CHAPTER II

RESEARCH DESIGN AND METHODOLOGY

The Problem:

In an underdeveloped country like India with a huge population as high as 84 Crores by 1991, poverty and disguised unemployment in rural areas are persistent phenomena. With the heavy dependence on agriculture - which is mainly dry farming - and slow pace of industrialization on the one hand, and population explosion on the other, the policy-makers are compelled to adopt rural upliftment policies to provide self-employment and wage employment in rural areas as a major step for poverty alleviation.

The EGS of Maharashtra is claimed to be a unique programme in this direction. Its motto is 'work to the needy and wages according to the work done' (Magal Tyala Kam Ani Kamapramane Dnm) (in Marathi). This guarantee to provide work is a step ahead of the good many schemes launched in the past. Therefore, the EGS has been regarded as a revolutionary step to attain the goal of an egalitarian society against the backdrop of inequality and backwardness.
However, the loud claims pronounced at the time of beginning of the programme are diluted over a period of time. This has been the experience of many welfare schemes and rural development programmes in the post-Independence period from land reforms of the initial period to Jawahar Rojgar Yojna of recent times. The EGS is not an exception to this.

Any policy measure is the product of a cumulative effect of the prevailing socio-economic and political circumstances. It is the output function in response to prolonged inputs from the environment to a political system. Hence wherever the Government launches any scheme in the direction of improving the conditions of the people at large a section of people whose interests are likely to be affected adversely by it, tries to reduce its effectiveness. In a way it is a trial of strength between the forces of status quo and the forces of change.

Besides socio-economic aspects of such policies and programmes, it is the political aspect which constitutes the focal point in the process of its formulation and implementation. Therefore to analyse this political process underlying such schemes is very important to understand these fully. The EGS of Maharashtra is again not an exception to this.
There are interactions among various components of the scheme such as the workers, the peasants, the rural political elites, the rich farmers and the voluntary organizations working for social change. At yet another and wider level there are interactions among different sectors of the rural power structure which include: (A) political elites - (i) at the higher level viz. Ministers, MPs, MLAs, MLCs; (ii) at the district level - members and office-bearers of Panchayati Raj institutions; and (iii) at village level- Sarpanchas, Panchas, etc. (B) Administrative elites which include functionaries of development administration at different levels. As a result of these interactions a number of issues come up.

In the case of the EGS, the issues involved are: What works should be taken up under the EGS? When are these works to be undertaken? How long should they be continued? At what stage should these works be stopped? What kind of benefits be given under such schemes and to whom should these go? All such questions together form the basis of the political process of the EGS (the political process) which encompasses the interactions and reveals these issues. Obviously they demand analysis of this process on the basis of working of the scheme over a period of almost two decades.
Review of Literature:

A public employment programme, such as the EGS, is bound to be the focus of attention and attraction for different sections of society, viz. the press, the academicians, the politicians, the social workers, national and international organizations, etc. Right from its inception in 1972 to the latest controversy in 1989 over limiting the scope of the EGS works, there has been considerable writing on the various aspects of the scheme. Studies of the EGS include various approaches, different opinions, harsh criticism, with suggestions for reform, detailed reviews with regard to the emergence of the scheme, its performance and the speculations about the future. For the sake of convenience the plethora of literature on the EGS can be classified into five categories, viz.

1) Studies by the academicians.
2) Reports and Reviews by Government Organizations.
3) Articles by eminent scholars on different aspects of the scheme.
4) Information through newspapers and periodicals in the form of news items, news analysis, editorial comments, etc.
5) Literature on the EGS produced by voluntary organizations, working at national and international level.
Studies by the Academicians:

