19.10)	45 (50.56)	31.46	4.40**	1 (12.50)	4 (50.00)	37.50	1.62
(j)	Women are now less hesitant in expressing views	54 (60.67)	55 (61.80)	1.12	0.15	4 (50.00)	5 (62.50)	12.50	0.50
(k)	Evince more interest in training	59 (66.29)	65 (73.03)	6.74	0.98	7 (87.50)	4 (50.00)	37.50	1.62

* Multiple responses were allowed

(The figures in brackets denote percentages)

* Significant at .05 level

** Significant at .01 level

Table 7.21 (b)
Impact of PR training on social impediments as reported by women members
by marital status* (n=97)

S. No.	Social impediments	Married (n=89)		Diff.	C.R. Value	Single/Widow/deserted (n=8)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	46 (51.69)	33 (37.08)	14.61	1.96*	1 (12.50)	2 (25.00)	12.50	0.64
(b)	During panchayat meetings	38 (42.70)	30 (33.71)	8.99	1.23	1 (12.50)	2 (25.00)	12.50	0.64
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	14 (15.73)	6 (6.74)	8.99	1.90	0 (0.00)	0 (0.00)	0.00	0.00
(b)	Male accompany women while going to attend meetings	24 (26.97)	17 (19.10)	7.87	1.25	0 (0.00)	0 (0.00)	0.00	0.00
(c)	Males participate in meetings alongwith women members	21 (23.60)	9 (10.11)	13.48	2.40*	0 (0.00)	0 (0.00)	0.00	0.00
(d)	Males render women advice during discussions/ decision making	22 (24.72)	16 (17.98)	6.74	1.10	0 (0.00)	1 (12.50)	12.50	1.03
(f)	Males compel women to act as per their advice	15 (16.85)	17 (19.10)	2.25	0.39	0 (0.00)	1 (12.50)	12.50	1.03
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	13 (14.61)	15 (16.85)	2.25	0.41	0 (0.00)	2 (25.00)	25.00	1.51
(b)	Women discriminated in panchayat meetings	23 (25.84)	62 (69.66)	43.82	5.85**	1 (12.50)	4 (50.00)	37.50	1.62
(c)	Separate seating arrangement for women	48 (53.93)	44 (49.44)	4.49	0.60	7 (87.50)	4 (50.00)	37.50	1.62

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.22 (a)
Impact of PR training on women member's participation in PRIs
by family type* (n=97)

S. No.	Areas of participation	Joint Fly. (n=44)		Diff.	C.R. Value	Nuclear (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	39 (88.64)	44 (100.00)	11.36	2.30*	47 (92.16)	49 (96.08)	3.92	0.84
(b)	Remaining present in meetings till end	36 (81.82)	42 (95.45)	13.64	2.02*	46 (90.20)	47 (92.16)	1.96	0.35
(c)	Number of women making prior preparation for attending meetings	28 (63.64)	30 (68.18)	4.55	0.45	23 (45.10)	27 (52.94)	7.84	0.79
(d)	Number of women who spoke during panchayat meetings	25 (56.82)	31 (70.45)	13.64	1.33	21 (41.18)	35 (68.63)	27.45	2.79**
(e)	Number of women exercising votes during meetings	8 (18.18)	25 (56.82)	38.64	3.74**	10 (19.61)	29 (56.86)	37.25	3.87**
(f)	Number of women raising human development	32 (72.73)	38 (86.36)	13.64	1.59	22 (43.14)	42 (82.35)	39.22	4.10**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	11 (25.00)	35 (79.55)	54.55	5.12**	14 (27.45)	37 (72.55)	45.10	4.55**
(b)	Preparing budget	3 (6.82)	23 (52.27)	45.45	4.67**	6 (11.76)	22 (43.14)	31.37	3.55**
(c)	Mobilising resources	4 (9.09)	16 (36.36)	27.27	3.05**	5 (9.80)	22 (43.14)	33.33	3.82**
(d)	Organising community programmes	14 (31.82)	31 (70.45)	38.64	3.63**	13 (25.49)	24 (47.06)	21.57	2.27*
(e)	Identifying beneficiaries	18 (40.91)	30 (68.18)	27.27	2.57*	11 (21.57)	33 (64.71)	43.14	4.40**
(f)	Listing people below poverty line	10 (22.73)	34 (77.27)	54.55	5.12**	9 (17.65)	37 (72.55)	54.90	5.57**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	22 (50.00)	40 (90.91)	40.91	4.21**	16 (31.37)	37 (72.55)	41.18	4.16**
(b)	Seeking cooperation of people in development work	19 (43.18)	35 (79.55)	36.36	3.50**	16 (31.37)	33 (64.71)	33.33	3.37**
(c)	Keeping record of the meetings	8 (18.18)	26 (59.09)	40.91	3.94**	4 (7.84)	21 (41.18)	33.33	3.91**
(d)	Preparation of accounts	4 (9.09)	14 (31.82)	22.73	2.64**	5 (9.80)	24 (47.06)	37.25	4.17**
(e)	Purchase of material	16 (36.36)	32 (72.73)	36.36	3.43**	18 (35.29)	29 (56.86)	21.57	2.19*

S. No.	Areas of participation	Joint Fly. (n=44)		Diff.	C.R. Value	Nuclear (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	13 (29.55)	29 (65.91)	36.36	3.41**	10 (19.61)	28 (54.90)	35.29	3.69**
(g)	Preparing schemes of BPL families	12 (27.27)	38 (86.36)	59.09	5.60**	15 (29.41)	30 (58.82)	29.41	2.99**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	19 (43.18)	39 (88.64)	45.45	4.50**	16 (31.37)	45 (88.24)	56.86	5.86**
(b)	Number desirous of further training	37 (84.09)	43 (97.73)	13.64	2.22*	42 (82.35)	50 (98.04)	15.69	2.66**
(ii)	Leadership development								
(a)	Number addressed public meetings	6 (13.64)	13 (29.55)	15.91	1.81	2 (3.92)	17 (33.33)	29.41	3.81**
(b)	Number feeling more capable to address public meetings	12 (27.27)	18 (40.91)	13.64	1.35	10 (19.61)	15 (29.41)	9.80	1.15
(iii)	Urban orientation								
(a)	Number visiting city/town	31 (70.45)	41 (93.18)	22.73	2.76**	34 (66.67)	47 (92.16)	25.49	3.18**
(b)	Number reported increase in visits to city/town	15 (34.09)	40 (90.91)	56.82	5.50**	18 (35.29)	44 (86.27)	50.98	5.27**
(iv)	Banking behaviour								
(a)	Number having bank accounts	13 (29.55)	20 (45.45)	15.91	1.54	11 (21.57)	25 (49.02)	27.45	2.90**
(b)	Number borrowing loans from banks	9 (20.45)	8 (18.18)	2.27	0.27	3 (5.88)	16 (31.37)	25.49	3.31**
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	18 (40.91)	38 (86.36)	45.45	4.43**	23 (45.10)	43 (84.31)	39.22	4.14**
(b)	Tenure PRIs	43 (97.73)	40 (90.91)	6.82	1.38	49 (96.08)	48 (94.12)	1.96	0.46
(c)	Reservation of seats for women in panchayats	9 (20.45)	41 (93.18)	72.73	6.89**	10 (19.61)	50 (98.04)	78.43	8.05**
(d)	Reservation of seats for scheduled castes	0 (0.00)	25 (56.82)	56.82	5.91**	5 (9.80)	26 (50.98)	41.18	4.52**
(e)	Reservation of seats for scheduled tribes	1 (2.27)	29 (65.91)	63.64	6.30**	7 (13.73)	29 (56.86)	43.14	4.56**
(f)	Quorum of gram panchayat	11 (25.00)	27 (61.36)	36.36	3.44**	7 (13.73)	31 (60.78)	47.06	4.92**
(g)	Quorum of gram sabha	3 (6.82)	25 (56.82)	50.00	5.04**	1 (1.96)	25 (49.02)	47.06	5.45**
(h)	Minimum number of gram sabha meetings in a year	24 (54.55)	22 (50.00)	4.55	0.43	22 (43.14)	31 (60.78)	17.65	1.78

S. No.	Areas of participation	Joint Fly. (n=44)		Diff.	C.R. Value	Nuclear (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	39 (88.64)	35 (79.55)	9.09	1.17	35 (68.63)	28 (54.90)	13.73	1.43
(j)	Minimum Number of standing committees of gram panchayat	7 (15.91)	19 (43.18)	27.27	2.80**	2 (3.92)	18 (35.29)	31.37	3.99**
(k)	Functions of panchayats	9 (20.45)	25 (56.82)	36.36	3.50**	12 (23.53)	20 (39.22)	15.69	1.71
(l)	Sources of panchayat income	5 (11.36)	7 (15.91)	4.55	0.62	2 (3.92)	6 (11.76)	7.84	1.47
(m)	Items on which panchayat can impose tax	5 (11.36)	7 (15.91)	4.55	0.62	4 (7.84)	4 (7.84)	0.00	0.00
(n)	Process of removal of panchayat sarpanch	9 (20.45)	29 (65.91)	45.45	4.30**	9 (17.65)	28 (54.90)	37.25	3.91**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	40 (90.91)	40 (90.91)	0.00	0.00	38 (74.51)	44 (86.27)	11.76	1.50
(b)	Women participate more regularly and actively	39 (88.64)	34 (77.27)	11.36	1.42	33 (64.71)	33 (64.71)	0.00	0.00
(c)	More attention paid to women's suggestions	34 (77.27)	36 (81.82)	4.55	0.53	30 (58.82)	39 (76.47)	17.65	1.90
(d)	More importance given to women's opinion	28 (63.64)	30 (68.18)	4.55	0.45	30 (58.82)	36 (70.59)	11.76	1.24
(e)	Dependence on males reduced	19 (43.18)	36 (81.82)	38.64	3.74**	18 (35.29)	27 (52.94)	17.65	1.79
(f)	Male members have now more positive attitude towards women	20 (45.45)	25 (56.82)	11.36	1.07	28 (54.90)	30 (58.82)	3.92	0.40
(g)	Women participate more in discussions	20 (45.45)	34 (77.27)	31.82	3.07**	26 (50.98)	33 (64.71)	13.73	1.40
(h)	Women perform their role more efficiently now	18 (40.91)	23 (52.27)	11.36	1.07	15 (29.41)	25 (49.02)	19.61	2.03*
(i)	Women now more aware about laws and rules	6 (13.64)	20 (45.45)	31.82	3.27**	11 (21.57)	29 (56.86)	35.29	3.65**
(j)	Women are now less hesitant in expressing views	28 (63.64)	24 (54.55)	9.09	0.87	28 (54.90)	35 (68.63)	13.73	1.43
(k)	Evince more interest in training	31 (70.45)	33 (75.00)	4.55	0.48	33 (64.71)	34 (66.67)	1.96	0.21

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.22 (b)
Impact of PR training on social impediments as reported by women members
by family type* (n=97)

S. No.	Social impediments	Joint Fly. (n=44)		Diff.	C.R. Value	Nuclear (n=51)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	21 (47.73)	12 (27.27)	20.45	1.98*	25 (49.02)	22 (43.14)	5.88	0.60
(b)	During panchayat meetings	19 (43.18)	10 (22.73)	20.45	2.04*	20 (39.22)	21 (41.18)	1.96	0.20
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	8 (18.18)	0 (0.00)	18.18	2.97**	6 (11.76)	6 (11.76)	0.00	0.00
(b)	Male accompany women while going to attend meetings	12 (27.27)	7 (15.91)	11.36	1.30	11 (21.57)	10 (19.61)	1.96	0.24
(c)	Males participate in meetings alongwith women members	10 (22.73)	3 (6.82)	15.91	2.10*	10 (19.61)	6 (11.76)	7.84	1.09
(d)	Males render women advice during discussions/ decision making	13 (29.55)	7 (15.91)	13.64	1.53	9 (17.65)	10 (19.61)	1.96	0.25
(f)	Males compel women to act as per their advice	9 (20.45)	6 (13.64)	6.82	0.85	6 (11.76)	12 (23.53)	11.76	1.56
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	5 (11.36)	10 (22.73)	11.36	1.42	7 (13.73)	6 (11.76)	1.96	0.30
(b)	Women discriminated in panchayat meetings	13 (29.55)	26 (59.09)	29.55	2.79**	11 (21.57)	38 (74.51)	52.94	5.35* *
(c)	Separate seating arrangement for women	23 (52.27)	18 (40.91)	11.36	1.07	31 (60.78)	29 (56.86)	3.92	0.40

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.23 (a)
Impact of PR training on women member's participation in PRIs
by number of children* (n=97)

S. No.	Areas of participation	Upto 2 (n=33)		Diff.	C.R. Value	3 & More (n=62)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	28 (84.85)	32 (96.97)	12.12	1.71	58 (93.55)	61 (98.39)	4.84	1.37
(b)	Remaining present in meetings till end	26 (78.79)	32 (96.97)	18.18	2.26*	56 (90.32)	57 (91.94)	1.61	0.32
(c)	Number of women making prior preparation for attending meetings	14 (42.42)	19 (57.58)	15.15	1.23	37 (59.68)	39 (62.90)	3.23	0.37
(d)	Number of women who spoke during panchayat meetings	16 (48.48)	25 (75.76)	27.27	2.28*	30 (48.39)	41 (66.13)	17.74	2.00*
(e)	Number of women exercising votes during meetings	4 (12.12)	22 (66.67)	54.55	4.53**	13 (20.97)	33 (53.23)	32.86	3.72**
(f)	Number of women raising human development	14 (42.42)	26 (78.79)	36.36	3.02**	41 (66.13)	55 (88.71)	22.58	3.01**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	13 (39.39)	27 (81.82)	42.42	3.53**	12 (19.35)	44 (70.97)	51.61	5.77**
(b)	Preparing budget	5 (15.15)	15 (45.45)	30.30	2.68**	4 (6.45)	31 (50.00)	43.55	5.39**
(c)	Mobilising resources	7 (21.21)	16 (48.48)	27.27	2.32*	2 (3.23)	23 (37.10)	33.87	4.70**
(d)	Organising community programmes	10 (30.30)	19 (57.58)	27.27	2.23*	17 (27.42)	36 (58.06)	30.65	3.45**
(e)	Identifying beneficiaries	6 (18.18)	22 (66.67)	48.48	3.98**	23 (37.10)	42 (67.74)	30.65	3.42**
(f)	Listing people below poverty line	6 (18.18)	21 (63.64)	45.45	3.76**	14 (22.58)	49 (79.03)	56.45	6.29**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	14 (42.42)	26 (78.79)	36.36	3.02**	24 (38.71)	52 (83.87)	45.16	5.16**
(b)	Seeking cooperation of people in development work	12 (36.36)	21 (63.64)	27.27	2.22*	23 (37.10)	47 (75.81)	38.71	4.35**
(c)	Keeping record of the meetings	7 (21.21)	19 (57.58)	36.36	3.02**	4 (6.45)	29 (46.77)	40.32	5.08**
(d)	Preparation of accounts	5 (15.15)	16 (48.48)	33.33	2.91**	4 (6.45)	23 (37.10)	30.65	4.13**
(e)	Purchase of material	11 (33.33)	20 (60.61)	27.27	2.22*	23 (37.10)	41 (66.13)	29.03	3.23**

