**APPENDIX-II**

Significant difference in mean participation values between selected categories of women participants (significance at 5% level)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Category of participants</th>
<th>Z-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>GOs and NGOs</td>
<td>3.3078</td>
</tr>
<tr>
<td>2.</td>
<td>GO and Christian NGOs</td>
<td>3.4997</td>
</tr>
<tr>
<td>3.</td>
<td>GOs and Secular NGOs</td>
<td>2.0468</td>
</tr>
<tr>
<td>4.</td>
<td>Hindu and Christian participants</td>
<td>2.8622</td>
</tr>
<tr>
<td>5.</td>
<td>Hindu and Muslim participants</td>
<td>2.8199</td>
</tr>
<tr>
<td>6.</td>
<td>Primary and High School education</td>
<td>3.0424</td>
</tr>
<tr>
<td>7.</td>
<td>Industry and service occupations</td>
<td>2.1234</td>
</tr>
<tr>
<td>8.</td>
<td>Service occupation and unemployed</td>
<td>3.6493</td>
</tr>
<tr>
<td>9.</td>
<td>Agriculture and unemployed</td>
<td>3.3637</td>
</tr>
<tr>
<td>10.</td>
<td>Industry and unemployed</td>
<td>3.5739</td>
</tr>
<tr>
<td>11.</td>
<td>Cost sharing and not sharing</td>
<td>4.8146</td>
</tr>
<tr>
<td>12.</td>
<td>General and women organisation</td>
<td>3.4997</td>
</tr>
<tr>
<td>13.</td>
<td>General and women programmes</td>
<td>2.0468</td>
</tr>
<tr>
<td>14.</td>
<td>Project income below Rs.1000 and Rs.1000-3000</td>
<td>2.3160</td>
</tr>
<tr>
<td>15.</td>
<td>Project income below Rs.1000 and Rs.3000-5000</td>
<td>2.0786</td>
</tr>
<tr>
<td>16.</td>
<td>Project income below Rs.1000 and above Rs.5000</td>
<td>2.9235</td>
</tr>
<tr>
<td>17.</td>
<td>Family income below Rs.3000 &amp; above Rs.11,000</td>
<td>2.9581</td>
</tr>
<tr>
<td>18.</td>
<td>Production and employment benefit</td>
<td>4.1519</td>
</tr>
<tr>
<td>S1.</td>
<td>Category of participants</td>
<td>Z-value</td>
</tr>
<tr>
<td>-----</td>
<td>---------------------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>19.</td>
<td>Employment and skill benefits</td>
<td>3.1345</td>
</tr>
<tr>
<td>20.</td>
<td>Production and facility benefit</td>
<td>3.4310</td>
</tr>
<tr>
<td>21.</td>
<td>Production and skill benefit</td>
<td>5.6595</td>
</tr>
<tr>
<td>22.</td>
<td>Experience 6 months and 6-12 months</td>
<td>4.7767</td>
</tr>
<tr>
<td>23.</td>
<td>Experience 6 months and 12-36 months</td>
<td>3.5374</td>
</tr>
<tr>
<td>24.</td>
<td>Experience 6 months and above 36 months</td>
<td>2.9732</td>
</tr>
<tr>
<td>25.</td>
<td>Socio-psychological index below 50 &amp; above 80</td>
<td>3.1015</td>
</tr>
<tr>
<td>26.</td>
<td>Socio-psychological index 50-60 &amp; above 80</td>
<td>2.6004</td>
</tr>
<tr>
<td>27.</td>
<td>Male and female</td>
<td>2.8943</td>
</tr>
</tbody>
</table>
APPENDIX-III
INTERVIEW SCHEDULES

RESPONDENT INTERVIEW SCHEDULE I

Level of Participation
Beneficiaries

1. Name & Address of the respondent:

2. Name of the organisation:

3. Name of Project/Production: Unit

4. Religion/Caste:

5. Family particulars:

<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Sex</th>
<th>Education</th>
<th>Occupation</th>
<th>Income per month</th>
<th>Assets</th>
<th>Asset Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>family members</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5.A. Facilities at house: Concrete house/vehicle/TV/radio/electricity/water connection (well with motor)/sufficient appliances/well-furnished/savings in bank/Any other.