Kumudini Dandekar, a scholar and former Professor of Demography in the Gokhale Institute of Economics and Politics, Pune and a member of Maharashtra EGS Council for sometime, completed a study on the EGS in the early eighties. Her findings—based on a sample survey of 28 EGS work projects were as follows—i) The EGS earnings form the main source of income for every third worker in the rural area. ii) The wages prescribed under the scheme are much less than required for the minimum standard of living. Chhaya Datar, a social worker associated with the women studies in Tata Institute of Social Sciences, Bombay, submitted a report to the Ministry of Rural Development, Government of India, on conditions of the women workers on EGS works. According to this study the EGS is suitable for women. Therefore, the author describes them as women's work—("Bayanche Kam") (in Marathi). Many findings of the above mentioned two women scholars are almost similar. Both of them found that the number of women employed on the EGS works is more than what is reported in the government reports. About the beneficiaries of the scheme both of them come to the conclusion that there are more marginal farmers and small farmers on the EGS works than landless labourers who were conceived initially as the target group of the scheme.
V.D. Deshpande's book, "Employment Guarantee Scheme", deals with the impact of the EGS on the tribals in the Thane district of Maharashtra. The focus of the enquiry of Deshpande's work is to assess the impact of the scheme on relief from bondage - status and poverty alleviation of the tribals in the area. Deshpande points out that to overcome the bondage of tribals, they should be provided work throughout the year, but a programme like EGS fails to fulfil this expectation. Lack of planning, and of funds, non-availability of necessary implements were the main limitations of the EGS. However, according to the author, the scheme has "potentiality" to tackle the problem of tribals and, therefore, can play an important role in their upliftment. For the effective implementation of the scheme, the author suggests active involvement of voluntary organizations like Bhoomi Sena, Gramayan, etc.

Anand Nadkarni in his study, "Impact of Rural Development Programme on Scheduled Castes and Scheduled Tribes", considers EGS as one of the important programmes for these weaker sections of society. Regional variation in respect of the impact of the scheme is an important aspect of this study. According to Nadkarni the average number of persons engaged in the EGS works is higher in Western Maharashtra in comparison with other parts of the State. He further points out that in
the backward regions of Konkan and Marathwada a fairly high percentage of households experienced difficulties in getting works on the EGS projects. D.N. Kele in his M.Phil dissertation, "Employment Guarantee Scheme in Parbhani district" discusses comparative achievements of the scheme - in the normal period and in the scarcity period. He has also pointed out shortcomings in the implementation of the scheme in Parbhani district, one of the backward districts in the State. His main findings are: a large number of productive works have been completed in Parbhani district providing employment to 15000 to 20000 workers under EGS. Most of these work have been provided useful to raise their standard of living. The shortcomings in the implementation of the scheme, Kele points, are (1) lack of amenities and facilities (2) poor quality of foodgrains (3) absence of adequate supervision and inspection (4) delay in the payment of wages to the workers and compensation to the land owners. (5) The study also observes some difficulties in providing right to work under EGS.

Reports and Reviews by the Government Organizations:

From time to time evaluation of the EGS has been undertaken by the Government organizations. The reports
and findings of these studies form an important part of the literature on the EGS. The Evaluation Study of the implementation of the scheme was conducted in the seventies jointly by the Programme Evaluation Organization of the Planning Commission and the Directorate of Economics and Statistics, Government of Maharashtra. The study, conducted in two phases, covered 155 villages, 244 works of different categories and 344 house-holds in the area under study.

i) The study pointed out a gap between the need, estimate and actual man-days employment generated in 1974-75.

ii) It also revealed that the main beneficiaries of the assets created under the EGS were the medium and big farmers, not the small and marginal farmers and landless labourers as expected in the scheme.

iii) The study concluded that the rising expenditure on EGS reflects the wider demand for employment in the rural areas.

iv) About the reaction of the Central Government to this scheme, the study pointed out that the Central Government has not favourably responded to the Maharashtra Government's request for funding the scheme. The reason being, fear in the circles of the Central Government that there is a risk of opening
floodgates of the demand for assistance in similar programmes from other states.

Madhusudhan Sathe, former member of the Maharashtra State Planning Board, conducted a study of the scheme as an integral process of Planning in the State. He submitted his report to the Government of Maharashtra in 1989. The main focus of his study has been the rising expenditure but declining works and employment under the scheme.