S. No.	Areas of participation	Upto 2 (n=33)		Diff.	C.R. Value	3 & More (n=62)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	12 (36.36)	21 (63.64)	27.27	2.22*	11 (17.74)	36 (58.06)	40.32	4.63**
(g)	Preparing schemes of BPL families	7 (21.21)	21 (63.64)	42.42	3.49**	19 (30.65)	47 (75.81)	45.16	5.04**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	12 (36.36)	30 (90.91)	54.55	4.61**	22 (35.48)	54 (87.10)	51.61	5.90**
(b)	Number desirous of further training	25 (75.76)	32 (96.97)	21.21	2.51*	54 (87.10)	61 (98.39)	11.29	2.42*
(ii)	Leadership development								
(a)	Number addressed public meetings	5 (15.15)	11 (33.33)	18.18	1.72	3 (4.84)	18 (29.03)	24.19	3.59**
(b)	Number feeling more capable to address public meetings	5 (15.15)	13 (39.39)	24.24	2.21*	16 (25.81)	19 (30.65)	4.84	0.60
(iii)	Urban orientation								
(a)	Number visiting city/town	24 (72.73)	32 (96.97)	24.24	2.75**	41 (66.13)	56 (90.32)	24.19	3.26**
(b)	Number reported increase in visits to city/town	16 (48.48)	30 (90.91)	42.42	3.75**	18 (29.03)	54 (87.10)	58.06	6.55**
(iv)	Banking behaviour								
(a)	Number having bank accounts	11 (33.33)	18 (54.55)	21.21	1.74	14 (22.58)	28 (45.16)	22.58	2.66**
(b)	Number borrowing loans from banks	4 (12.12)	11 (33.33)	21.21	2.06*	8 (12.90)	14 (22.58)	9.68	1.41
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	19 (57.58)	27 (81.82)	24.24	2.14*	21 (33.87)	54 (87.10)	53.23	6.06**
(b)	Tenure PRIs	31 (93.94)	28 (84.85)	9.09	1.20	61 (98.39)	60 (96.77)	1.61	0.58
(c)	Reservation of seats for women in panchayats	8 (24.24)	31 (93.94)	69.70	5.76**	11 (17.74)	60 (96.77)	79.03	8.89**
(d)	Reservation of seats for scheduled castes	2 (6.06)	11 (33.33)	27.27	2.79**	2 (3.23)	40 (64.52)	61.29	7.21**
(e)	Reservation of seats for scheduled tribes	4 (12.12)	15 (45.45)	33.33	2.99**	3 (4.84)	43 (69.35)	64.52	7.44**
(f)	Quorum of gram panchayat	10 (30.30)	22 (66.67)	36.36	2.96**	9 (14.52)	35 (56.45)	41.94	4.88**
(g)	Quorum of gram sabha	2 (6.06)	11 (33.33)	27.27	2.79**	3 (4.84)	39 (62.90)	58.06	6.83**
(h)	Minimum number of gram sabha meetings in a year	13 (39.39)	19 (57.58)	18.18	1.48	33 (53.23)	34 (54.84)	1.61	0.18

S. No.	Areas of participation	Upto 2 (n=33)		Diff.	C.R. Value	3 & More (n=62)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	24 (72.73)	18 (54.55)	18.18	1.54	50 (80.65)	45 (72.58)	8.06	1.06
(j)	Minimum Number of standing committees of gram panchayat	5 (15.15)	18 (54.55)	39.39	3.36**	4 (6.45)	20 (32.26)	25.81	3.64**
(k)	Functions of panchayats	6 (18.18)	13 (39.39)	21.21	1.90	15 (24.19)	34 (54.84)	30.65	3.49**
(l)	Sources of panchayat income	5 (15.15)	3 (9.09)	6.06	0.75	2 (3.23)	10 (16.13)	12.90	2.43*
(m)	Items on which panchayat can impose tax	3 (9.09)	2 (6.06)	3.03	0.47	5 (8.06)	9 (14.52)	6.45	1.14
(n)	Process of removal of panchayat sarpanch	10 (30.30)	23 (69.70)	39.39	3.20**	8 (12.90)	35 (56.45)	43.55	5.09**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	24 (72.73)	28 (84.85)	12.12	1.20	54 (87.10)	56 (90.32)	3.23	0.57
(b)	Women participate more regularly and actively	22 (66.67)	23 (69.70)	3.03	0.26	50 (80.65)	44 (70.97)	9.68	1.26
(c)	More attention paid to women's suggestions	23 (69.70)	27 (81.82)	12.12	1.15	42 (67.74)	48 (77.42)	9.68	1.21
(d)	More importance given to women's opinion	21 (63.64)	20 (60.61)	3.03	0.25	38 (61.29)	44 (70.97)	9.68	1.14
(e)	Dependence on males reduced	18 (54.55)	21 (63.64)	9.09	0.75	19 (30.65)	43 (69.35)	38.71	4.31**
(f)	Male members have now more positive attitude towards women	20 (60.61)	17 (51.52)	9.09	0.74	29 (46.77)	39 (62.90)	16.13	1.80
(g)	Women participate more in discussions	14 (42.42)	21 (63.64)	21.21	1.73	32 (51.61)	45 (72.58)	20.97	2.41*
(h)	Women perform their role more efficiently now	12 (36.36)	18 (54.55)	18.18	1.48	21 (33.87)	30 (48.39)	14.52	1.64
(i)	Women now more aware about laws and rules	6 (18.18)	17 (51.52)	33.33	2.84**	12 (19.35)	30 (48.39)	29.03	3.42**
(j)	Women are now less hesitant in expressing views	19 (57.58)	20 (60.61)	3.03	0.25	39 (62.90)	38 (61.29)	1.61	0.19
(k)	Evince more interest in training	20 (60.61)	23 (69.70)	9.09	0.77	45 (72.58)	44 (70.97)	1.61	0.20

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.23 (b)
Impact of PR training on social impediments as reported by women members
by number of children* (n=97)

S. No.	Social impediments	Upto 2 (n=33)		Diff.	C.R. Value	3 & More (n=62)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	15 (45.45)	13 (39.39)	6.06	0.50	31 (50.00)	22 (35.48)	14.52	1.63
(b)	During panchayat meetings	10 (30.30)	12 (36.36)	6.06	0.52	28 (45.16)	20 (32.26)	12.90	1.47
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	7 (21.21)	2 (6.06)	15.15	1.79	7 (11.29)	4 (6.45)	4.84	0.95
(b)	Male accompany women while going to attend meetings	9 (27.27)	7 (21.21)	6.06	0.57	14 (22.58)	9 (14.52)	8.06	1.16
(c)	Males participate in meetings alongwith women members	6 (18.18)	3 (9.09)	9.09	1.08	14 (22.58)	6 (9.68)	12.90	1.95
(d)	Males render women advice during discussions/ decision making	4 (12.12)	6 (18.18)	6.06	0.69	17 (27.42)	11 (17.74)	9.68	1.29
(f)	Males compel women to act as per their advice	6 (18.18)	9 (27.27)	9.09	0.88	9 (14.52)	9 (14.52)	0.00	0.00
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	7 (21.21)	8 (24.24)	3.03	0.29	6 (9.68)	9 (14.52)	4.84	0.83
(b)	Women discriminated in panchayat meetings	9 (27.27)	26 (78.79)	51.52	4.19**	15 (24.19)	38 (61.29)	37.10	4.18* *
(c)	Separate seating arrangement for women	17 (51.52)	16 (48.48)	3.04	0.25	37 (59.68)	32 (51.61)	8.07	0.90

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.24 (a)
Impact of PR training on women member's participation in PRIs
by income category* (n=97)

S. No.	Areas of participation	Non-BPL (n=62)		Diff.	C.R. Value	BPL (n=27)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	56 (90.32)	61 (98.39)	8.06	1.95	25 (92.59)	26 (96.30)	3.70	0.59
(b)	Remaining present in meetings till end	55 (88.71)	57 (91.94)	3.23	0.61	22 (81.48)	26 (96.30)	14.81	1.73
(c)	Number of women making prior preparation for attending meetings	35 (56.45)	37 (59.68)	3.23	0.36	15 (55.56)	16 (59.26)	3.70	0.28
(d)	Number of women who spoke during panchayat meetings	31 (50.00)	43 (69.35)	19.35	2.20*	13 (48.15)	18 (66.67)	18.52	1.38
(e)	Number of women exercising votes during meetings	11 (17.74)	32 (51.61)	33.87	3.96**	6 (22.22)	17 (62.96)	40.74	3.03**
(f)	Number of women raising human development	44 (70.97)	52 (83.87)	12.90	1.72	9 (33.33)	22 (81.48)	48.15	3.58**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	19 (30.65)	49 (79.03)	48.39	5.41**	5 (18.52)	16 (59.26)	40.74	3.07**
(b)	Preparing budget	6 (9.68)	26 (41.94)	32.26	4.10**	2 (7.41)	14 (51.85)	44.44	3.58**
(c)	Mobilising resources	7 (11.29)	22 (35.48)	24.19	3.18**	1 (3.70)	11 (40.74)	37.04	3.27**
(d)	Organising community programmes	21 (33.87)	32 (51.61)	17.74	2.00*	5 (18.52)	17 (62.96)	44.44	3.32**
(e)	Identifying beneficiaries	21 (33.87)	41 (66.13)	32.26	3.59**	6 (22.22)	17 (62.96)	40.74	3.03**
(f)	Listing people below poverty line	15 (24.19)	47 (75.81)	51.61	5.75**	3 (11.11)	18 (66.67)	55.56	4.19**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	26 (41.94)	51 (82.26)	40.32	4.63**	10 (37.04)	21 (77.78)	40.74	3.03**
(b)	Seeking cooperation of people in development work	21 (33.87)	43 (69.35)	35.48	3.95**	12 (44.44)	19 (70.37)	25.93	1.93
(c)	Keeping record of the meetings	7 (11.29)	31 (50.00)	38.71	4.67**	3 (11.11)	12 (44.44)	33.33	2.73*
(d)	Preparation of accounts	4 (6.45)	23 (37.10)	30.65	4.13**	3 (11.11)	11 (40.74)	29.63	2.48*
(e)	Purchase of material	22 (35.48)	41 (66.13)	30.65	3.41**	11 (40.74)	16 (59.26)	18.52	1.36

S. No.	Areas of participation	Non-BPL (n=62)		Diff.	C.R. Value	BPL (n=27)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	16 (25.81)	37 (59.68)	33.87	3.81**	6 (22.22)	15 (55.56)	33.33	2.51*
(g)	Preparing schemes of BPL families	18 (29.03)	44 (70.97)	41.94	4.67**	7 (25.93)	18 (66.67)	40.74	3.00**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	25 (40.32)	52 (83.87)	43.55	5.00**	7 (25.93)	26 (96.30)	70.37	5.30**
(b)	Number desirous of further training	53 (85.48)	60 (96.77)	11.29	2.21*	23 (85.19)	27 (100.00)	14.81	2.08*
(ii)	Leadership development								
(a)	Number addressed public meetings	4 (6.45)	21 (33.87)	27.42	3.81**	4 (14.81)	5 (18.52)	3.70	0.37
(b)	Number feeling more capable to address public meetings	17 (27.42)	22 (35.48)	8.06	0.97	5 (18.52)	8 (29.63)	11.11	0.95
(iii)	Urban orientation								
(a)	Number visiting city/town	40 (64.52)	57 (91.94)	27.42	3.70**	23 (85.19)	27 (100.00)	14.81	2.08*
(b)	Number reported increase in visits to city/town	24 (38.71)	51 (82.26)	43.55	4.96**	10 (37.04)	27 (100.00)	62.96	4.98**
(iv)	Banking behaviour								
(a)	Number having bank accounts	17 (27.42)	27 (43.55)	16.13	1.88	7 (25.93)	14 (51.85)	25.93	1.95
(b)	Number borrowing loans from banks	6 (9.68)	13 (20.97)	11.29	1.75	6 (22.22)	10 (37.04)	14.81	1.19
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	24 (38.71)	53 (85.48)	46.77	5.37**	13 (48.15)	23 (85.19)	37.04	2.89**
(b)	Tenure PRIs	60 (96.77)	57 (51.94)	44.83	5.72**	27 (100.00)	26 (96.27)	3.73	1.01
(c)	Reservation of seats for women in panchayats	14 (22.58)	58 (93.55)	70.97	8.01**	4 (14.81)	27 (100.00)	85.19	6.33**
(d)	Reservation of seats for scheduled castes	4 (6.45)	37 (59.68)	53.23	6.30**	1 (3.70)	12 (44.44)	40.74	3.50**
(e)	Reservation of seats for scheduled tribes	5 (8.06)	42 (67.74)	59.68	6.85**	2 (7.41)	14 (51.85)	44.44	3.58**
(f)	Quorum of gram panchayat	11 (17.74)	36 (58.06)	40.32	4.63**	5 (18.52)	17 (62.96)	44.44	3.32**
(g)	Quorum of gram sabha	5 (8.06)	39 (62.90)	54.84	6.38**	0 (0.00)	10 (37.04)	37.04	3.50**
(h)	Minimum number of gram sabha meetings in a year	33 (53.23)	33 (53.23)	0.00	0.00	13 (48.15)	17 (62.96)	14.81	1.10

S. No.	Areas of participation	Non-BPL (n=62)		Diff.	C.R. Value	BPL (n=27)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	48 (77.42)	46 (74.19)	3.23	0.42	23 (85.19)	15 (55.56)	29.63	2.38*
(j)	Minimum Number of standing committees of gram panchayat	9 (14.52)	23 (37.10)	22.58	2.87**	0 (0.00)	11 (40.74)	40.74	3.72**
(k)	Functions of panchayats	15 (24.19)	34 (54.84)	30.65	3.49**	7 (25.93)	12 (44.44)	18.52	1.42
(l)	Sources of panchayat income	5 (8.06)	10 (16.13)	8.06	1.38	2 (7.41)	3 (11.11)	3.70	0.47
(m)	Items on which panchayat can impose tax	8 (12.90)	8 (12.90)	0.00	0.00	1 (3.70)	3 (11.11)	7.41	1.04
(n)	Process of removal of panchayat sarpanch	9 (14.52)	37 (59.68)	45.16	5.21**	7 (25.93)	17 (62.96)	37.04	2.74*
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	52 (83.87)	54 (87.10)	3.23	0.51	21 (77.78)	24 (88.89)	11.11	1.10
(b)	Women participate more regularly and actively	46 (74.19)	44 (70.97)	3.23	0.40	21 (77.78)	18 (66.67)	11.11	0.91
(c)	More attention paid to women's suggestions	42 (67.74)	48 (77.42)	9.68	1.21	20 (74.07)	22 (81.48)	7.41	0.65
(d)	More importance given to women's opinion	39 (62.90)	42 (67.74)	4.84	0.57	17 (62.96)	18 (66.67)	3.70	0.28
(e)	Dependence on males reduced	29 (46.77)	46 (74.19)	27.42	3.12**	7 (25.93)	18 (66.67)	40.74	3.00**
(f)	Male members have now more positive attitude towards women	35 (56.45)	34 (54.84)	1.61	0.18	14 (51.85)	19 (70.37)	18.52	1.40
(g)	Women participate more in discussions	30 (48.39)	43 (69.35)	20.97	2.37*	16 (59.26)	17 (62.96)	3.70	0.28
(h)	Women perform their role more efficiently now	22 (35.48)	33 (53.23)	17.74	1.99*	11 (40.74)	12 (44.44)	3.70	0.28
(i)	Women now more aware about laws and rules	9 (14.52)	29 (46.77)	32.26	3.90**	6 (22.22)	14 (51.85)	29.63	2.25*
(j)	Women are now less hesitant in expressing views	39 (62.90)	38 (61.29)	1.61	0.19	16 (59.26)	15 (55.56)	3.70	0.28
(k)	Evince more interest in training	43 (69.35)	45 (72.58)	3.23	0.40	18 (66.67)	19 (70.37)	3.70	0.29

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.24 (b)
Impact of PR training on social impediments as reported by women members
by income category* (n=97)

S. No.	Social impediments	Non-BPL (n=62)		Diff.	C.R. Value	BPL (n=27)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	30 (48.39)	19 (30.65)	17.74	2.02*	13 (48.15)	12 (44.44)	3.70	0.27
(b)	During panchayat meetings	27 (43.55)	19 (30.65)	12.90	1.49	9 (33.33)	10 (37.04)	3.70	0.28
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	11 (17.74)	4 (6.45)	11.29	1.93	1 (3.70)	1 (3.70)	0.00	0.00
(b)	Male accompany women while going to attend meetings	18 (29.03)	6 (9.68)	19.35	2.73**	3 (11.11)	8 (29.63)	18.52	1.69
(c)	Males participate in meetings alongwith women members	17 (27.42)	4 (6.45)	20.97	3.11**	1 (3.70)	4 (14.81)	11.11	1.41
(d)	Males render women advice during discussions/ decision making	18 (29.03)	10 (16.13)	12.90	1.72	0 (0.00)	5 (18.52)	18.52	2.35*
(f)	Males compel women to act as per their advice	9 (14.52)	9 (14.52)	0.00	0.00	3 (11.11)	8 (29.63)	18.52	1.69
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	9 (14.52)	11 (17.74)	3.23	0.49	4 (14.81)	5 (18.52)	3.70	0.37
(b)	Women discriminated in panchayat meetings	12 (19.35)	37 (59.68)	40.32	4.59**	7 (25.93)	24 (88.89)	62.96	4.68* *
(c)	Separate seating arrangement for women	33 (53.23)	27 (43.55)	9.68	1.08	17 (62.96)	18 (66.67)	3.70	0.28

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.25 (a)
Impact of PR training on women member's participation in PRIs
by political association* (n=97)