6.A. If in a project/scheme:

<table>
<thead>
<tr>
<th>Year of joining</th>
<th>Benefits received (Cash/Kind/skill)</th>
<th>Cost sharing (Kind/skill)</th>
<th>No. of family members</th>
<th>Income from other (Cash/service)</th>
<th>How you were selected</th>
<th>Income project</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |

|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
|                 |                                     |                           |                       |                                 |                       |                |
6.B. If in a production unit:

| Year | Tempo- | Monthly | Other | Quantum | Nature | Share capital of rary/ income | bene- of work/ of work contribution join- perma- | fits day or desi- (cash, kind, ing nent gnation service) |

7. Visit of Board of Directors/Paid staff

| Name of Person | Periodicity of visits | Purpose | Topics of discussion |

8. How you were selected in the scheme/production unit:

9. Do you discuss the problems of the work/scheme to your officers/colleagues/others:

10. Have you ever visited the office of the organisation:

11. Whether you were consulted before/during/after selection of project regarding type of benefits etc.:

12. Have you contributed anything in cash/kind to the organisation:

13. Have you utilised the project properly or not:

14. Have you received any advice/co-operant inputs for project from organisation:

15. Do you depend on organisation to purchase inputs/to sell products:

16. Do you make suggestions to officers to improve production/project:

17. What is the response of officers to your suggestion:
18. What are the ways by which you assisted the organisation to improve the programme:

19. What is the rate of your attendance in:

<table>
<thead>
<tr>
<th>Name of association</th>
<th>Periodicity of meetings</th>
<th>Presence of respondent officers</th>
<th>Presence of discussion ion</th>
<th>Topics of association</th>
</tr>
</thead>
</table>

a. Association of Beneficiaries

b. Meetings of beneficiaries by organisation
c. Village development committee

20. Have you ever contacted government offices/other offices/people outside the organisation for the programme:

21. Have you ever attended training camps/workshops/demonstration classes:

22. How many persons have you briefed about the programme/scheme:

23. What do you think about the programme:
   a. it enhances substantially income/employment
   b. partial increase in income/employment
   c. least useful in anyway
   d. not useful as a permanent remedy
   e. better to receive something than nothing

24. Why you joined the programme:
   a. to get an income/employment
   b. to associate with the organisation
   c. officers known to me compelled to join
   d. others advised to join
   e. to involve in a collective activity
25. What do you think about the organisation:
   a. a good organisation doing good to the poor
   b. an idealistic/ecclesiastical organisation
   c. an organisation of influential
   d. making organisation a facade
   e. no answer

26. Your opinion about organisational personnel
   a. easily approachable
   b. serious type
   c. bureaucratic
   d. pretentious
   e. lovable and dependable

27. Opinion about assistance for development activities
   a. external assistance is not required for my development
   b. only by external assistance I can develop
   c. development assistance makes one idle
   d. development assistance initiates self-sustained growth

28. Mention whether you have any role in the following matters: (Answer Yes/No)
   (i) In the management of production unit/scheme
   (ii) Planning the project/scheme for you
   (iii) Matters related to your production unit/scheme
   (iv) Membership in Governing Council/Board of Directors
   (v) Your advice in project implementation
   (vi) Your assistance in monitoring and evaluation of programmes

29. Whether the benefit is actually owned/operated by the respondent.

29. A If the answer is No, who is owning and operating?

30. In the production scheme, how much time you require for resource utilisation of income generation in a day?

30. A How much time others spend for the same?
RESPONDENT INTERVIEW SCHEDULE II

Attitude to Women Participation

Organisational Personnel/Development Personnel/Local Leaders/Beneficiaries

(Answer Yes/No to the following questions)

1. Do you feel that women are somehow inferior to men?

2. Do you think that women have a right in family property?

3. Do you consult your wife/consulted by husband in all major decisions at home?

4. Do you think that:
   a. Women can do their work independently
   b. Women can do their work equally with men
   c. Women cannot actively participate in social activities
   d. Women are more a liability than an asset
   e. If women are permitted for active participation they may be exploited.
   f. In development programmes women cannot be consulted for better planning/implementation
   g. Women can excel at home than at public programme
   h. Earning women has only supporting role in total family income
   i. Women are essential for economic well being of family/society

5. Do you take your wife for outing/social functions etc.? Regularly/Rarely

6. At home whether you take food jointly with family members or separately/alone?

7. Do you feel that as an earning member you have better status in your family/among relatives/in society?

8. Whether your income is inevitable for the maintenance of your family?

9. Have you any property in your name?

10. Have you any savings in your name?
11. Who takes decision regarding the following matters in your family?
   a. Household repairs
   b. Deciding education of children
   c. Purchasing household articles
   d. Taking loans/giving loans to friends/neighbours etc.
   e. Deciding manner of saving
   f. Attending functions/religious ceremonies
   g. Attending social gatherings in the village

12. a. Are you a member of any Mahila Samajam or similar organisation?
   b. If Yes, do you attend its meetings regularly?
   c. If No, what prevents you from becoming a member of such organisation?
      (i) Not allowed
      (ii) Never asked to join
      (iii) No use
      (iv) No time
      (v) Any other

13. Which of the following do you think is correct, in your case?
   a. You are very often consulted regarding family and other matters.
   b. You are rarely consulted
   c. You are never consulted

14. Women are meant for child bearing and child rearing. Do you agree?
RESPONDENT INTERVIEW SCHEDULE III
Socio-Psychological Determinants
OP/DP/Beneficiaries

1. Which of the following mass-media contact do you have?
   a. Reading habit - Newspaper/magazines/books
   b. Listening habit-Radio/TV/Cinema/Public lectures

2. Self-Esteem
   a. Useful human being to family/society
   b. Others respect/like you.
   c. Belong to a dignified family by caste/property/tradition/other excellence.
   d. Have a better dignity among colleagues/relatives/localities

3. Social belongingness
   a. You are a part of community/family
   b. You can serve society in many ways
   c. You are serving society with your limited means
   d. You like to involve in the social issues.
   e. Social chaos affect you personally.