1) According to this report though the expenditure on the EGS has increased over a period of time people do not depend much upon the EGS for employment. Instead they have shifted from EGS, either to farming on their land with some benefits of irrigation or to other works such as cane-cutting, transportation, construction, etc. Sathe’s prediction, therefore, is that there would be less and less EGS works in times to come.

11) Accepting the utility of the EGS especially in the drought situation as well as in the development of infrastructural facilities in the rural areas, Sathe has pointed out that the EGS has changed the economic life of the villagers. However, in his opinion the EGS has strengthened the regional imbalance in Maharashtra.
Articles in Periodicals & Newspapers:

The EGS has been in the limelight of public debate and intellectual wrangles right from its emergence. Amrita Abraham has pointed out in this regard that "there were as many opinions as there were economists". According to her, "more and more EGS is an expression of dynamic poverty". It fills the employment gap that regular development should otherwise fill. She gives two approaches to look at the EGS - one is the developmental and the other is additive.

Welcoming the Government of Maharashtra's decision in introducing the EGS the noted economist V.M. Dandekar remarked that "this is the basic and revolutionary decision and the state government deserves congratulations for taking a step towards socialism". He further expressed the hope that other states would also be guided by this venture. Further Dandekar strongly pleaded for guaranteed employment with living wage as a policy for the redistribution of wealth. As against this a well-known economist and former member of the Planning Commission, M.L. Dantwala, has put forward the thesis that poverty could be removed only through regular economic development programmes and the EGS has a very limited role as an additive to anti-poverty programme.

Apart from this controversy about the role of the EGS,
there are different viewpoints and criticism regarding the actual implementation of the scheme. Vilas Salunke of Pani Panchayat, a Voluntary Organization in Maharashtra, challenged the claim of a revolutionary character of the EGS and pleaded for the reorganization of the whole agriculture, irrigation and water distribution mechanism. Again, whereas the Government claims that every priority is being given to the EGS, Lina Mathai, a columnist, complains about the "pariah status" given to the EGS and supports the contention of the CPM leader Sudam Deshmukh, also the member of the EGS Council, that the EGS has lost its social utility and the humanitarian appeal. She has further pointed out that the State Government has neglected the scheme in recent times which provided in the past jobs to at least 5.5 million villagers affected by drought conditions. She also stated that the scheme is riddled with corruption.

"The Employment Guarantee Scheme which was meant to assure work to every villager above the age of 18 years has turned into another form of exploitation". This is the comment of Prakash Deshmukh and Lina Mathai in their report in the 'Free Press Journal' article. Their observations, on the basis of visits to the works, include:

a) dalits are forced to form their own gangs on EGS works;

b) malpractice is the real reason for low wages on the
employment generation as well as the overall upliftment of rural masses. The main observation of the authors is that from the beginning of the scheme the state has spent Rs. 715.43 Crores (upto March, 1983) but its effects appear negligible.

Some of the articles and write-ups in the newspapers and periodicals deal with the emergence of the scheme, giving different reasoning and view points in this regard.

Shahanaz Ankalesaria in an article has demanded an amendment in the EGS legislation "to ensure that the woman worker is given the dignity and the assistance that her dual role as child-bearer and wage-earner demands because... more women than men work under EGS". She also criticises the use of the EGS as an alternative to non-implementation of labour laws in practice. Devidas Muley argues that there should be proper linkage between the EGS and the Rural Development Programme. K.G.Pathan suggests assigning the even-skilled portion of EGS works to labour cooperatives. In a letter to the 'Indian Express' a reader described professional tax for EGS as regressive.

S.N.Mane and R.S.Solunki questioned the representativeness of EGS expenditure to the problem of rural unemployment. The 'Marathwada' daily in Aurangabad published a series of articles reviewing the implementation of the EGS works in all districts of the region and pointed out a host of problems and irregularities in the implementation of the
scheme.