S. No.	Areas of participation	One (n=44)		Diff.	C.R. Value	Two & above (n=53)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
1	SYMBOLIC & SUBSTANTIVE PARTICIPATION								
(a)	Punctual in attending meetings	37 (84.09)	42 (95.45)	11.36	1.76	51 (96.23)	53 (100.00)	3.77	1.43
(b)	Remaining present in meetings till end	35 (79.55)	41 (93.18)	13.63	1.86	49 (92.45)	50 (94.34)	1.89	0.39
(c)	Number of women making prior preparation for attending meetings	19 (43.18)	32 (72.73)	29.55	2.81**	34 (64.15)	27 (50.94)	13.21	1.38
(d)	Number of women who spoke during panchayat meetings	25 (56.82)	37 (84.09)	27.27	2.80**	23 (43.40)	31 (58.49)	15.09	1.55
(e)	Number of women exercising votes during meetings	10 (22.73)	22 (50.00)	27.27	2.66**	8 (15.09)	34 (64.15)	49.06	5.16**
(f)	Number of women raising human development	25 (56.82)	37 (84.09)	27.27	2.80**	31 (58.49)	45 (84.91)	26.42	3.02**
2	AREA OF DELIBERATIONS								
(a)	Preparing village development plans	13 (29.55)	33 (75.00)	45.45	4.27**	13 (24.53)	40 (75.47)	50.94	5.24**
(b)	Preparing budget	3 (6.82)	20 (45.45)	38.63	4.12**	7 (13.21)	26 (49.06)	35.85	3.99**
(c)	Mobilising resources	3 (6.82)	17 (38.64)	31.82	3.56**	7 (13.21)	22 (41.51)	28.30	3.27**
(d)	Organising community programmes	12 (27.27)	29 (65.91)	38.64	3.63**	16 (30.19)	27 (50.94)	20.75	2.18*
(e)	Identifying beneficiaries	16 (36.36)	33 (75.00)	38.64	3.65**	13 (24.53)	32 (60.38)	35.85	3.73**
(f)	Listing people below poverty line	13 (29.55)	37 (84.09)	54.54	5.16**	7 (13.21)	35 (66.04)	52.83	5.56**
3	IMPROVED ABILITY TO HANDLE PANCHAYAT WORK								
(a)	Presiding panchayat meetings	22 (50.00)	31 (70.45)	20.45	1.96*	17 (32.08)	48 (90.57)	58.49	6.18**
(b)	Seeking cooperation of people in development work	16 (36.36)	29 (65.91)	29.55	2.77**	20 (37.74)	40 (75.47)	37.73	3.92**
(c)	Keeping record of the meetings	5 (11.36)	21 (47.73)	36.37	3.74**	7 (13.21)	27 (50.94)	37.73	4.16**
(d)	Preparation of accounts	6 (13.64)	15 (34.09)	20.45	2.25*	3 (5.66)	24 (45.28)	39.62	4.68**
(e)	Purchase of material	19 (43.18)	25 (56.82)	13.64	1.28	16 (30.19)	37 (69.81)	39.62	4.08**

S. No.	Areas of participation	One (n=44)		Diff.	C.R. Value	Two & above (n=53)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(f)	Making payments of bills	11 (25.00)	24 (54.55)	29.55	2.83**	13 (24.53)	34 (64.15)	39.62	4.11**
(g)	Preparing schemes of BPL families	18 (40.91)	36 (81.82)	40.91	3.94**	9 (16.98)	33 (62.26)	45.28	4.77**
4	INTERNAL DEVELOPMENT								
(i)	Training orientation								
(a)	Number received PR training	21 (47.73)	43 (97.73)	50.00	5.27**	15 (28.30)	43 (81.13)	52.83	5.46**
(b)	Number desirous of further training	35 (79.55)	44 (100.00)	20.45	3.17**	46 (86.79)	51 (96.23)	9.44	1.74
(ii)	Leadership development								
(a)	Number addressed public meetings	4 (9.09)	17 (38.64)	29.55	3.25**	4 (7.55)	13 (24.53)	16.98	2.38*
(b)	Number feeling more capable to address public meetings	14 (31.82)	18 (40.91)	9.09	0.89	8 (15.09)	15 (28.30)	13.21	1.65
(iii)	Urban orientation								
(a)	Number visiting city/town	24 (54.55)	38 (86.36)	31.81	3.27**	43 (81.13)	52 (98.11)	16.98	2.87**
(b)	Number reported increase in visits to city/town	13 (29.55)	35 (79.55)	50.00	4.71**	22 (41.51)	51 (96.23)	54.72	6.08**
(iv)	Banking behaviour								
(a)	Number having bank accounts	9 (20.45)	13 (29.55)	9.10	0.99	16 (30.19)	33 (62.26)	32.07	3.31**
(b)	Number borrowing loans from banks	2 (4.55)	9 (20.45)	15.90	2.26*	10 (18.87)	16 (30.19)	11.32	1.35
5	AWARENESS ABOUT PRIs								
(a)	Tiers of PRIs	21 (47.73)	35 (79.55)	31.82	3.10**	21 (39.62)	48 (90.57)	50.95	5.50**
(b)	Tenure PRIs	42 (95.45)	41 (93.18)	2.27	0.46	52 (98.11)	49 (92.45)	5.66	1.37
(c)	Reservation of seats for women in panchayats	7 (15.91)	41 (93.18)	77.27	7.28**	14 (26.42)	52 (98.11)	71.69	7.61**
(d)	Reservation of seats for scheduled castes	3 (6.82)	30 (68.18)	61.36	5.94**	2 (3.77)	22 (41.51)	37.74	4.64**
(e)	Reservation of seats for scheduled tribes	3 (6.82)	32 (72.73)	65.91	6.32**	5 (9.43)	27 (50.94)	41.51	4.65**
(f)	Quorum of gram panchayat	10 (22.73)	32 (72.73)	50.00	4.70**	9 (16.98)	27 (50.94)	33.96	3.69**
(g)	Quorum of gram sabha	4 (9.09)	28 (63.64)	54.55	5.32**	1 (1.89)	24 (45.28)	43.39	5.26**
(h)	Minimum number of gram sabha meetings in a year	26 (59.09)	16 (36.36)	22.73	2.13*	21 (39.62)	39 (73.58)	33.96	3.53**

S. No.	Areas of participation	One (n=44)		Diff.	C.R. Value	Two & above (n=53)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Interval of gram panchayat meetings	34 (77.27)	26 (59.09)	18.18	1.83	42 (79.25)	39 (73.58)	5.67	0.69
(j)	Minimum Number of standing committees of gram panchayat	5 (11.36)	25 (56.82)	45.46	4.50**	5 (9.43)	13 (24.53)	15.10	2.07*
(k)	Functions of panchayats	16 (36.36)	19 (43.18)	6.82	0.65	6 (11.32)	28 (52.83)	41.51	4.58**
(l)	Sources of panchayat income	5 (11.36)	6 (13.64)	2.28	0.32	2 (3.77)	7 (13.21)	9.44	1.74
(m)	Items on which panchayat can impose tax	5 (11.36)	10 (22.73)	11.37	1.42	4 (7.55)	1 (1.89)	5.66	1.37
(n)	Process of removal of panchayat sarpanch	9 (20.45)	32 (72.73)	52.28	4.92**	10 (18.87)	27 (50.94)	32.07	3.46**
6	PERCEIVED IMPROVEMENT								
(a)	More number of women participate	35 (79.55)	34 (77.27)	2.28	0.26	44 (83.02)	52 (98.11)	15.09	2.66**
(b)	Women participate more regularly and actively	32 (72.73)	35 (79.55)	6.82	0.75	41 (77.36)	34 (64.15)	13.21	1.49
(c)	More attention paid to women's suggestions	25 (56.82)	35 (79.55)	22.73	2.29*	41 (77.36)	42 (79.25)	1.89	0.24
(d)	More importance given to women's opinion	20 (45.45)	31 (70.45)	25.00	2.38*	40 (75.47)	35 (66.04)	9.43	1.07
(e)	Dependence on males reduced	14 (31.82)	32 (72.73)	40.91	3.84**	24 (45.28)	33 (62.26)	16.98	1.75
(f)	Male members have now more positive attitude towards women	20 (45.45)	26 (59.09)	13.64	1.28	30 (56.60)	31 (58.49)	1.89	0.20
(g)	Women participate more in discussions	23 (52.27)	31 (70.45)	18.18	1.75	24 (45.28)	37 (69.81)	24.53	2.55*
(h)	Women perform their role more efficiently now	23 (52.27)	30 (68.18)	15.91	1.52	11 (20.75)	20 (37.74)	16.99	1.92
(i)	Women now more aware about laws and rules	15 (34.09)	28 (63.64)	29.55	2.77**	3 (5.66)	21 (39.62)	33.96	4.18**
(j)	Women are now less hesitant in expressing views	27 (61.36)	34 (77.27)	15.91	1.62	31 (58.49)	26 (49.06)	9.43	0.97
(k)	Evince more interest in training	29 (65.91)	36 (81.82)	15.91	1.70	37 (69.81)	33 (62.26)	7.55	0.82

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Table 7.25 (b)
Impact of PR training on social impediments as reported by women members
by political association* (n=97)

S. No.	Social impediments	One (n=44)		Diff.	C.R. Value	Two & above (n=53)		Diff.	C.R. Value
		Pre Trg.	Post Trg.			Pre Trg.	Post Trg.		
(i)	Observing of Purdah								
(a)	In family/community	35 (79.55)	17 (38.64)	40.91	3.90**	12 (22.64)	18 (33.96)	11.32	1.29
(b)	During panchayat meetings	29 (65.91)	12 (27.27)	38.64	3.63**	10 (18.87)	20 (37.74)	18.87	2.16*
(ii)	Male domination								
(a)	Disallowed to attend meetings without escort	9 (20.45)	4 (9.09)	11.36	1.50	5 (9.43)	2 (3.77)	5.66	1.17
(b)	Male accompany women while going to attend meetings	16 (36.36)	9 (20.45)	15.91	1.65	8 (15.09)	8 (15.09)	0.00	0.00
(c)	Males participate in meetings alongwith women members	13 (29.55)	5 (11.36)	18.19	2.12*	8 (15.09)	4 (7.55)	7.54	1.23
(d)	Males render women advice during discussions/ decision making	16 (36.36)	7 (15.91)	20.45	2.18*	6 (11.32)	10 (18.87)	7.55	1.09
(f)	Males compel women to act as per their advice	7 (15.91)	9 (20.45)	4.54	0.55	8 (15.09)	9 (16.98)	1.89	0.27
(iii)	Caste & gender discrimination								
(a)	Males discourage women while making proposals/suggestions	6 (13.64)	7 (15.91)	2.27	0.30	7 (13.21)	10 (18.87)	5.66	0.79
(b)	Women discriminated in panchayat meetings	14 (31.82)	27 (61.36)	29.54	2.78**	10 (18.87)	39 (73.58)	54.71	5.65*
(c)	Separate seating arrangement for women	12 (27.27)	17 (38.64)	11.37	1.13	43 (81.13)	31 (58.49)	22.64	2.54*

* Multiple responses were allowed
(The figures in brackets denote percentages)

* Significant at .05 level
** Significant at .01 level

Annexure II

CASE STUDIES

In depth interviews of women members of panchayats from both states were also conducted to find out whether or not results obtained earlier are corroborated. The cases described below reinforced further the findings about women member's participation in the functioning of panchayati raj. These included 3 sarpanchaes, 5 ward panches, and 1 upsarpanch; they belong to both tribal as well as non-tribal districts. Among these five were literates including one middle passed and four illiterates. The cases throw light on the women's struggle to find a place in local governance, role family members particularly males played in women's participation in PRIs, social impediments they faced, problems they encountered, success they achieved and changing views society held about them.

CASE 1 :

During panchayati raj election in Rajasthan held in January 2005, ward number 5 in Sagatada panchayat samiti of Udaipur district, the villagers particularly women approached Radha Devi, a brahmin widowed women of 35 years of age and insisted that she should contest panchayat election. Radha, who had studied upto only middle standard, was thrown out of the house by her in-laws on the death of her husband but faced boldly the question of survival of herself and her two children. Having sent her daughter to her parent's house, she kept her son with her and earn her living initially as a domestic servant. As the confidence grew, she joined work in Swachh project, and learnt and took up sewing to supplement income.

The village people, who were observing her plight and sacrificing attributes, made efforts to get her joined T.B. Eradication project. She availed the opportunity to serve T.B. patients with dedication. With increasing awareness and experiences, she was able to get work in projects subsequently introduced, namely, Flouride Eradication programme and Integrated Population and Development Project which provided opportunity to serve the village people. These made her popular among the villagers in general and women in particular. When panchayat election were dealered, people around her wanted her to contest election and ultimately she was persuaded to do so for the position of ward panch and got her unanimously elected. When she went to participate in panchayat meetings for the first time, she used to remain silent and fearful and did not utter a single word. It is only repeated participation in panchayat meetings that she got accustomed and gained confidence and started speaking in the panchayat, raising relevant issues there and making suggestions. Two training exposures she received made her more confident and aware about the structure and the functions of panchayati raj. The role she played in panchayat and the work she performed received recognition

not only from villagers but also from officials. She started work in the areas of health and education and inspects schools and anganwads also to understand their problems. She used to encourage fellow women members also to participate in ward sabha meetings and succeeded in sharply increasing the attendance. She showed interest in vaccination among women and children, drinking water facility and sanitation. Due to her efforts, the gram panchayat has accepted her proposal to construct street drain and intervened in proper identification of BPL. She has expressed her desire to make it a model village. Women see in her future "women sarpanch"

CASE 2 :

Smt Umrao Meena, the Sarpanch of gram panchayat Chaksuin, panchayat samiti of Jaipur district is a Semi-literate tribal women with agriculture background. She is socially active, supportive and influential in the village community. Those around her agree that she is a women of commitment, strong will hard working, intelligent and politically conscious. She holds that her low education did not come in the way of effectively running her household, or in farming work she performs or in educating her children. Nor it will come in the way of her becoming a panchayat member or sarpanch. It is this belief and the support she got from that village people that, she was elected not only to the position of sarpanch but subsequently made her president of the association of sarpanches of Chaksn panchayat samiti as well.

To discharge her new role effectively, she started showing keen interest in making her aware about rules and regulations, as also procedural aspects. Even she opted to taken help from her son and daughter, got written material read by them and tried to retain it.

She has shown qualities of a good leader and a teacher. During training intervention where a C.D. on Sanshodhan dealing with 73rd Constitution Amendment was screened to women members of panchayat, she took the leadership and reviewed the film, repeated salient features and provided gist of it so that women members can retain them.

During panchayat meetings, she has taken to steps familiarise panchayat members with proper functioning of panchayati raj and to encourage women members to express their views and offer suggestions. – When asked about her performance, people remarked "She is a successful sarpanch and if she decides to contest next elections, they would cast vote in her favour".

CASE 3 :

An example of positive contribution made by *sarpanchpati*- sometimes viewed as an extra-constitutional authority, in women member's participation and

empowerment was provided by Meera Behn, a sarpanch of panchayat Duonger gaon in Bhabhara janpad panchayat in district Jhabua, Madhya Pradesh, Meera Behn is simply a literate but she asserts that lack of education has not been a problem in discharging her role as sarpanch. Meera Behn has struggled a lot and was successful in effectively organising panchayat meetings, implementing schemes initiated by governmental and non-governmental organisations and involving people in the development of the village. The contribution she made in Rural Employment Guarantee Programme was hailed all around. When enquired, she moderately attributed her success to strong will power and of course, encouragement and support she received from her husband.

In panchayat meetings, she has raised several issues concerning village development, women welfare, girl's education and schemes for BPL families. Several infrastructure facilities and amenities were created in the village at her initiative. Quite often, women are viewed as better leaders as they sincerely implement programmes if they are given due importance.

CASE 4 :

To activate panchayats, and to get village development work done through panchayat, has become a single most important task of Sagari Behn, an illiterate panchayat member of Kaliawas panchayat in Bijora panchayat in district Jhabua, Madhya Pradesh. Despite her illiteracy, she has been working hard for the emergence of women leadership in a male-dominated society on one-hand and got several village development works completed through involvement of panchayat. These included, besides others, income generating programmes for women, encouragement and support to women members to contribute in panchayat work, village roads, street lights, installation of hand pumps for safe drinking water, and deepening of wells. She has been actively working for opening of school in her hamlet as the existing school is located at a far off place and children have to cover a long distance to attend school which acts as a disincentive to enrolment as well as continuation in school.

Sagari Ben is known for her frankness in expressing her views. At different occasions, she has asserted herself and made her viewpoints known to other panchayat members. Affection is paid to what she says she has addressed meetings at several occasions. This attribute has attracted many women towards her. It is due to her boldness that she was deputed to visit block and district level offices to represent her panchayat and to get panchayat work done. The people of her village consider her as their role-model and wish to imbibe some of her characteristics.