4. Personal efficacy
   a. Capable of solving your problems independent or with consultation
   b. Capable of assisting others to solve their problems.
   c. Problems upset the mind for long time.
   d. Work will yield desired result ultimately.
   e. Better reward lead to better work.

5. What are your major activities at leisure?

6. Whether you participate in:
   a. marriages of relatives/friends.
   b. other ceremonies of relatives/friends.
   c. festivals/fairs in your area.
   d. interference in local issues if needed.
   e. clubs, library/co-operatives/religions organisations
   f. voting/election campaign/demonstration/donation
7. You cannot participate in social issues because of
   a. Shyness
   b. not required
   c. no time
   d. invites unnecessary problems to you
   e. ultimately it demands money.

8. Have you ever participated/do you participate actively in the execution of any common village work?
   If yes, specify for what purpose.

RESPONDENT INTERVIEW SCHEDULE IV

Attitude to Participation (General) - Participation Scale

(DP/OP/LL)

(Following are some statements regarding the issue of people's participation in Project Planning, monitoring, evaluation etc. There is nothing right or wrong about these statements. There is also nothing bad or good about them. You are free to record your immediate response. Responses may be recorded in numbers as (5) strongly agree (4) agree (3) no remarks (2) disagree (1) strongly disagree.

1. Peoples participation in developmental activities is quite necessary.

2. Beneficiaries are competent to participate in plan formulation and evaluation.

3. Participation will increase the efficiency of the programme.

4. Organisers of the programme are capable of knowing the needs of beneficiaries/employees.

5. People may be consulted while projects are formulated for them.

6. People have a positive role in the proper implementation of programmes.
7. Projects cannot be effectively implemented without the involvement of beneficiaries.

8. Project formulation, evaluation etc. are not highly technical affairs.

9. People are the right persons for project formulation and evaluation.

10. Participation is good and our people are competent.

11. Participation is ideal and it makes project effective.

12. Participation depends on the character and capacity of beneficiaries.

13. Participation depends on the character and capacity of both the organisers and beneficiaries.

14. Organisation cannot make a feeling of involvement of beneficiaries/employees in the programme without their actual participation.

15. Participation in project planning and implementation is not a tactical arrangement to get their confidence.

16. Beneficiaries are normally taken into confidence while preparing and implementing programmes.

17. Beneficiaries participate in planning and monitoring of projects to make them successful.

18. Since privacy, is not required in project planning and implementation, participation is desirable.

19. Organisation require beneficiaries participation not merely for the acceptance of programme and organisation among the people.

20. All projects can be implemented by people's participation.

21. Participation is possible at all stages of planning and implementation.

22. Participation gives more insight in planning.

23. People know their problems much better than the organisers.
24. People's needs cannot be assessed by the organisers better than the people themselves.

25. State your opinion about the people's participation in different stages of project of planning, monitoring, implementation and evaluation or management of production units.

**RESPONDENT INTERVIEW SCHEDULE V**

**Perception About People's Participation**

**DP/OP/LL**

(Here are few statements which may reflect your ideas about participation of people in production unit management and project planning, monitoring, implementation and evaluation. For each statement, several answers are given. You may please select by tick mark any one of the answers attached to each question. In certain cases you can even tick more than one answer)

1. What is the appropriate level of people's participation in development programmes or production unit management.
   - a. preparing period
   - b. plan formulation
   - c. implementation
   - d. monitoring and supervision
   - e. evaluation
   - f. all above
   - g. none above
   - h. few marked above

2. Who are the right people who can be permitted to participate in project planning/unit management
   - a. all beneficiaries/employees
   - b. enlightened beneficiaries/employees
   - c. local leaders
   - d. community leaders
   - e. professionals
   - f. field staff and technical officers
   - g. organisational heads
   - h. all
   - i. none
   - j. few marked above
3. People's participation varies with different stages of the planning (Yes/No)

4. People's participation varies with nature of people (Yes/No)

5. Participation varies with the nature of programme (Yes/No)

6. By people's participation in development programmes I mean

   a. support to the programme
   b. involvement of people
   c. concurrence from the people
   d. create acceptance among the people
   e. propaganda for a programme
   f. a technique to mobilise people
   g. convey information regarding programmes
   h. none above/all above/few above ticked