Recently "Lokmat" a Marathi daily in Aurangabad, carried a series of thirteen articles named "Operation EGS". It reported the state affairs of the EGS works elaborating the incidence of corruption, highhandedness of the administration in EGS of Marathwada region.

In addition to the articles in the periodicals and newspapers the news items in the local newspapers also reveal a lot of information about the actual implementation of the EGS. They include suggestions regarding on-going works, providing amenities available on work sites, efforts to curb irregularities, corruption, wastage, visits of the EGS committee members, etc. etc.

Literature Published by the Voluntary Organizations:

Voluntary organizations, or non-Government Organizations (NGOs) as they are called, have an opportunity to perform a positive and constructive function in any democratic set-up. In a country like India with illiterate and poverty-stricken masses, their role to awaken the unorganized rural poor is also very significant. So far as the EGS is concerned, the voluntary organizations have published a vast literature on various aspects of the scheme on the basis of field work and their experience in this regard.
The International Labour Organization (ILO) and the World Bank undertook studies on the EGS and published their findings. The ILO papers published in December, 1978 pointed out some benefits of the EGS works such as a rise in land value, increase in the agricultural production due to the EGS, in addition to substantial benefits to workers, etc. As the cultivators exceed landless workers on the EGS works, the study remarks that selection of EGS workers is not on the basis of poverty but on the basis of availability of workers. The study also pointed out poor maintenance of EGS assets. Considering the flow of EGS funds to the works of water development and soil conservation, the study pointed out that the benefits invariably go to non-target groups under the given pattern of land and asset ownership in the State. The important suggestion of the ILO study is that in order to be productive, the EGS projects must permit maximum labour utilization and bestow the ownership of the land to the workers on which they work. In this context the ILO study suggested that the EGS works should be undertaken on uncultivated barren lands and finally confer the ownership of the land so developed on the landless. Many workers organizations welcomed this suggestion. However the Government did not take any note of it.

The World Bank report released in May, 1989 complemented
the EGS as a model programme. According to this report a committed programme of large scale employment with huge gathering of women workers from below the poverty line families, including Scheduled Castes and Scheduled Tribes, the Maharashtra EGS resulted into decline in the rate of rural unemployment, poverty and has led to a rise in the average of earnings of the workers. However, the study also pointed out the limitation of the programme, viz. the assets have largely gone to rich peasants. The employment provided under the scheme is seasonal and therefore, serves the purpose of absorbing economic shocks due to fluctuating agricultural conditions, according to this study.

Maharashtra Rajya Shet Majoor Parishad, Khet Majdoor Sabha, Yuwak Kranti Dal, Gramin Bhoomisena, Shramik Sanghatna, Development Group, Gramin Vikas Sanshodhan Sanstha (in Marathi) and similar voluntary organizations in the State have been closely associated with the different aspects of the scheme. They have produced a lot of literature regarding this scheme. Their constant writings on EGS highlighting shortcomings in the implementation of the scheme, evaluating performance of the works, bringing out instances of irregularities, corruptions, etc. in the working of the scheme helped to a large extent to keep a watch on the functionaries.
Thus the survey of literature on the EGS makes one thing very clear, i.e. there are a number of aspects of the scheme viz. social, economic, cultural, political, administrative, etc. and efforts have been made by numerous studies to cover one or many aspects of it. It also reflects the attempts to evaluate the performance of the scheme from time to time. The studies and other literature on the subject throw light on the effects of the scheme on various segments of society; viz. bonded labour, tribals, women, landless labourers and farmers of all categories. However, it can be said that these studies have analysed at great length mainly the economics of the EGS and also have focussed attention on gaps and deviations from the objectives of the scheme in terms of target groups, quantum of works, wages, amenities, etc.