CASE 5 :

A women's march from a simple housewife to a public figure can be discerned in case of Kaushaya Bai, a panchayat member in panchayat Chhapari Doraha in district Sehore of Madhya Pradesh. Kanshalya Dev, a Scheduled Caste woman of 35 years of age with three children was simply a housewife concerned only with running her household property. During last panchayat election, her husband and neighbours unanimously decided to nominate her for contesting election for the seat reserved for Schedule Castes. Being a simple and homely woman with absolutely no idea of panchayat and rules, she was hesitant to do so but pressures exercised by her husband and neighbours made her to contest the seat and she was elected.

For one year, she remains completely ignorant about her duties and powers and participated in panchayat meetings as a silent spectator and listened carefully other members of the panchayat. She began to realise the importance of being a member of the panchayat. She felt honoured when she was addressed as "membernee" and realised that she also has some powers and, therefore, decided to do something that can satisfy her ego and build her image among the people. She also availed opportunities to participate in panchayati raj training subsequently organised by government and non-governmental agencies. Interestingly, when she sought permission to attend training, her husband readily agreed and assured her to look after the household in her absence. The training exposure has made her aware about the role she is expected to play in panchayats, rules and procedures of holding panchayat meetings, nature of issues being discussed in such meetings, powers and revenue sources of panchayats and the like.

Subsequently, she has made it a point to participate in all the meetings of the panchayat and took keen interest in panchayat work. She was motivated to intervene wherever things are not going well. She sought other women member's support particularly from Mrs. Sanno Bee and Jebun Bee, who were also the members of panchayat. She first took up the case of poor functioning of anganwari, made inspection of the anganwadi and noted that the worker does not attend it regularly and the mid-day meal is also not served daily.

She along with other women members paid visits to the anganwadi and collected information about the attendance of anganwadi worker, supply of mid-day meal, and irregularities. She observed that the anganwadi remained closed for most days, mid-day meal is also not served regularly. Therefore, she got the warning issued to the worker who was and advised to mend ways failing which matter will be reported to the higher authorities. She along with other women members visited schools as well and the teacher in charge was cautioned about serving of burnt chapattis during the mid-day meal. Things have improved since then.

The first success she received encouraged Kaushaliya Bai to take up other issues as well. She noted that some panchayat land was under illegal occupation of some villagers. She organised a joint action and succeeded in getting that land vacated from illegal occupation and raising on it a kitchen garden.

However, the success women members achieved, and the activeness they displayed in panchayat affairs did not receive much appreciation from male members, feels Kaushalya Bai. She is conscious also of comments male members make against them but is feel undeterred and determined to work for the well being of women, children and the village as a whole through panchayat. Now she started attending panchayat and gram sabha meetings without any escort and participate in panchayat deliberations without feeling hesitant. The community thus found in her a dedicated women leader.

CASE 6 :

Hajara Bee, an illiterate women of 45 years old with five children from Bijora panchayat of Sehore janpad panchayat in Sehore district of Madhya Pradesh, was persuaded by her family members and neighbours to contest panchayat election for the ward panch on a seat reserved for women. Being simply a housewife, As she had no experience of association with social and political work she was afraid of her entry in to local governance and therefore, declined the proposal. However, with great persuasion she agreed to contest election and succeeded. On her election, those who supported her expressed their desire to elect her as upsarpanch, made efforts for the same and they succeeded.

Till then, Hajara Bee had no idea of what panchayat is, what are its functions and what role she is supposed to perform. What she observed during periodical meetings she initially attended that members do leg pulling. Even- when she was elected, she remained pre occupied in domestic duties, but she was called to attend panchayat meetings but she did not speak anything. The panchayat secretary told members about some work to be undertaken in panchayat area. She was asked to sign in the registers and she did what was asked and for about one year this state continued. She remained virtually ignorant about structure and functions of panchayat. Nor she was provided any training despite her keen desire.

For the first time, she participated in panchayat raj training during 2005 organised by samarthan, a non-governmental organisation, which resulted in increasing her awareness and developing in her self confidence and interest in panchayat work. She began to take active part in panchayat meetings and took up issues concerning village development as well as welfare of the poor, women and children. She specifically took up the implementation of schemes of social security and old age pension, inclusion of genuine persons in the BPL list and deletion of non-genuine persons. She was successful in obtaining other women member's

support as well. In consequence, the panchayat secretary as also other members and villagers started paying attention to her proposals and suggestions. Earlier participation of women members in panchayat was low but with her encouragement, the attendance of the women members in panchayat meetings registered an increase. She started attending almost every of panchayat meeting and gram sabha along with other women panchayat members. They started putting pressure on other members and succeeded in getting work done. The road linking her village is extremely poor and the only approach is through the train. The urban visits of women are therefore rare and so is the access to information. Hajara Bee attributed it as an important reason for poor participation of women in panchayat and gram sabha meetings.

The activeness shown by Hajara Bee in panchayat activities is not without hurdles. The fellow villagers and particularly made elders did not appreciate the role she played as a women; rather she is discouraged to speak during panchayat meetings and present her views and asked her: "do we run panchayat as you say"? The women sarpanch however, always supported her and encourage her to continue to their efforts in the areas of health, sanitation and social security – the areas most dear to Hajara Bee.

CASE 7 :

How women members of panchayat, who so far remained confined to four walls of their households, came out to join local governance and carved out a place for themselves, is effectively demonstrated by a scheduled case member, Sharda Verma with two children who was elected on seat reserved for the women in Tilakhedi panchayat of Bhopal Janpad panchayat in Madhya Pradesh. The economy of the village is based on agriculture and the panchayat sarpanch who is also a women employs many labourers on wages; these included many panchayat members as well. The lack of irrigational facilities compelled many to take up subsidiary occupations such as dairying and vegetable cultivation. Owing to preoccupation in agriculture and allied occupation, women members were not in a position to pay much attention to their role as panchayat members. Nor they were attending most meetings of panchayat and gram sabha. Nor they were provided any training earlier that can encourage them to play their expected role. The training in panchayati raj offered by the Smarthan Sansthan, an NGO located in Bhopal in 2005, made all the difference and she learnt about the important role expected of women members of panchayat. This encouraged her to attend subsequent meetings of panchayat and gram sabha. However, she did not raise any issue for some time and simply watched the proceeding interest in panchayat activities and decision making process of panchayat but gradually started taking keen.

Sharda Verma did not hide the hindrance being created by male members of the family. She was scolded by husband and father – in – law for attending previous meeting. To overcome the problems, she decided to participate in all the subsequent meetings and to tries to, encourage other women members especially, women sarpanch to do so. If this happens, she thought the male members of the family will not oppose their participation in panchayat and/ gram sabha meetings. She also decided to organise women from her neighbourhood assuming that they if women members act together they will be able to neutralise male opposition to their participation in social and political activities. And they succeeded to a great extent many villagers started approaching her for resolving their problems through panchayat

CASE 8 :

The march of an illiterate simple housewife to the position of a powerful panchayat sarpanch is illustrated by Murali Bai, form Funda Kala panchayat in Bhopal janpad panchayat in Madhya Pradesh. The area is inflicted with party politics where people are divided mainly among BJP and All India Congress. Under the circumstances, it proved quite difficult for her to contest panchayat election and assumed the position of sarpanch. She was initially reluctant to contest election as she was a devoted housewife and was enjoying performing domestic duties. But when the seat was reserved for women her husband, family members and community leaders persuaded her to contest election and ultimately got her elected. Being illiterate and unaware about panchatati raj set up and functioning, she was feeling uncomfortable. In fact, she acted as a proxy candidate and therefore, all the work was being performed by her husband Shri Bhagwat Singh. She became a nominal sarpanch and was made to sign the paper wherever she was told.

Things have however changed when she was exposed to panchayati raj training organised by Smarthan Sansthan, Bhopal. For the first time, she became aware about the pancahyati raj set up, role of panchayats powers and responsibilities of sarpanch and other member of panchayat, and importance of participating in the periodical meetings of pancahayat and gram sabha. Thereafter, she regularly attend meetings and persuaded other women members of pancahyat to do the same. Though she observes purdah, she decided to take up panchayat work upon herself and started asserting in decision making process. She used to call pancahat secretary at her residence and got herself acquainted about different schemes of village development and relevant rules and regulations. She began to put proposals and suggestions herself for approval and worked for deletion on non-genuine persons form the BPL list and inclusion of genuine ones. Her hesitation to speak gradually declined and so is her dependence on husband and other male members.

As she started using her powers and assumed responsibilities she was opposed by males but not so openly. Being illiterate, she feels difficulty in making decisions and getting work done but she feels confident to overcome the hurdles and determined to march ahead towards betterment of village people.

CASE 9 :

The way a women ward panch mobilised rural women for development was demonstrated by Smt Ganga Devi of Surpura panchayat of Mandore panchayat samiti in Jodhpur District of Rajasthan. The motivation to do so came from the orientation training she received at Unnati Sansthan, Jodhpur. Realising the importance of becoming a ward panch, she decided to devote herself for the village development and betterment of women and children.

She made a beginning from mobilising women for the common cause. Due to her efforts, the ward sabha meeting was convened which was attended by about 200 persons including 150 women. She herself addressed the ward sabhs, identified the problems people are facing and highlighted the role of ward sabha in village development. The meeting of the ward sabha continued till late in the night.

With the support of other women members of panchayat, she took up the problem of drinking water and worked out the possible solution. As government was not paying needed attention, she mobilise people to encircle PHED office and made the government to heed to their demand. Her efforts brought fruits when two of the panchayat villages were connected with pipe line supplying drinking water.

She feels satisfied the awakening taking place among village people in general and women in particular. She now plans to take up other issues of public importance. The success achieved made other women members also to extend support to Ganga Devi.

Annexure III
STUDY TOOLS

**EMPOWERMENT OF WOMEN THROUGH PARTICIPATION IN PANCHAYATI RAJ INSTITUTIONS :
SOME STRUCTURAL IMPEDIMENTS AND A TRAINING STRATEGY**

पंचायती राज संस्थाओं द्वारा महिला सशक्तिकरण – सरचनात्मक कठिनाईयों एवं प्रशिक्षण कार्यक्रम

साक्षात्कार अनुसूची I

¼ i pk; rka dh efgyk l nL; ka ds fy, ½

नाम पति/पिता का नाम गाँव पंचायत.....
पंचायत समिति/जनपद जिला राज्य
वर्तमान पंचायत सदस्य () निवर्तमान पंचायत सदस्य ()

I वैयक्तिक एवं पारिवारिक पृष्ठभूमि :

- 1.1 उम्र : (1) 21 – 30 तक (2) 31–45 (3) 46–60 (4) 60 से उपर
- 1.2 शिक्षा : (1) निरक्षर () (2) साक्षर () (3) प्राईमरी तक () (4) मिडिल तक ()
(5) सीनीयर सैकण्डरी () (6) स्नातक () (7) स्नातक से उपर ()
- 1.3 वैवाहिक स्थिति : (1) विवाहित () (2) अविवाहित () (3) विधवा () (4) परित्यक्ता
- 1.4 यदि विवाहित, तो संतानों की संख्या
(1) एक भी नहीं () (2) 2 तक () (3) 3 से 4 तक ()
(4) 5 से 6 तक () (5) 7 या 7 से अधिक ()
- 1.5 परिवार का प्रकार : (1) संयुक्त () (2) एकाकी ()
- 1.6 जाति : (1) सामान्य () (2) अनुसूचित जाति () (3) अनुसूचित जनजाति () (4) अन्य पिछडा वर्ग ()
- 1.7 अपना/परिवार के मुखिया का मुख्य व्यवसाय :
(1) कृषि एवं कृषि संबंधित () (2) व्यापार () (3) दस्तकारी उद्योग ()
(4) गैर-कुशल श्रमिक () (5) कुशल श्रमिक () (6) वेतनभोगी ()
(7) घरेलू सेवा () (8) अन्य (विवरण दे)
- 1.8 आय वर्ग : (1) गरीबी रेखा से उपर () (2) गरीबी की रेखा से नीचे (BPL) ()
- 1.9 (क) आपकी स्वयं की आय का भी क्या कोई स्रोत है (1) हाँ () (2) नहीं ()
(ख) यदि हाँ तो उस स्रोत का नाम बताये ?
(ग) उसमें लगभग सालाना कितनी आय होती है ? रु.....

II राजनैतिक सम्बद्धता एवं शक्ति :

- 2.1 पंचायती राज संस्थाओं, राजनैतिक संस्थाओं/राजनैतिक पार्टियों से आपकी/आपके परिवार की सम्बद्धता
(1) पंचायत सदस्य / पदाधिकारी ()
(2) पंचायत समिति/जनपद पंचायत सदस्य/पदाधिकारी ()
(3) जिला परिषद / जिला पंचायत सदस्य / पदाधिकारी ()
(4) विधान सभा सदस्य / पदाधिकारी ()
(5) संसद सदस्य / पदाधिकारी ()
(6) राजनैतिक पार्टी सदस्य / पदाधिकारी ()
(7) अन्य संगठनों की सदस्यता/पदाधिकारी (स्वयं सहायता समूह महिला मण्डल सहकारी समिति) ()

- 2.3 पंचायती राज संस्थाओं से आप कितने सालों से सम्बद्ध रही है ?
 (1) सदस्य के रूप में वर्ष (2) पदाधिकारी के रूप में वर्ष
- 2.4 (क) वर्तमान में कार्यरत पंचायतों के लिए हुए चुनावों में क्या आपने चुनाव लड़ा ?
 (1) हाँ () (2) नहीं () (3) उपयुक्त नहीं ()
 (ख) यदि हाँ, तो उसमें सफल हुई या असफल ? (1) सफल () (2) असफल () (3) उपयुक्त नहीं ()
 (ग) यदि सफल हुई तो कैसे ? (1) निर्विरोध () (2) वोटों के द्वारा ()
- 2.5 पंचायतों के इससे पिछले चुनाव में भी क्या आपने भाग लिया था ?
 (1) हाँ () (2) नहीं () (3) उपयुक्त नहीं ()
- 2.6 पिछले दस वर्षों में से कितने वर्षों तक आप पंचायती राज संस्थाओं की सदस्य / पदाधिकारी रही है ?
 (1) 5 वर्षों तक () (2) 5 से अधिक वर्षों तक ()
- 2.7 (क) क्या कभी आपको पंचायतों का चुनाव लड़ने या सदस्य बनाने से रोका गया/अयोग्य ठहराया गया?
 (1) हाँ () (2) नहीं () (3) उपयुक्त नहीं ()
 (ख) यदि हाँ तो उसके क्या मुख्य कारण थे ?
 (1) (2) (3) उपयुक्त नहीं
- 2.8 किसके कहने व प्रेरणा से आपने पंचायत चुनावों में भाग लिया था ?
 (1) स्व प्रेरणा से () (2) पति/परिवार/संबंधियों के कहने से ()
 (3) जाति / समुदाय के नेताओं के कहने से () (4) राजनैतिक पार्टियों के कहने से ()
 (5) स्वैच्छिक संगठनों की प्रेरणा से () (6) ग्राम सेवक के कहने से ()
 (7) पटवारी के कहने से ()
 (8) ग्रामीण संगठनों की प्रेरणा से (जैसे स्वयं सहायता समूह/महिला संगठन) () (9) अन्य
- 2.9 इनमें से किस-किसने आपके चुनाव प्रचार में अधिक सहयोग दिया ?
 (1) पति/परिवार/संबंधियों ने () (2) जाति/समुदाय के नेताओं ने () (3) राजनैतिक पार्टियों ने ()
 (4) स्वैच्छिक संगठनों ने () (5) ग्राम सेवक ने () (6) पटवारी ने ()
 (8) ग्रामीण संगठनों ने (जैसे स्वयं सहायता समूह/महिला संगठन) () (8) अन्य
- 2.10 आपने निम्न चुनाव प्रक्रियाओं में कितनी सक्रियता से भाग लिया ? तीन उत्तरों में से किसी एक पर टिक लगायें ?
 cgpr | f0; dN&dN | f0; fcYdy | f0; ugh
- | | | | |
|--|-----|-----|-----|
| 1 नामांकन भरना | () | () | () |
| 2 घर-घर जाकर प्रचार करना | () | () | () |
| 3 चुनावी बैठकों / रैलियों में भाग लेना | () | () | () |
| 4 पर्चे बटवाना/ पोस्टर लगवाना | () | () | () |
| 5 मिडीया का प्रयोग करना | () | () | () |
| 6 चुनाव के लिए धन एकत्रित करना | () | () | () |
| 7 वोट देना | () | () | () |
| 8 अन्य (विवरण दें) | () | () | () |
- 2.11 (क) पंचायत चुनावों में भाग लेने पर पुरुषों द्वारा किसी प्रकार की अडचनें पैदा की गई थी ?
 (1) हाँ () (2) नहीं ()
 (ख) क्या पुरुषों का विरोध अभी भी जारी है ?
 (1) हाँ () (2) कुछ-कुछ () (3) कुछ नहीं ()