7. I have not actually thought about what is meant by people's participation (Yes/No)

8. No occasion had so far emerged to permit people's participation (Yes/No)

9. Please state your ideas about people's participation in development programmes - its meaning, techniques etc.
INSTITUTIONAL INTERVIEW SCHEDULE

Organisation - General

1. Name & Address of the Organisation :

2. Year of Registration :

3. Regional Jurisdiction :

4. Name of apex organisation :

5. Name of the institutions under the organisation :
   (Separate sheet if necessary) :

6. Details of Projects (Separate sheet) (First list out projects in order of completed, ongoing, commencing - with year) :
   (a) Name of Projects  
   (b) Duration period  
   (c) Purpose  
   (d) Area  
   (e) No. of beneficiaries (households)  
   (f) Cost  
   (g) Funding Agency  
   (h) Cost-sharing basis

7. Details of General Council Members (Tick mark for Directors/Executive Committee Members) (Separate sheet)
   (a) Name of members  
   (b) Age  
   (c) Education  
   (d) Occupation  
   (e) Year of first entry in Orgn.  
   (f) Year of first entry in Council  
   (g) Religion/Caste  
   (h) Approximate annual income of family

8. Details of staff (Separate sheet)
   (a) Name  
   (b) Office/field  
   (c) Designation  
   (d) Age  
   (e) Education  
   (f) Entry Date in service  
   (g) Salary  
   (h) Temporary/Permanent

9. Frequency of meeting of General Council and Director Board.
10. What are the arrangements for the training and conscientisation of
   a. Beneficiaries
   b. Programme officers/field workers

(Collect Annual Statement of Activities for previous year and other printed/Cyclostyled materials)

Institutional Arrangements

A. Preplanning Phase
1. What are the criteria to select a project?
2. How the area of implementation is selected?
3. What is the criteria of selecting target group?
4. How beneficiaries are identified & selected?
5. What is the normal method of entering into an area before selecting it as a project area.
6. Who are the persons consulted to select project/project area/beneficiaries?
7. Have you any person or group of persons competent to advise in programme planning and implementation (or else who do such work)
8. Whether you select programme and seek finance or seek project and locate people for the same or both
9. Do women given any preference while selecting target group/project? Yes/No Why?

B. Planning Phase
1. How the cost of project is (a) estimated and (b) mobilised?
2. How the number of beneficiaries and type of benefits determined?
3. Whether beneficiaries are consulted about nature and type of benefits before/during/after their selection

5. Whether training camps/get together/workshops to improve skill of beneficiaries are conducted?
4. a. Is there any committee for the programme or generally for development activities in the target area. 
b. Is there any association of beneficiaries 
c. How do you create programme awareness among the people

5. Is there any provision of meeting with beneficiaries at village/office/or group meetings

6. a. Is there anybody responsible to meet each and every beneficiary? 
b. How many times in an year during implementation period, one beneficiary is met or called to office.

7. What is the method of sharing cost?

8. Is cost sharing (in kind/cash or both) a compulsory factor in your projects.

9. Who are the contact persons (besides the field workers) for you in the target area.

10. Is there any meeting of field workers and programme officers regularly. If so, how often?

11. Is there any work diary system for field workers/officers.

12. Is there any ledger for beneficiaries maintained.

13. Who is the co-ordinator of field & office activities of the programme/organisation?

C. Implementation Phase

1. After the distribution of benefits, is there any arrangement to see that it is properly utilised.

2. Whether arrangements are made for better utilisation of benefits and who is responsible for the same.

3. Do you arrange supplementary materials and timely advice to beneficiaries.

4. What is the system of monitoring and supervision of projects under implementation.

5. Whether training camps/get together/workshops to improve skill of beneficiaries are conducted?
6. Who does liaison work with other organisations/government offices/financial institutions and have you any contact persons in these offices.

7. How do you tackle problematic beneficiaries?

8. Whether you help beneficiaries to procure materials and sell products?

9. Have you any dependable persons or institutions to get materials or sell products.

10. Have you got your own arrangements for purchases and sales for beneficiaries.

11. Have you technically competent persons to run the project or hire the service of such persons

12. To weed out the undesirable developments in the organisation, what are the motivational methods normally adopted?

13. How do you create confidence in the people to undertake schemes?

14. How you arrange supportive service to undertake schemes?

15. Have you any social education programme to equip the people for development and change?

D. Evaluation Phase

1. Whether any mechanism for follow-up of target group activities exists.

2. If yes, who are responsible for it?

3. Whether evaluation report is demanded for any project by any funding agency?

4. Have you any programme/meeting to have an evaluation/follow-up measure for the implemented programmes

5. Whether a beneficiary in one project will be selected for another project.