However, behind the whole scheme there is a political process working implicitly or explicitly which is not fully explained in these studies. These are political aspects of the scheme. Even though these political aspects have been touched by some of these studies, systematic efforts in detail to reveal the role of the political process in its formulation, implementation and its political fall out, if any, do not constitute a major part of these studies.
The Objective of the Present Study:

The present study is an attempt to understand mainly the political aspect of the EGS. The emphasis in this study is on understanding the political process relative to this scheme in detail. The main objectives of the study are as follows:

i) To take a comprehensive review of the EGS as a strategy for all-round rural development.

ii) To understand and study interrelationships between different classes in the rural areas and the impact of the EGS on them.

iii) The main focus of the study would be the political aspect of the scheme: how various parts of the rural power structure seek to serve their own interests through the (non) implementation of the EGS.

iv) To highlight shortcomings and problems faced by the implementing agencies at the operational level, viz. the payment of wages, amenities, settlement of compensation cases, the role and attitudes of bureaucrats with regard to these issues.

v) And finally to assess the political impact of the scheme on the rural masses. This includes an understanding of the change in the political atmosphere
in rural areas: factionalism, party formation, growing awareness among the masses about the measures such as EGS, etc.

**Research Design and Methodology:**

In order to understand the political process of the EGS it is necessary to undertake empirical investigation of the functioning of the scheme. It is proposed to make use of the survey method for this purpose in this study as it could be the most useful and suitable method.

1) **The Universe of the Study:**

In this study it is proposed to analyse the functioning of the political process of the EGS in Aurangabad district. This scheme has been implemented in all districts of Maharashtra except Bombay. For the sake of convenience Aurangabad is selected as the representative district of the State. The EGS works have been undertaken in all eight talukas of the district since the inception of the scheme. Six out of eight talukas are declared as drought prone. Therefore, there has been a heavy demand for the EGS works in these talukas. The scarcity works in drought periods, especially during 1971-73, was a big solace to the ruralities in this district. The experience of scarcity works organized by the State government through
the EGS has developed a habit among the ruralities to
attend wage works provided by the Government. There is
a sufficient and continuous response to the EGS works in
the Aurangabad district. As many as 10,847 EGS works upto
1987 have been completed in the district since its
inception.

ii) **Empirical Survey**

It is proposed to make use of the sample survey for
collecting the necessary data. The Selective Sampling
Method is adopted to contact the respondents. Due to the
non-continuous nature of the EGS works, fluctuating partici-
cipant workers, irregularity in the attendance and poor
maintenance of records and registers, it was not possible
to use the random sampling method. Therefore the method
of selective sampling was adopted in this study.

In order to give representation to different shades
of workers engaged in the scheme an attempt has been made
to make the sample fairly wide, and as representative as
possible. While selecting the respondents an effort has
been made to include men, women, small and marginal farmers,
agricultural labourers, etc. Workers belonging to Scheduled
Castes, Scheduled Tribes were also selected. To ensure
uniformity in the list of respondents at all villages it
was decided to select ten workers from each village or
from each work site visited. Efforts were made to contact the workers at the places where the work was in progress. However whenever it was found difficult to contact them at the place of their work, they were approached in their villages; because during the period of the survey at some places the EGS works were not in progress. Thus it was the work place and not the village which was the basis of the survey.

iii) Selection of Talukas and Villages:

In order to select talukas and villages, where the works were in progress for the study, series of discussions were held with the officers concerned which included officers at the supervisory level such as the Collector, Deputy Collector, Tahsildar as well as officers of the implementing agency, viz. the Executive Engineer, Deputy Engineers, Agricultural Officers, Forest Officers, etc. The "Annual plan of the EGS for Aurangabad district" was also considered in the selection of talukas and villages. As a result of these consultations three talukas viz. Aurangabad, Gangapur and Vaijapur were selected and 10 villages from each taluka were earmarked for the study. Thus, a survey of 300 respondent workers from 30 villages of 3 talukas in the Aurangabad district was conducted.

iv) The Questionnaire:

For the purpose of a survey of the workers on the EGS
works a structured questionnaire was used as most of the respondents were either illiterate or had only attained the level of primary education.