III पंचायतों बैठकों में उपस्थिति :

- 3.1 पंचायतों बैठकों में भाग लेने हेतु आप कितनी उत्साहित रहती है ?
 (1) बहुत ज्यादा () (2) सामान्य () (3) बिलकुल नहीं ()
- 3.2 (क) क्या पंचायत बैठकों में भाग लेने के लिए आप अकेली जाती है या किसी को साथ लेकर जाती है?
 (1) सदा अकेली जाती है () (2) कभी-कभी साथ ले जाती है () (3) सदा साथ ले जाती है ()
 (ख) यदि साथ में जाती है तो अक्सर किसका साथ होता है ?
 (1) पति का () (2) परिवार के अन्य पुरुष सदस्य का ()
 (3) पड़ोसी का () (4) पंचायत सदस्य का ()
 (5) किसी ग्रामीण संगठन में सदस्य का () (6) अन्य (नाम बतायें)

- 3.3 (क) आप कितने महीने पंचायत सदस्य / पदाधिकारी रही ? महीने
 (ख) अपने कार्यकाल में पंचायत की कितनी बैठके हुई ? (संख्या)
 (ग) इनमें से कुल कितनी बैठकों में आप उपस्थित हुई ? (संख्या)
- 3.5 (क) पिछले तीन महीनों में/किसी भी तीन महीनों की अवधि में पंचायत की कुल कितनी बैठके हुई ?
- 3.6 (ख) उनमें से आप कितनी बैठको में उपस्थित रही ?
- 3.6 जितनी बैठको में आप अनुपस्थित रही, उसके मुख्य कारण क्या थे ?
 (1) घरेलू कामों में व्यस्तता () (2) घर में बीमारी ()
 (3) पति/घर वालों की मनाही () (4) किसी का साथ नहीं मिला ()
 (5) स्वयं की रुचि में कमी () (6) अन्य कारण (विवरण दें)
- 3.7 (क) ग्राम सभा/ग्राम पंचायतों की कितनी बैठको में महिला सदस्य भाग लेती है ?
 (1) लगभग प्रत्येक बैठक में () (2) अधिकतर बैठक में ()
 (3) कुछेक बैठक में () (4) नहीं के बराबर ()
- 3.8 (क) क्या आप पंचायत बैठको में समय पर पहुँचती है ?
 (1) लगभग प्रत्येक बैठक में () (2) कभी-कभी समय पर () (3) अक्सर देरी से ()
 (ख) क्या आप पूरे समय बैठक में उपस्थित रहती है ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
- 3.9 पंचायत की कितनी महिला सदस्य इन बैठकों में भाग लेती है ?
 (1) लगभग सभी सदस्य () (2) अधिकतर सदस्य ()
 (3) कुछेक सदस्य () (4) एक भी नहीं ()

IV पंचायत निर्णयों में सहभागिता :

- 4.1 पंचायत की बैठको में क्या आप केवल अपनी उपस्थिति दर्ज कराने जाती है या लोगों की भलाई के कामों में हिस्सा बटानें ?
 (1) उपस्थिति दर्ज कराने () (2) लोगों की भलाई के कामों में हिस्सा बटानें ()
- 4.2 बैठक में भाग लेने के लिए क्या पहले से तैयारी करके जाती है ?
 (1) सदा तैयारी करके () (2) कभी-कभी तैयारी करके () (3) बिना तैयारी के ()
- 4.3 पिछले तीन महीने / किसी भी तीन महीने में हुई कुल बैठको में से कितनी बैठको में आप बोली / समस्या पर ध्यान आकर्षित किया / स्पष्टीकरण मांगा ?
 (1) एक में भी नहीं () (2) 1-2 बैठको में ()
 (3) 3-4 बैठको में () (4) 5 या अधिक बैठको में ()
- 4.4 इनमें से लगभग कितनी बार पंचायत के प्रस्तावों पर अपना वोट दिया ?
 (1) एक भी नहीं () (2) 1 - 3 () (3) 4 - 6 ()
 (4) 7 - 9 () (5) 10 - 12 () (6) 13 + ()
- 4.5 (क) पिछले तीन महीने / किसी भी तीन महीने में आपने कितने प्रस्ताव रखें / सुझाव दियें ?
 (1) एक पर भी नहीं () (2) 1 - 3 () (3) 4 - 6 ()
 (4) 7 - 9 () (5) 10 - 12 () (6) 13 + ()
 (ख) वे किस विषय से संबंधित थे ?
 (1) कृषि व पशुपालन () (2) महिला व बाल कल्याण () (3) लड़कियों की शिक्षा ()
 (4) कुपोषण, स्वास्थ्य () (5) पेयजल स्वच्छता आदि ()
 (6) सामाजिक बुराई व अपराध () (7) अन्य (विवरण दें)
- (ग) महिला आरक्षण के बाद किस सीमा तक आप द्वारा मानव विकास यथा शिक्षा, स्वास्थ्य, कुपोषण, पेयजल, स्वच्छता आदि के मुद्दे ग्रामसभा / पंचायत में उठाये गये हैं।
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 4.6 आप द्वारा रखें प्रस्तावों / सुझावों पर अन्य सदस्यों की प्रतिक्रिया कितनी अनुकूल / प्रतिकूल थी ?
 (1) बहुत अनुकूल () (2) कुछ अनुकूल कुछ प्रतिकूल () (3) बहुत प्रतिकूल ()
- 4.7 आप द्वारा रखा गया क्या कोई प्रस्ताव / सुझाव पंचायत में स्वीकार किया गया ?
 (1) हाँ () (2) नहीं () (3) पता नहीं ()

- 4.8 (क) क्या आप पंचायत की स्थायी समिति की भी सदस्य है ?
 (1) हाँ () (2) नहीं ()
 (ख) यदि हाँ, तो उनके नाम बताओ ?
 (1) (2) (3)

4.9 निम्न विषयों पर होने वाली चर्चा में क्या आपने कभी भाग लिया है ?

	vDI j	dHkh&dHkh	dHkh ugha
1	ग्राम विकास योजनायें बनाना ()	()	()
2	बजट निर्माण ()	()	()
3	संसाधन जुटाना ()	()	()
4	सामुदायिक कार्यक्रमों का आयोजन ()	()	()
5	लाभान्चितों को चिन्हित करना ()	()	()
6	गरीबी रेखा से नीचे वालों की सूची बनाना ()	()	()

4.10 (क) पंचायत बैठकों में निम्न विषयों पर क्या कभी चर्चा हुई है ?

	अक्सर	कभी-कभी	कभी नहीं
1	महिलाओं के प्रति भेदभाव / हिंसा ()	()	()
2	बाल-विवाह, मृत्युभोज जैसी सामाजिक बुराईयों का निवारण ()	()	()
3	लड़कियों की शिक्षा ()	()	()
4	नशा बन्दी ()	()	()
5	बाल स्वास्थ्य एवं पोषण ()	()	()
6	पेय-जल, सफाई, पर्यावरण ()	()	()

(ख) इन विषयों पर भी क्या आपने कभी सुझाव दिये ?

- (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()

(ग) इन विषयों पर तुलनात्मक रूप से पुरुष सदस्यों ने कितनी रुचि दिखाई ?

- (1) महिलाओं के बराबर () (2) महिलाओं से कम () (3) महिलाओं से अधिक ()

4.11 अपनी भूमिका के निर्वाहन में महिलाएँ अक्सर किससे राय लेती हैं ?

(1) किसी से भी नहीं ()	(2) पति/परिवार/संबंधियों से ()
(3) जाति / समुदाय के नेताओं से ()	(4) राजनैतिक पार्टियों से ()
(5) स्वैच्छिक संगठनों से ()	(6) ग्राम सेवक से () (8) पटवारी से ()
(7) ग्रामीण संगठनों से (जैसे स्वयं सहायता समूह/महिला संगठन) ()	(9) अन्य

V सामाजिक विकास एवं वर्जनाएँ :

- 5.1 (क) क्या आप भी पर्दा करती हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
 (ख) क्या पंचायत की बैठको में भाग लेने समय भी पर्दा रखती हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
- 5.2 (क) क्या परिवार के पति/पुरुष सदस्य ग्राम सभा या पंचायत की बैठको में आपको अकेले आने जाने का मना करते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
- 5.3 (क) क्या परिवार के पति/पुरुष सदस्य ग्राम सभा/पंचायत बैठको में आपके साथ आते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
 (ख) क्या वे पंचायत बैठक में भी आपके साथ रहते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
 (ग) बैठकों में चर्चा या फैसलें के समय क्या वे आपको सलाह / मार्गदर्शन भी देते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
 (घ) न चाहने पर भी ऐसी सलाह को मानना क्या आपके लिए कितना आवश्यक होता है ?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()

- 5.4 (क) क्या पंचायत के पुरुष सदस्यों के द्वारा आपके कार्य में कभी रूकावटें डाली गई है ?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
 (ख) यदि हाँ, तो किस रूप में
 (1) पंचायत मिटिंग में भाग लेने में () (2) चर्चा में भाग लेने में ()
 (3) अपना स्वयं का मत व्यक्त करने में () (4) किसी विषय पर प्रस्ताव / सुझाव देने में ()
 (5) अन्य (विवरण दें)
- 5.5 महिला सदस्यों द्वारा रखे प्रस्तावों / सुझावों के प्रति पुरुष सदस्यों का क्या रुख रहता है ?
 (1) उपेक्षा का () (2) तटस्थता का () (3) उत्साहवर्धक ()
- 5.6 पंचायत बैठकों में पुरुष सदस्यों का आपकी भागीदारी के प्रति कैसा दृष्टिकोण है ?
 (1) नकारात्मक () (2) तटस्थता का ()
 (3) सकारात्मक ()
- 5.7 पंचायतीराज संस्थाओं में आपकी भागीदारी के प्रति आपके परिवार का क्या दृष्टिकोण है ?
 (1) नकारात्मक () (2) तटस्थता का ()
 (3) सकारात्मक ()
- 5.8 (क) क्या आपको लगता है कि पंचायत बैठकों में महिला सदस्यों के प्रति भेदभाव बरता जाता है ?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
 (ख) पंचायत बैठकों में महिला सदस्यों के लिए क्या बैठने की अलग व्यवस्था रहती है ?
 (1) हाँ () (2) नहीं ()
- 5.9 (क) क्या कभी आपको जाति-भेद की समस्या का सामना करना पड़ा ?
 (1) हाँ () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 5.10 क्या आपकी अशिक्षा / कम शिक्षा ने आपके काम पर कोई प्रतिकूल प्रभाव डाला ?
 (1) हाँ () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 5.11 पंचायत में महिला सदस्यों की सहभागिता को कौन-कौन से कारक बाधित करते हैं ?

- 1 पर्दा प्रथा ()
 2 पुरुषों की तुलना में हीन माना जाना ()
 3 अकेली आने-जाने देने पर रोक ()
 4 पति / पुरुषों पर निर्भरता ()
 5 जातिगत भेदभाव ()
 6 अशिक्षा / कम शिक्षा ()
 7 बोलने राय देने में अडचनें ()
 8 क्षमता में अविश्वास ()

VI विकास-मूलक प्रभाव :

- 6.1 (क) पंचायती राज संस्थाओं से जुड़ने के बाद क्या आपने किसी प्रशिक्षण कार्यक्रम में भाग लिया ? (1)
 हाँ () (2) नहीं ()
 (ख) यदि हाँ, तो कितनी बार
- (ग) इनमें से बाहर आयोजित होने वाले प्रशिक्षण कितने थे ?
- (घ) ऐसे प्रशिक्षण में जिन विषयों पर चर्चा हुई, उनमें पाँच का उल्लेख करें ?
- 1 2 3
 4 5
- 6.2 (क) प्रशिक्षणों से आपको कितना लाभ हुआ / ज्ञान व क्षमता बढ़ी ?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
 (ख) क्या अब भी किसी प्रशिक्षण में भाग लेने की आपको जरूरत है ?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
 (ग) यदि हाँ, तो अपनी रुचि के विषयों का नाम बतायें ?
 (1) (2) (3)

- 6.3 (क) आप कितने अन्तराल से बाहर आती जाती रहती है ?
 (1) अक्सर () (2) कभी-कभी () (3) नहीं के बराबर ()
 (ख) क्या बाहर आना जाना पहले से बड़ा है ? (1) हाँ () (2) नहीं ()
- 6.4 (क) क्या आपके बैंक में खाता है / था ? (1) हाँ () (2) नहीं ()
 (ख) क्या कभी आपने बैंक से ऋण भी लिया ? (1) हाँ () (2) नहीं ()
 (ग) यदि हाँ तो किस काम के लिये ?
- 6.5 (क) क्या कभी आपने सार्वजनिक सभा को संबोधित किया ? (1) हाँ () (2) नहीं ()
 (ख) यदि हाँ तो पिछले 1 वर्ष में कितनी बार सार्वजनिक सभाओं को आपने संबोधित किया?
 (1) 1 - 2 बार () (2) 3 - 4 बार () (3) 5 बार या अधिक ()
 (ग) सार्वजनिक सभा को संबोधित करने में क्या आप अब ज्यादा सक्षम है ?
 (1) हाँ () (2) नहीं ()
- 6.6 (क) आपकी जानकारी में पंचायती राज व्यवस्था के कितने स्तर है ?
 (1) एक () (2) दो () (3) तीन () (4) चार ()
 (ख) इन स्तरों के नाम बताओं
 (1) () (2) () (3) () (4) ()
- 6.7 पंचायतो का कार्यकाल कितने वर्षों का है ?
 (1) एक () (2) दो () (3) तीन () (4) चार () (5) पांच ()
- 6.8 (क) पंचायत में महिलाओं के लिए कितनी सीटें आरक्षित है ?
 (1) आधी () (2) एक तिहाई () (3) एक चौथाई ()
 (ख) पंचायत में अनुसूचित जातियों के लिए कितनी सीटें आरक्षित है ?
 (1) आधी () (2) एक तिहाई () (3) एक चौथाई () (4) जनसंख्या अनुपात में ()
 (ग) पंचायत में अनुसूचित जन जातियों के लिए कितनी सीटें आरक्षित है ?
 (1) आधी () (2) एक तिहाई () (3) एक चौथाई () (4) जनसंख्या अनुपात में ()
 (घ) अन्य पिछड़ा वर्ग (OBC) के लिए पंचायतों में कितने प्रतिशत सीटें आरक्षित है ?
 (1) 15 प्रतिशत () (2) 21 प्रतिशत () (3) 27 प्रतिशत () (4) एक तिहाई ()
- 6.9 पंचायत एवं ग्रामसभा का कोरम कितना होता है ?
 (क) पंचायत : (1) 1/3 भाग () (2) 1/4 भाग () (3) 1/10 भाग () (4) 1/20 भाग ()
 (ख) ग्रामसभा: (1) 1/3 भाग () (2) 1/4 भाग () (3) 1/10 भाग () (4) 1/20 भाग ()
- 6.10 ग्रामसभा की वर्ष में कम से कम कितनी बैठक होनी आव यक है ?
 (1) एक () (2) दो () (3) तीन () (4) चार ()
- 6.11 पंचायत की बैठकें कितने अन्तराल से होना आव यक है ?
 (1) पन्द्रह दिन में एक बार () (2) एक महीने में एक बार ()
 (3) दो महीने में एक बार () (4) तीन महीने में एक बार ()
- 6.12 (क) पंचायत की कितनी स्थायी समितियाँ होती है ?
 (1) दो () (2) तीन () (3) चार () (4) पांच () (5) पांच से अधिक ()
 (ख) किन्ही तीन स्थायी समितियों के नाम बताइए ?
 1..... 2..... 3.....
- 6.13 पंचायतों के पांच कर्तव्यों के नाम बतायें ?
 1..... 2..... 3.....
 4..... 5.....
- 6.14 पंचायत की आय के तीन स्रोतों के नाम बतायें ?
 1..... 2..... 3.....
- 6.15 पंचायत जिन चीजों पर टेक्स लगा सकती है उनमें से तीन का नाम बतायें
 1..... 2..... 3.....
- 6.16 सरपंच को कौन हटा सकता है ?
 (1) आधे पंच मिलकर () (2) 2/3 पंच मिलकर () (3) ग्रामसभा द्वारा ()

- 6.17 विकास से आपका क्या अभिप्राय है ?
 (1) कृषि विकास () (2) शिक्षा का विकास () (3) स्वास्थ्य एवं स्वच्छता ()
 (4) भवन / निर्माण () (5) अन्य (नाम बतायें) ()
- 6.18 पंचायत संबंधी निम्न कार्य-कलापों को कुशलता से सम्पादित कर सकने में आप अपने को कितना सक्षम मानती है ?
- 1 बैठक की अध्यक्षता/संचालन करना ()
 - 2 विकास कार्यों में लोगों का, संस्थाओं का सहयोग प्राप्त करना। ()
 - 3 बैठक की कार्रवाई का रिकार्ड रखना। ()
 - 4 लेखा-जोखा तैयार करना। ()
 - 5 सामग्री खरीद करना / करवाना ()
 - 6 बिलों का भुगतान करना। ()
 - 7 बीपीएल परिवारों के लिए योजना बनाना। ()
- 6.19 आपकी राय में महिला सदस्य पंचायत बैठकों में पहले की अपेक्षा अब :-
- 1 ज्यादा संख्या में भाग लेती है ? हाँ () नहीं ()
 - 2 ज्यादा नियमित व सक्रिय रूप से भाग लेती है ? हाँ () नहीं ()
 - 3 उनकी बात पर ज्यादा ध्यान दिया जाता है ? हाँ () नहीं ()
 - 4 उनकी राय को ज्यादा महत्त्व दिया जाता है ? हाँ () नहीं ()
 - 5 पुरुषों पर निर्भरता कम है ? हाँ () नहीं ()
 - 6 पुरुषों का रुख उनके प्रति ज्यादा सकारात्मक है ? हाँ () नहीं ()
 - 7 चर्चा में ज्यादा भाग लेती है ? हाँ () नहीं ()
 - 8 कार्य सम्पादन ज्यादा कुशलता से करती है ? हाँ () नहीं ()
 - 9 कानूनों एवं नियमों की उन्हें अधिक जानकारी है ? हाँ () नहीं ()
 - 10 अपनी बात कहने में कम घबराती है ? हाँ () नहीं ()
 - 11 प्रशिक्षणों में अधिक रुचि / भाग लेती है ? हाँ () नहीं ()
- 6.20 (क) क्या कभी आप स्वयं नीचे लिखी किसी योजना से लाभान्वित हुई है ?
- 1 गरीबी निवारण कार्यक्रम () 2 ऋण सुविधा ()
 - 3 अनुदान () 4 राजकीय नौकरी () 5 अन्य ()
- (ख) यदि नहीं तो क्या उपरोक्त किसी लाभ से आपको कभी वंचित किया गया ?
 (1) हाँ () (2) नहीं ()
 यदि हाँ तो उनके नाम बतायें ?.....

अनुसंधानकर्ता की टिप्पणी

III पंचायती राज संस्थाओं में महिलाओं की सहभागिता :

- 3.1 पंचायत में वर्तमान में कार्यरत महिला सदस्य चुनाव में कैसे सफल हुई ?
(1) निर्विरोध चुनी महिलायें (संख्या) (2) वोटों के द्वारा चुनी महिलायें (संख्या)
- 3.2 महिला सदस्य अपने चुनाव में निम्न में से किस-किस में अधिक सक्रिय रही है ?
- 1 नामांकन भरना ()
 - 2 घर-घर जाकर प्रचार करना ()
 - 3 चुनावी बैठकों / रैलियों में भाग लेना ()
 - 4 पर्चे बटवाना / पोस्टर लगवाना ()
 - 5 मिडीया का प्रयोग करना ()
 - 6 चुनाव के लिए धन एकत्रित करना ()
 - 7 वोट देना ()
 - 8 अन्य (विवरण दें) ()
- 3.3 (क) आपकी राय में पंचायती राज संस्थाओं में भाग लेने के लिए महिलायें कितनी उत्साहित हैं?
(1) बहुत ज्यादा () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
(ख) पंचायती राज संस्थाओं में भाग लेने के प्रति क्या महिलायें पहले से ज्यादा उत्साहित है ?
(1) बहुत ज्यादा () (2) सामान्य () (3) बिल्कुल नहीं ()
- 3.3 क्या महिला सदस्य पहले की अपेक्षा ज्यादा पढी लिखी है ? (1) हाँ () (2) नहीं ()
- 3.4 क्या महिला सदस्य पहले की अपेक्षा अब कम उम्र की होती है ? (1) हाँ () (2) नहीं ()
- 3.5 किस के कारण व किस की प्रेरणा से महिलायें पंचायती राज संस्थाओं में भाग लेती हैं ?
(1) स्व प्रेरणा से () (2) पति/परिवार/संबंधियों के कहने से ()
(3) जाति / समुदाय के नेताओं के कहने से () (4) राजनैतिक पार्टियों के कहने से ()
(5) स्वैच्छिक संगठनों की प्रेरणा से () (6) ग्राम सेवक के कहने से ()
(7) पटवारी के कहने से () (8) अन्य
- 3.6 पंचायती राज संस्थाओं में महिलाओं के चुनाव-प्रचार में किसकी भागीदारी अधिक रही है ?
(1) पति/परिवार/संबंधियों की () (2) जाति/समुदाय के नेताओं की ()
(3) राजनैतिक पार्टियों की () (4) स्वैच्छिक संगठनों की ()
(5) ग्राम सेवक की () (6) पटवारी की ()
(7) ग्रामीण संगठनों ने (जैसे स्वयं सहायता समूह/महिला संगठन) () (8) अन्य (नाम बताये).....
- 3.7 (क) ग्राम सभा/ग्राम पंचायत की कितनी बैठकों में महिलायें उपस्थित होती है ?
(1) लगभग प्रत्येक बैठक में () (2) अधिकतर बैठकों में ()
(3) कुछेक बैठकों में () (4) बिल्कुल नहीं ()
(ख) क्या पहले की अपेक्षा महिला सदस्य पंचायत में अब ज्यादा बैठकों में भाग लेती हैं ?
(1) हाँ () (2) नहीं ()
- 3.8 (क) पंचायत बैठकों में होने वाली चर्चाओं में महिलायें कितना भाग लेती है ?
(1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
(ख) क्या महिला सदस्य चर्चाओं में पहले की अपेक्षा ज्यादा भाग लेती है। (1) हाँ () (2) नहीं ()
- 3.9 (क) पंचायत बैठकों में महिलाओं की किस सीमा तक राय ली जाती है ?
(1) सभी मामलों में () (2) कुछेक मामलों में () (3) किसी में भी नहीं ()
(ख) क्या महिला सदस्यों की राय को अब पहले से ज्यादा महत्त्व दिया जाता है ?
(1) हाँ () (2) नहीं ()
- 3.10 (क) बैठकों में महिला सदस्यों के प्रति पुरुषों का आम रुख कैसा रहता है ?
(1) सकारात्मक/उत्साहवर्धक () (2) तटस्थता का () (3) नकारात्मक ()
(ख) क्या महिला सदस्यों के प्रति पुरुष सदस्यों का रुख अब पहले से ज्यादा सकारात्मक है ?
(1) हाँ () (2) नहीं ()

3.11 पंचायत में महिला सदस्यों की सहभागिता को कौन-कौन से कारक बाधित करते हैं ?

- 1 पर्दा प्रथा ()
- 2 पुरुषों की तुलना में हिन माना जाना ()
- 3 अकेली आने-जाने देने पर रोक ()
- 4 पति / पुरुषों पर निर्भरता ()
- 5 जातिगत भेदभाव ()
- 6 अशिक्षा / कम शिक्षा ()
- 7 बोलने राय देने में अडचनें ()
- 8 क्षमता में अविश्वास ()

IV पंचायत निर्णयों में महिला सदस्यों की भूमिका :

- 4.1 (क) बैठक के दिन क्या महिलायें तैयारी करके आती हैं ?
(1) अक्सर () (2) कभी - कभी () (3) कभी नहीं ()
(ख) क्या महिला सदस्य पहले की अपेक्षा अब ज्यादा तैयारी करके आती हैं ? (1) हाँ () (2) नहीं ()
- 4.2 (क) पंचायत निर्णयों में महिलाओं की भूमिका कितनी सक्रिय रहती है ?
(1) बहुत अधिक () (2) कुछ-कुछ () (3) कुछ भी नहीं ()
(ख) क्या पंचायत के निर्णयों में महिला सदस्यों का योगदान पहले से ज्यादा होने लगा है ?
(1) हाँ () (2) नहीं ()
- 4.3 (क) क्या महिला सदस्य पंचायत बैठकों में विचारार्थ प्रस्ताव प्रस्तुत करती हैं / सुझाव देती हैं ?
(1) अक्सर () (2) कभी - कभी () (3) कभी नहीं ()
(ख) क्या महिला सदस्य पहले की अपेक्षा अब अधिक बोलती हैं ? (1) हाँ () (2) नहीं ()
- 4.4 महिला सदस्यों के प्रस्तावों पर अन्य सदस्य कितना ध्यान देते हैं ?
(1) बहुत अधिक () (2) कुछ-कुछ () (3) कभी नहीं ()
(ख) क्या महिला सदस्यों के प्रस्तावों पर अब पहले की अपेक्षा अधिक ध्यान दिया जाता है ?
(1) हाँ () (2) नहीं ()
- 4.5 इन प्रस्तावों/सुझावों का संबंध अधिकतर किस विषय से है ?
(1) कृषि व पशुपालन () (2) महिला व बाल कल्याण () (3) लड़कियों की शिक्षा ()
(4) स्वास्थ्य परिवार नियोजन () (5) गाँव में सड़कों, नालियों, प्रकाश व्यवस्था ()
(6) सामाजिक बुराई व अपराध () (7) अन्य (विवरण दें)
- 4.6 (क) निम्न में से किन विषयों पर महिला सदस्यों द्वारा चर्चाओं में ज्यादा भाग लिया जाता है ?

- 1 महिलाओं के प्रति भेदभाव / हिंसा। ()
- 2 बाल-विवाह, मृत्युभोज जैसी सामाजिक बुराईयों का निवारण। ()
- 3 लड़कियों की शिक्षा। ()
- 4 नशा बन्दी। ()
- 5 स्वास्थ्य एवं कुपोषण। ()
- 6 पेय-जल, स्वच्छता। ()

(ख) महिला आरक्षण के बाद किस सीमा तक महिला सदस्यों द्वारा मानव विकास यथा शिक्षा, स्वास्थ्य, कुपोषण, पेयजल, स्वच्छता आदि के मुद्दे ग्रामसभा में उठाये गये हैं।

- 4.7 (क) आपकी राय में महिला सदस्यों को पंचायती राज संबंधित संवैधानिक एवं कानूनी व्यवस्थाओं की कितनी जानकारी है ?
(1) पर्याप्त जानकारी () (2) कुछ-कुछ () (3) नहीं के बराबर ()
(ख) क्या महिला सदस्य उनके बारे में पहले की अपेक्षा अब ज्यादा जानकारी रखती हैं ? (1) हाँ () (2) नहीं ()

- 4.8 (क) क्या महिला सदस्य पंचायत की किसी स्थायी समिति की सदस्या/पदाधिकारी हैं ?
 (1) हाँ () (2) नहीं ()
 (ख) यदि हाँ? तो कितनी स्थायी समितियों में महिलायें सदस्य पदाधिकारी है ?
 (1) एक () (2) दो () (3) दो से अधिक ()
 (ग) क्या पंचायत की स्थायी समितियों में पहले से ज्यादा महिलायें सदस्य है ? (1) हाँ () (2) नहीं ()
- 4.9 अपनी भूमिका के निर्वाहन में महिलाएँ अक्सर किससे राय लेती है ?
 (1) किसी से भी नहीं () (2) पति/परिवार/संबंधियों से ()
 (3) जाति / समुदाय के नेताओं से () (4) राजनैतिक पार्टियों से ()
 (5) स्वैच्छिक संगठनों से () (6) ग्राम सेवक से () (7) पटवारी से ()
 (8) ग्रामीण संगठनों से (जैसे स्वयं सहायता समूह/महिला संगठन) () (9) अन्य (नाम बताये)

V सामाजिक विकास एवं वर्जनाएँ :-

- 5.1 (क) पंचायत चुनाव लड़ने या सदस्य बनने में क्या आपको कभी अयोग्य ठहराया गया ?
 (1) हाँ () (2) नहीं ()
 (ख) यदि हाँ, तो उसके क्या कारण थे ?
 (1) (2) (3)
- 5.2 पंचायत चुनावों में प्रत्याशी बनाते समय पुरुषों के द्वारा कोई अडचनें पैदा की गई ?
 (1) हाँ () (2) नहीं ()
- 5.3 (क) क्या आपके गांव में महिलायें पर्दा रखती है ?
 (1) हाँ () (2) नहीं ()
 (ख) क्या पंचायत में भी महिला सदस्य पर्दा रखती है ?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 5.4 पंचायत बैठकों में भाग लेते समय क्या महिलायें अकेली आती है या पुरुषों के साथ ?
 (1) अक्सर अकेली आती है () (2) कभी-कभी पुरुषों के साथ साथ आती है। ()
 (3) सदा ही पुरुषों के साथ आती है। ()
- 5.5 (क) क्या साथ आने वाले पुरुष पंचायत बैठक में भी महिला सदस्यों के साथ रहते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
 (ख) क्या साथ आने वाले पुरुष पंचायत चर्चा एवं फैसले में भी महिला सदस्यों को सलाह देते हैं ?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 5.6 पंचायत की बैठक में महिला सदस्य क्या पहले की अपेक्षा :-
- 1 ज्यादा नियमित रूप से भाग लेती है। ()
 - 2 ज्यादा सक्रियता से चर्चा में भाग लेती है। ()
 - 3 ज्यादा खुलकर अपने विचार व्यक्त करती हैं ()
 - 4 ज्यादा संख्या में स्थायी समितियों की सदस्य है। ()
 - 5 बैठक में ज्यादा तैयारी के साथ भाग लेती हैं। ()
 - 6 उनकी कही बात पर अब ज्यादा ध्यान दिया जाता है। ()
 - 7 अधिक मसलो पर अपनी राय व्यक्त करती है। ()
 - 8 संवैधानिक एवं कानूनी प्रावधानों की ज्यादा जानकारी हैं ()
 - 9 पुरुष सदस्यों की बात आख मूंद कर अब कम मानती है। ()
 - 10 बैठको का संचालन ज्यादा कुशलता से करती है। ()
 - 11 अब ज्यादा जिम्मेदारी का वहन करती है। ()
 - 12 प्रशिक्षण में ज्यादा भाग लेती है। ()

अनुसंधानकर्ता की टिप्पणी

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INSTITUTIONS :

SOME STRUCTURAL IMPEDIMENTS AND A TRAINING STRATEGY

पंचायती राज संस्थाओं द्वारा महिला सशक्तिकरण – सरचनात्मक कठिनाईयाँ एवं प्रशिक्षण कार्यक्रम

साक्षात्कार अनुसूची III

वैयक्तिक एवं पारिवारिक पृष्ठभूमि

नाम पति/पिता का नाम गाँव पंचायत.....
पंचायत समिति/जनपद जिला राज्य
वर्तमान पंचायत सदस्य () निवर्तमान पंचायत सदस्य ()

I वैयक्तिक एवं पारिवारिक पृष्ठभूमि :

- 1.1 उम्र : (1) 21 – 30 तक (2) 31–45 (3) 46–60 (4) 60 से उपर
- 1.2 शिक्षा : (1) निरक्षर () (2) साक्षर () (3) प्राईमरी तक () (4) मिडिल तक ()
(5) सीनीयर सैकण्डरी () (6) स्नातक () (7) स्नातक से ऊपर ()
- 1.3 वैवाहिक स्थिति : (1) विवाहित () (2) अविवाहित () (3) विधवा () (4) परित्यक्ता
- 1.4 यदि विवाहित, तो संतानों की संख्या
(1) एक भी नहीं () (2) 2 तक () (3) 2 से अधिक ()
- 1.5 परिवार का प्रकार : (1) संयुक्त () (2) एकाकी ()
- 1.6 जाति : (1) सामान्य () (2) अनुसूचित जाति () (3) अनुसूचित जनजाति () (4) अन्य पिछडा वर्ग ()
- 1.7 अपना/परिवार के मुखिया का मुख्य व्यवसाय :
(1) कृषि एवं कृषि संबंधित () (2) व्यापार () (3) दस्तकारी उद्योग ()
(4) गैर-कुशल श्रमिक () (5) कुशल श्रमिक () (6) वेतनभोगी ()
(7) घरेलू सेवा () (8) अन्य (विवरण दें)
- 1.8 आय वर्ग : (1) गरीबी रेखा से उपर () (2) गरीबी की रेखा से नीचे (BPL) ()

II पंचायती राज संस्थाओं एवं राजनैतिक पार्टियों से सम्बद्धता :

- 2.1 पंचायती राज संस्थाओं, राजनैतिक संस्थाओं/ राजनैतिक पार्टियों से आपकी/आपके परिवार की सम्बद्धता
(1) पंचायत सदस्य / पदाधिकारी ()
(2) पंचायत समिति/जनपद पंचायत सदस्य/पदाधिकारी ()
(3) जिला परिषद / जिला पंचायत सदस्य / पदाधिकारी ()
(4) विधान सभा सदस्य / पदाधिकारी ()
(5) संसद सदस्य / पदाधिकारी ()
(6) राजनैतिक पार्टी सदस्य / पदाधिकारी ()
(7) अन्य संगठनों की सदस्यता/पदाधिकारी (स्वयं सहायता समूह महिला मण्डल सहकारी समिति) ()
- 2.2 पिछले चुनाव / चुनावों में आप किन कारणों से प्रत्याशी बनीं ?
1 समाज सेवा करने की स्वयं की इच्छा से ()
2 घर वालों के कहने से। ()
3 जाति / समुदाय के प्रभाव से। ()
4 राजनैतिक पार्टी की प्रेरणा से। ()
5 महिला संगठनों / ग्रामीण संगठनों की प्रेरणा से ()
6 अन्य (विवरण दें)
- 2.3 (क) आप पूर्व में कभी पंचायती राज संस्थाओं के चुनाव में चुनी गई थी ?
(1) हाँ () (2) नहीं ()

- 2.4 आपने पंचायत चुनावों की किन-किन प्रक्रियाओं में भाग लिया ?
- 1 नामांकन भरना। ()
 - 2 घर- घर जाकर प्रचार करना। ()
 - 3 चुनाव हेतु संसाधन जुटाना। ()
 - 4 प्रचार सामग्री तैयार करना / बटवाना। ()
 - 5 स्वयं वोट डालना तथा दूसरों को प्रोत्साहित करना। ()
 - 6 अन्य (विवरण दें)
- 2.5 पंचायती राज चुनावों में आपकी असफलता के लिए आपकी राय में क्या कारण रहें ?
- 1 स्वयं की उदासीनता ()
 - 2 परिवार वालों का विरोध/ असहयोग। ()
 - 3 धन की कमी। ()
 - 4 चुनाव के तौर तरीकों के बारे में जानकारी का अभाव। ()
 - 5 जाति / समुदाय का विरोध। ()
 - 6 घरेलू जिम्मेदारियों से टकराव। ()
 - 7 पुरुषों की मानसिकता। ()
 - 8 अन्य (विवरण दें)

III पंचायती राज संस्थाओं में सहभागिता :

- 3.1 क्या पंचायती राज चुनावों में महिलायें अब पहले से ज्यादा भाग लेती हैं ?
- (1) हाँ () (2) नहीं ()
- 3.2 क्या पंचायती राज संस्थाओं में महिलाओं का अब पहले से ज्यादा प्रतिनिधित्व होता है ?
- (1) हाँ () (2) नहीं ()
- 3.3 क्या पंचायती राज संस्थाओं में चुनी गई महिलायें पहले से ज्यादा पढी लिखी हैं ?
- (1) हाँ () (2) नहीं ()
- 3.4 क्या पंचायती राज संस्थाओं में महिला सदस्यों की उम्र पहले की अपेक्षा कम होती हैं ?
- (1) हाँ () (2) नहीं ()
- 3.5 (क) महिला सदस्यों के प्रस्तावों पर अन्य सदस्य क्या ध्यान देते हैं ?
- (1) हाँ () (2) नहीं ()
- (ख) क्या महिला सदस्यों के प्रस्तावों पर अब पहले की अपेक्षा अधिक ध्यान दिया जाता है ?
- (1) हाँ () (2) नहीं ()
- 3.6 (क) इन प्रस्तावों/सुझावों का संबंध अधिकतर किस विषय से है ?
- (1) कृषि व पशुपालन () (2) महिला व बाल कल्याण () (3) लडकियों की शिक्षा ()
- (4) स्वास्थ्य परिवार नियोजन () (5) गाँव में सडको, नालियों, प्रकाश व्यवस्था ()
- (6) सामाजिक बुराई व अपराध () (7) अन्य (विवरण दें)
- (ख) महिला सदस्यों द्वारा मानव विकास यथा शिक्षा, स्वास्थ्य, कुपोषण, पेयजल, स्वच्छता आदि के मुद्दे ग्रामसभा में उठाये गये हैं ?
- (1) हाँ () (2) नहीं ()
- 3.7 पंचायत बैठकों में महिला सदस्यों को भाग लेने के लिए क्या उत्साहित किया जाता है ?
- (1) हाँ () (2) नहीं ()
- 3.8 (क) पुरुष सदस्यों का महिला सदस्यों के प्रति का दृष्टिकोण सहयोगी होता है ?
- (1) हाँ () (2) नहीं ()
- (ख) क्या पुरुष सदस्य महिला सदस्यों के प्रति अब पहले से अधिक सहयोगात्मक हो गये हैं ?
- (1) हाँ () (2) नहीं ()
- 3.9 (क) पंचायत के निर्णयों में महिला सदस्यों की भूमिका क्या सक्रिय रहती है ?
- (1) हाँ () (2) नहीं ()
- (ख) क्या महिला सदस्यों का पंचायत के निर्णयों में पहले से ज्यादा योगदान रहता है ?
- (1) हाँ () (2) नहीं ()

- 3.10 (क) पंचायत की बैठकों में महिला सदस्यों की क्या सलाह ली जाती है ?
 (1) हाँ () (2) नहीं ()
 (ख) पंचायत में महिला सदस्यों की क्या पहले की अपेक्षा अधिक सलाह ली जाती है ?
 (1) हाँ () (2) नहीं ()
- 3.11 अपनी भूमिका के निर्वाहन में महिलाएँ अक्सर किससे राय लेती है ?
 (1) किसी से भी नहीं () (2) पति/परिवार/संबंधियों से ()
 (3) जाति / समुदाय के नेताओं से () (4) राजनैतिक पार्टियों से ()
 (5) स्वैच्छिक संगठनों से () (6) ग्राम सेवक से () (7) पटवारी से ()
 (8) ग्रामीण संगठनों से (स्वयं सहायता समूह/महिला संगठन) () (9) अन्य (नाम बताये)

IV सामाजिक विकास एवं वर्जनाएँ :

- 4.1 पंचायत चुनाव लड़ने या सदस्य बनने में क्या आपको कभी अयोग्य ठहराया गया ?
 (1) हाँ () (2) नहीं ()
- 4.2 पंचायत चुनावों में प्रत्याशी बनाते समय पुरुषों द्वारा कोई अडचनें पैदा की गई ? (1) हाँ (2) नहीं
- 4.3 (क) क्या आपके गांव में महिलायें पर्दा रखती है ?
 (1) हाँ () (2) नहीं ()
 (ख) क्या पंचायत में भी महिला सदस्य पर्दा रखती है ?
 (1) हाँ () (2) नहीं ()
- 4.4 पंचायत बैठकों में भाग लेते समय क्या महिलायें पुरुषों के साथ जाती है ?
 (1) हाँ () (2) नहीं ()
- 4.5 क्या साथ आने वाले पुरुष पंचायत बैठक में भी महिला सदस्यों के साथ रहते हैं ?
 (1) हाँ () (2) नहीं ()
- 4.6 (क) क्या साथ आने वाले पुरुष पंचायत चर्चा एवं फैसले में भी महिला सदस्यों को सलाह देते हैं ?
 (1) हाँ () (2) नहीं ()
- 4.6 पंचायत की बैठकों में महिला सदस्य क्या पहले की अपेक्षा :-
- | | | |
|----|---|-----|
| 1 | बैठकों में ज्यादा नियमित रूप से भाग लेती है। | () |
| 2 | बैठकों में ज्यादा सक्रियता से चर्चा में भाग लेती है। | () |
| 3 | बैठकों में ज्यादा खुलकर अपने विचार व्यक्त करती हैं | () |
| 4 | ज्यादा संख्या में स्थायी समितियों की सदस्य है। | () |
| 5 | बैठक में ज्यादा तैयारी के साथ भाग लेती हैं। | () |
| 6 | उनकी कही बात पर अब ज्यादा ध्यान दिया जाता है। | () |
| 7 | अधिक मसलो पर अपनी राय व्यक्त करती है। | () |
| 8 | संवैधानिक एवं कानूनी प्रावधानों की ज्यादा जानकारी हैं | () |
| 9 | पुरुष सदस्यों की बात आख मूंद कर अब कम मानती है। | () |
| 10 | बैठको का संचालन ज्यादा कुशलता से करती है। | () |
| 11 | अब ज्यादा जिम्मेदारी का वहन करती है। | () |
| 12 | प्रशिक्षण में ज्यादा भाग लेती है। | () |
- 4.7 पंचायत में महिला सदस्यों की सहभागिता को कौन-कौन से कारक बाधित करते हैं ?
- | | | |
|---|------------------------------------|-----|
| 1 | पर्दा प्रथा | () |
| 2 | पुरुषों की तुलना में हीन माना जाना | () |
| 3 | अकेली आने-जाने देने पर रोक | () |
| 4 | पति /पुरुषों पर निर्भरता | () |
| 5 | जातिगत भेदभाव | () |
| 6 | अशिक्षा / कम शिक्षा | () |
| 7 | बोलने राय देने में अडचनें | () |
| 8 | क्षमता में अविश्वास | () |

- 4.8 (क) क्या कभी आप स्वयं निचे लिखी किसी योजना से लाभान्वित हुई है ?
(1) गरीबी निवारण कार्यक्रम () (2) ऋण सुविधा ()
(3) अनुदान () (4) राजकीय नौकरी () (5) अन्य ()
(ख) यदि नहीं तो क्या उपरोक्त किसी लाभ से आपको कभी वंचित किया गया ? (1) हाँ (2) नहीं
यदि हाँ तो उनके नाम बतायें
- 4.9 (क) क्या महिला सदस्य प्रशिक्षण लेने में उत्सुक रहती है ?
(1) हाँ () (2) नहीं ()
(ख) क्या महिला सदस्य पहले से ज्यादा प्रशिक्षण में रुचि रखती है ?
(1) हाँ () (2) नहीं ()

अनुसंधानकर्ता की टिप्पणी

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अनुसंधानकर्ता के हस्ताक्षर

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पंचायती राज संस्थाओं द्वारा महिला सशक्तिकरण – संरचनात्मक कठिनाईयों एवं प्रशिक्षण कार्यक्रम

(योजना आयोग भारत सरकार द्वारा प्रायोजित)

प्रश्नावली

(राजकीय अधिकारियों से सूचना प्राप्त करने हेतु)

राज्य..... जिला खण्ड / तहसील

I पृष्ठभूमि :

- 1.1 नाम
- 1.2 पद
- 1.3 कार्यालय पता :-
- 1.4 उम्र : (1) 30 तक () (2) 31-45 () (3) 46-60 () (4) 60 से उपर ()
- 1.5 लिंग : (1) पुरुष () (2) महिला ()
- 1.6 जाति : (1) सामान्य () (2) अनुसूचित जाति () (3) अनुसूचित जनजाति () (4) अन्य पिछड़ा वर्ग ()
- 1.7 शिक्षा : (1) सीनीयर सैकण्डरी () (2) स्नातक () (3) स्नाकोतर ()
- 1.8 कुल कार्य अनुभव : (1) 5 साल तक का () (2) 6-15 साल () (3) 16-25 साल () (4) 25 से अधिक साल ()
- 1.8.2 ग्रामीण विकास / पंचायती राज सम्बंधित कार्य अनुभव : (1) 5 साल तक का () (2) 6-15 साल () (3) 16-25 साल () (4) 25 से अधिक साल ()

II पंचायती राज में महिलाओं की सहभागिता :

- 2.1 पंचायती राज में महिलाओं की संख्या : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.1.2 राज्य विधान सभाओं में महिलाओं की संख्या : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.1.3 राजनैतिक पार्टियों में महिलाओं की संख्या : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.1.4 ग्रामीण संगठनों में महिलाओं की संख्या : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.1.5 स्थायी समितियों में सदस्यता : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.1.6 चुनाव में खडी होने वाली महिलाओं की संख्या : (1) बढ़ी () (2) घटी () (3) वंही ()
- 2.2 पंचायती राज चुनाव में महिलाओं द्वारा सक्रिय भूमिका का प्रकार :
- 2.2.1 नामांकन भरना ()
- 2.2.2 घर- घर जाकर प्रचार करना ()
- 2.2.3 रैलियों का आयोजन करना व भाग लेना ()
- 2.2.4 प्रचार सामग्री तैयार करना / बटवाना। ()
- 2.2.5 मिडिया का उपयोग ()
- 2.2.6 चुनाव फंड एकत्रित करना ()
- 2.2.7 स्वयं वोट डालना ()
- 2.2.8 अन्य (नाम बताईये)

- 2.3 राजनैतिक प्रक्रिया में महिलाओं की सहभागिता के प्रेरक कारण :
- 2.3.1 स्व-प्रेरित ()
- 2.3.2 पति/परिवार/संबंधियों से ()
- 2.3.3 राजनैतिक पार्टियों से ()
- 2.3.4 जाति /समुदाय के नेताओं से ()
- 2.3.5 स्थानीय अधिकारियों (ग्राम सेवक से, पटवारी से) ()
- 2.3.6 ग्रामीण संगठनों से (स्वयं सहायता समूह/महिला संगठन) ()
- 2.3.7 अन्य (नाम बताये)
- 2.4.1 पंचायत बैठकों की संख्या जिसमें महिला सदस्य भाग लेती है :
- (1) सभी बैठकों में () (2) अधिकतर बैठकों में ()
- (3) कुछेक बैठकों में () (4) किसी में भी नहीं ()
- 2.4.2 पंचायत बैठकों में भाग लेने वाली महिलाओं की संख्या :
- (1) सभी महिला सदस्य () (2) अधिकतर महिला सदस्य ()
- (3) कुछेक महिला सदस्य () (4) एक भी नहीं ()
- 2.5.1 पंचायत बैठकों के दौरान चर्चाओं में भाग लेने वाली महिलाओं की सहभागिता :
- (1) अक्सर () (2) कभी – कभी () (3) बिल्कुल नहीं ()
- 2.6 पंचायत बैठकों में भाग लेने हेतु महिला सदस्य किससे सलाह लेती है?
- (1) किसी से नहीं ()
- (2) पति/परिवार/संबंधियों से ()
- (3) जाति / समुदाय के नेताओं से ()
- (4) राजनैतिक पार्टियों से ()
- (5) स्थानीय अधिकारियों (ग्राम सेवक से, पटवारी से) ()
- (6) ग्रामीण संगठनों से (स्वयं सहायता समूह/महिला संगठन) ()
- (7) अन्य (नाम बताये)

III निर्णय प्रक्रिया में महिलाओं की भूमिका :

- 3.1 क्या महिलाएं सदस्य पंचायत बैठकों में तैयारी करके आती हैं?
- (1) अक्सर () (2) कभी – कभी () (3) बिल्कुल नहीं ()
- 3.2 क्या निर्णय प्रक्रिया में महिलाएं भाग लेती हैं?
- (1) अक्सर () (2) कभी – कभी () (3) बिल्कुल नहीं ()
- 3.3 क्या महिला सदस्य बैठकों में कोई प्रस्ताव/सुझाव प्रस्तुत करती हैं?
- (1) अक्सर () (2) कभी – कभी () (3) बिल्कुल नहीं ()
- 3.4 उन विषयों का नाम बताइये जिन पर पंचायत बैठकों में महिला सदस्य अक्सर अपनी बात रखती हैं?
- (1) कृषि विकास () (2) ग्रामीण स्वच्छता ()
- (3) स्वास्थ्य एवं पोशाहार () (4) लड़कियों की शिक्षा ()
- (5) नशा बन्दी () (6) सामाजिक बुराइयों को समाप्त करना ()
- (7) अन्य (नाम बताइये)

IV सामाजिक अवरोध :

- 4.1 महिला सदस्यों के प्रति पुरुषों का दृष्टिकोण/रूख?
- (1) सकारात्मक/उत्सावर्धक () (2) तटस्थ ()
- (3) नकारात्मक/निरुत्साहित करने वाला ()

- 4.2 पंचायत के पुरुष सदस्य महिलाओं से किस सीमा तक सलाह लेते हैं?
 (1) अक्सर () (2) कभी – कभी () (3) बिल्कुल नहीं ()
- 4.3 महिला सदस्यों द्वारा प्रस्तुत विचारों को पंचायत सदस्य कितना महत्व देते हैं?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 4.3 पंचायत बैठकों में भाग लेने के लिए महिला सदस्य कितनी बार अकेली आती है?
 (1) अक्सर () (2) कभी-कभी () (3) कभी नहीं ()
- 4.5 महिला सदस्यों के साथ आने वाले पुरुष कितनी बार महिला सदस्य की ओर से बैठक की कार्यवाही में भाग लेते हैं?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 4.6 क्या पंचायत बैठकों में महिला सदस्य पर्दा रखती है?
 (1) अक्सर () (2) कभी-कभी () (3) बिल्कुल नहीं ()
- 4.7.1 क्या महिला सदस्यों को कभी चुनाव में भाग लेने अथवा पंचायत बैठकों में भाग लेने के अयोग्य घोषित किया अथवा रोका गया है?
 (1) हाँ () (2) नहीं ()
- 4.7.2 क्या महिला सदस्यों को दो से अधिक बच्चे होने के कारण कभी चुनाव में भाग लेने अथवा पंचायत बैठकों में भाग लेने के अयोग्य घोषित किया अथवा रोका गया है?
 (1) हाँ () (2) नहीं ()
- 4.7.3 क्या महिला सदस्यों को दो से अधिक बच्चे होने के कारण निम्न लाभों से वंचित किया/रोका गया?
 (1) गरीबी निवारण कार्यक्रम () (2) ऋण सुविधा ()
 (3) अनुदान () (4) राजकीय नौकरी ()
 (5) अन्य (नाम बताए)

V महिला विकास :

- 5.1.1 महिला सदस्य पंचायत बैठकों में भाग लेने के प्रति कितनी उत्साहित रहती है?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 5.1.2 आपकी राय में वर्तमान महिला सदस्यों में से कितनी सदस्याएँ पंचायती राज में प्रशिक्षित हैं?
 (1) लगभग सभी () (2) अधिकतर ()
 (3) कुछेक () (4) कोई भी नहीं ()
- 5.1.3 गांव से बाहर आयोजित होने वाली पंचायत राज प्रशिक्षणों को महिला सदस्य कितना महत्व देती है?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 5.2 पंचायत सदस्य बनने के बाद क्या महिलाओं का शहरों/कस्बों से सम्पर्क बढ़ा है?
 (1) बढ़ा () (2) घटा () (3) लगभग वही ()
- 5.3 आपकी राय में महिला सदस्य सार्वजनिक सभाओं को सम्बोधित करने में कितनी सक्षम हैं?
 (1) लगभग सभी () (2) अधिकतर ()
 (3) कुछेक () (4) एक भी नहीं ()
- 5.4 क्या महिला सदस्यों की पुरुषों पर निर्भरता बढ़ी/घटी या वही है?
 (1) बढ़ी () (2) घटी () (3) लगभग वही ()
- 5.5 पंचायत बैठकों में बोलने के प्रति महिला सदस्यों की हिचकिचाहट बढ़ी/घटी या वही है?
 (1) बढ़ी () (2) घटी () (3) लगभग वही ()
- 5.6 क्या महिला सदस्यों द्वारा प्रस्तुत किये जाने वाले विचारों/सूझावों का महत्व बढ़ा/घटा या वही है।
 (1) बढ़ा () (2) घटा () (3) लगभग वही ()

- 5.7 आपकी दृष्टि में पंचायती राज के कार्य कलापों से महिला सदस्य कितनी परिचित हैं?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 5.8 पंचायत बैठकों में भाग लेने/प्रशिक्षण लेने से महिलाओं में किस सीमा तक नेतृत्व का विकास हुआ है?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 5.9 पंचायत की निर्णय प्रक्रिया में महिला सदस्यों की सहभागिता बढ़ी/घटी या वंही है?
 (1) बढ़ी () (2) घटी () (3) लगभग वंही ()
- 6.1 क्या राज्य सरकार द्वारा संचालित कार्यक्रम महिलाओं के सशक्तिकरण के लिए पर्याप्त हैं?
 (1) बहुत अधिक () (2) कुछ-कुछ () (3) बिल्कुल नहीं ()
- 6.2 आपकी राय में कौनसे कारण महिला सशक्तिकरण में बाधक है? (महत्व के हिसाब में तीन कारणों का नाम बताए)
 (1)
 (2)
 (3)
- 6.3 आपकी दृष्टि में कौनसे उपाय महिलाओं को अधिक सशक्त बनाने में सहायक हो सकते हैं?
 (प्राथमिकता के क्रम में तीन उपाय का नाम बताए)
 (1)
 (2)
 (3)

उत्तरदाता के हस्ताक्षर

Annexure IV

TRAINING MODULE : LIST OF CONTENT

पंचायती राज संस्थाओं द्वारा महिला-सशक्तिकरण
विस्तार कार्यक्रम

महिला जनप्रतिनिधियों का आमुखीकरण प्रशिक्षण मॉड्यूल

प्रस्तावक :
योजना आयोग,
भारत सरकार

प्रायोजक :
सामाजिक विकास संस्थान
49, महावीर नगर, सेक्टर - 4,
हिरण मगरी, उदयपुर (राज.)

सहयोगी संस्थान

आस्था संस्थान, उदयपुर (राज.)

उन्नति संस्थान, जोधपुर (राज.)

आई. आई. ई. आर. डी., जयपुर (राज.)

समर्थन संस्थान, भोपाल (म. प्र.)

प्रयास संस्थान, शाबरा, झाबुआ (म. प्र.)

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Annexure V

FOUR DAYS ORIENTATION TRAINING PROGRAMME

आमुखीकरण प्रशिक्षण कार्यक्रम

समय	विषय वस्तु	विधि/प्रक्रिया	सहायक सामग्री
पहला दिन			
10 से 12.00 प्रातः	परिचय व प्रशिक्षण से अपेक्षाओं का संकलन <ul style="list-style-type: none"> पंचायती राज का सामान्य परिचय पंचायती राज का ढांचा 	<ul style="list-style-type: none"> पंजीकरण, मेलमिलाप कार्यक्रम का उद्देश्य बताना पंच क्यों बने अब क्या कठिनाई आ रही है? <p>इसे एक पूछता जाए दूसरा चार्ट पर लिखे।</p>	<ul style="list-style-type: none"> प्रशिक्षण बैनर फिलिपि चार्ट, मार्कर पेन लेख
12 से 1.45 बजे	<ul style="list-style-type: none"> महिला सशक्तिकरण क्या और कैसे? पंचायती राज में नया क्या है? 	<ul style="list-style-type: none"> प्रश्नोत्तर फिल्म "हमारा फैसला" 	<p>आलेख</p> <ul style="list-style-type: none"> पंचायती राज में नया क्या है? ऐसे होगा महिला सशक्तिकरण बेअसर क्यों है हमारी पंचायतें?
1.45 से 2.30 बजे	भोजन		
2.30 से 3.30 बजे	गीत संभागियों द्वारा <ul style="list-style-type: none"> विकास क्या है? महिला जनप्रतिनिधियों की भूमिका शिक्षा, पेयजल, राशन सुविधाएँ सरल बनाए। 	पोस्टर	<p>आलेख</p> <ul style="list-style-type: none"> विकास क्या है? महिला जनप्रतिनिधियों की भूमिका 2 केस स्टडी पंचयत में महिलाओं के दस सल दो आदिवासी महिलाओं ने दिया गाँव को नया रूप
3.30 से 5.00 बजे	माता एवं बाल स्वास्थ्य <ul style="list-style-type: none"> आंगनवाडी टीकाकरण 	10 प्लास्टिक पोस्टरों से समझाए, फिल्म "पहला सुख निरोगी काया"	<p>आलेख</p> <ul style="list-style-type: none"> प्रजनन एवं बाल स्वास्थ्य सी.डी. प्लेयर/टी.वी.
5.00 से 6.00 बजे	आज की सीख का मूल्यांकन		
भोजन पश्चात् फिल्म संशोधन या गाँव नहीं किन्हीं पाँच का			
दूसरा दिन			
8.00 बजे नाश्ता 9.00 से 10.00	गीत संभागियों द्वारा <ul style="list-style-type: none"> कल की तारीख चार्ट पर आज का कार्यक्रम लिख दें। 	प्रश्नोत्तर	फिलिप चार्ट और मार्कर पेन
10.00 से 12.00 चाय सुविधानुसार	ग्राम सभा कैसे? <ul style="list-style-type: none"> आयोजन, कोरम, विषय, निर्णय जनजाति क्षेत्र में ग्राम सभा की शक्तियाँ 	ग्राम सभा का रोल प्ले प्रश्नोत्तर	<p>आलेख</p> <ul style="list-style-type: none"> ग्राम सभा के कार्य केस स्टडी सोब्लियापुरा ग्राम सभा की कहानी

समय	विषय वस्तु	विधि / प्रक्रिया	सहायक सामग्री
			<ul style="list-style-type: none"> मध्यम प्रदेश में पंचायती राज जनजाति क्षेत्रों में ग्राम सभा / पंचायतों की शक्तियाँ
12.00 से 1.30	महिला जन प्रतिनिधियों की भूमिका <ul style="list-style-type: none"> मानव अधिकार बाल विवाह, दहेज प्रथा, मृत्यु भोज, शराबबन्दी, महिला उत्पीड़न आदि 	पोस्टरों द्वारा समझाते जायें	आलेख केस स्टडी <ul style="list-style-type: none"> पद महिलाओं का निर्णय पुरुषों का, पुरुष दुर्ग पर महिलाओं की दस्तक
मध्याह्न भोजन 1.30 से 2.15 2.15 से 2.30	तोता-फुर्रर खेल का अभ्यास	प्रशिक्षक कहेगा कि मैं किसी एक व्यक्ति के आगे आकर जानवरों व पक्षी का नाम लूँ तब दोनों हाथ उठाकर कहना कि फुर्रर	जैसे तोता फुर्रर, मोर फुर्रर परन्तु कुत्ता फुर्रर कहने पर अगर महिला हाथ ऊँचे करती है तो वह खेल से बाहर हो जाएगी। इस प्रकार यह प्रक्रिया विभिन्न सहभागियों के साथ की जाएगी जिससे उन्हें आनन्द भी आएगा और यह भी स्पष्ट होगा कि उन्हें ध्यान से सुनना चाहिए।
2.30 से 4.00	<ul style="list-style-type: none"> पंचायत की बैठक का संचालन अतिक्रमण, खेतों की सीमाबन्दी, पेंशन स्वीकृति आदि निर्णय 	रोल प्ले सदस्यों को कार्यवाही लिखना सिखावें, सदस्य निर्णय देवें व लिखकर दूसरों से राय पूछें, सबको बोलने का मौका दें।	<ul style="list-style-type: none"> पंचायत बैठक का आलेख एवं केस स्टडी 1, 2, 3 अन्य आलेख फिलिप चार्ट और मार्कर पेन
4.00 से 5.30	ग्राम पंचायत की स्थाई समितियाँ (राजस्थान) रोल प्ले ग्राम सभा की समितियाँ (म. प्र.) <ul style="list-style-type: none"> उनके कार्य पेयजल एवं ग्रामीण स्वच्छता सर्वशिक्षा अभियान 	रोल प्ले <ul style="list-style-type: none"> सहभागी जिस जिस कमेटी के सदस्य हैं उनके कार्य पूछें। प्रश्नोत्तर विधि 	फिलिप चार्ट और मार्कर पेन तथा आलेख ग्राम पंचायत की स्थाई समितियाँ कार्य कैसे करें। <ul style="list-style-type: none"> पेयजल एवं ग्रामीण स्वच्छता।
सायंकाल मीना फिल्म			
तीसरा दिन			
8.00 बजे नाश्ता 9.30 से 10.30	प्रश्न आपके उत्तर हमारे	प्रश्न बोलते जायें, उत्तर पूछते जायें, बताते व समझाते जायें।	प्रश्नोत्तरी
10.30 से 12.00 चाय सुविधानुसार	महिला वार्ड पंच / सरपंच / सचिव के दायित्व और अन्तरसंबंध <ul style="list-style-type: none"> सामाजिक अंकेक्षण एवं सूचना का अधिकार 	<ul style="list-style-type: none"> प्रश्नोत्तर विधि चार्ट हमारा जनप्रतिनिधि कैसा हो 	<ul style="list-style-type: none"> वार्ड पंचों के कर्तव्य सरपंच की भूमिका पंचायत सचिव की जिम्मेदारी महिला जनप्रतिनिधि की भूमिका आलेख सूचना का अधिकार
1.30 से 2.15 भोजन	फिल्म गाँव नहीं किन्हीं पाँच का		
2.15 से 4.00	लेखा नियमों की जानकारी, कैश बुक, मस्टररोल, मजदूरी भुगतान, सामग्री क्रय आदि	संक्षिप्त भाषा, कैश बुक के पन्ने भरकर बताएँ और प्रश्नोत्तर द्वारा समझाएँ।	आलेख
4.00 से 5.30	सामाजिक सुरक्षा की योजनायें <ul style="list-style-type: none"> बीपीएल चयन और उनको मिलने वाले लाभ 	पोस्टर, प्रश्नोत्तर विधि केस स्टडी	आलेख, सामाजिक सुरक्षा योजनायें <ul style="list-style-type: none"> 3 केस स्टडी सुशीला एवं रामरती बाई की कहानी अद्भुत साहस से भरा नेतृत्व

समय	विषय वस्तु	विधि / प्रक्रिया	सहायक सामग्री
			<ul style="list-style-type: none"> अनपढ़ सरपंच का शिक्षा संघर्ष
चौथा दिन			
8.00 बजे नाश्ता 9.00 से 10.00	तीन दिन की सीख का सारांश	प्रश्न पिटारी <ul style="list-style-type: none"> हर सहभागी खड़े होकर प्रशिक्षण के लाभ बता दे, प्रशिक्षक चार्ट पर नाम सहित लिखते जावे। 	
10.00 से 12.00 चाय सुविधानुसार	गाँव की समस्याएँ और उनका निराकरण <ul style="list-style-type: none"> सम्पूर्ण ग्रामीण रोजगार योजना, गृह उद्योग, प्रधानमंत्री रोजगार योजना, इंदिरा आवास, एस.जी.एस.वाई. हरियाली आदि 	सहभागियों से गाँव की समस्याएँ पूछते व लिखते जाये फिर योजनाओं के द्वारा हल करने का तरीका समझाते जाये।	आलेख <ul style="list-style-type: none"> गाँव की समस्याएँ मार्कर पेन और चार्ट
1.30 से 2.15 मध्यान्ह भोजन			
2.15 से 4.00	शंका समाधान एवं सफलता की कहानियाँ	प्रश्नोत्तर	<p>9 केस स्टडी</p> <ul style="list-style-type: none"> महिला पंचायत प्रतिनिधि संगठितों सर्वांगीण विकास करना चाहती है महिला विकास प्रतिनिधि पुरुष आधिपत्य को चुनौती : विश्वेसरी हमें गुडिया न समझो : टम्मुबाई उदयपुर सरपंच मैं हूँ काम भी मैं ही करूंगी : शारदा अजमेर फूल बाई का संघर्ष : भ्रष्टाचार से लड़ाई एक महिला ने बदला इलाके का हाल : छत्तीसगढ़ की बहू ने कराई शराबबन्दी देहरादूर की राधा देवी के विश्वास की जीत बिहार की वार्ड पंच ने मुखिया से हिसाब मांगा
4.00 से 5.00	विदाई, प्रमाण पत्र वितरण, धन्यवाद, मिठाई, फोटो वितरण	संक्षिप्त भाषण एवं हर सहभागी को धन्यवाद देना	उनका मनोबल बढ़े एवं अगले आमुखीकरण की जानकारी देना प्रति माह फालोअप करते रहना

प्रशिक्षण के लिए चैक लिस्ट

- बैनर
- कैमेरा
- पोस्टर व चार्ट
- सेलाटेप व कैंची
- सी.डी. व प्लेयर
- प्रशिक्षण मॉड्यूल, नोट पैड, बालपैन, बैग
- फिल्में
- फिलिप चार्ट और मार्कर पेन
- स्टेपलर
- प्रमाण पत्र