In order to seek information from them about the working of the scheme a close-ended questionnaire consisting of 65 questions was served to the 300 workers. As far as possible not more than one person from each family was selected. The questionnaire consists of two sections, viz. 1) Personal Biodata of the respondent and 2) Questions pertaining to different aspects of the EGS. (See Appendix-II)

v) **Indepth Interview:**

In addition to the sample survey with the help of a structured questionnaire, the method of indepth interviews was also adopted. The objective of using this device was to get more information about the scheme and the reactions and the views points of the political elites and bureaucrats on various aspects of the scheme. The focus of enquiry was on the role and functioning of the particular components of the scheme.

Therefore, the respondents for indepth interview were selected from the following four categories - i) Political elites including village leaders. ii) Bureaucrats at state, district and local levels as well as officials of
implementing agencies. iii) Rich peasants from the selected villages, mainly from the well-to-do farmers and beneficiaries of the EGS assets. iv) The leaders of the agricultural workers' Union and those who organize the EGS workers in the state or district and workers of the organization at the taluka and village levels.

The selection of interviewees at village level was alone on the basis of information collected from the villages and respondents in informal discussion. As such approximately 4 to 5 prominent persons were selected from each village for the indepth interview. In addition to this, Sarpanchas of the villages visited were also interviewed. Attempts were also made to contact MLAs - past and present, MLCs and members of the Panchayat Raj institutions for this purpose. Efforts were also made to meet those MLAs and Ex-MLAs including chairman of the EGS legislative committee, who were vocal and participated in the debates on the EGS.

Among the bureaucrats, who were interviewed, include the Joint Secretary (EGS) in the Department of Planning, Government of Maharashtra, the District Collector and District Magistrate, Aurangabad, the Deputy Development Commissioner (EGS), Aurangabad Division, the Deputy Collector (EGS), Aurangabad and Tahsildars of the selected Talukas, the heads of the implementing agencies at the
district level such as Superintending Agricultural Officer, Divisional Soil Conservation Officer, Dy. Director of the Forest, Executive Engineers, Dy. Engineers, B & C, Irrigation Department etc. In addition to these, officers of the Audit Squad were also contacted and interviewed.

The social workers from organizations like Shet Mazdoor Parishad, Yukrand, and social political activists from Pune, Ahmednagar and Aurangabad were also interviewed. These interviews helped us in cross checking information and filling missing links in the process of data collected through structured questionnaire.

A list of persons interviewed is given in the appendix.

Data Processing:

The computation of the data through structured questionnaire was done at the Centre for Social Studies, South Gujarat University, Surat.

The following are the hypothesis considered in the study.

1) **Right to work**: It is claimed that the EGS Act of 1977 guarantees right to work. However, this recognition of the right to work is more symbolic than real.

2) The scheme is helpful in raising the standard of living of the poor people in rural area.
iii) The Decision Making: The vital decisions regarding the EGS works are largely influenced by the interests of local politicians; and not decided objectively.

iv) Interest Protection of Agricultural Class:

By and large the EGS works are taken up in the lean period to suit the interests of the lobby of agriculturist class.

v) Assets Creation:

The assets created - as a result of the implementation of the scheme, benefit the economically better off section of the rural populace - who already possess some assets and not the bulk of the population below poverty line.

vi) The amenities:

The MEG Act of 1977 provides for certain amenities. These provisions by and large remain on the paper.

vii) Payment of Wages in Kind:

The practice of part payment of wages in kind is governed by the interests of big farmers and traders rather than the workers engaged in the scheme.

viii) Effect on Class Relationship:

The EGS has affected existing class relations of different agrarian classes and has given rise to conflicts
between the vested interests like big land-owners and the agricultural workers.

ix) **Attitude of Rural Elites and Bureaucrats:**

The rural elites and bureaucrats have apprehension about the impact of the scheme on their own interests and therefore, discourage the proper implementation of the scheme as and when possible.

x) **Benefits to Weaker Sections:**

The scheme has proved to be beneficial to weaker sections in the rural society, viz. women and backward classes.

xi) **Integration:**

The scheme has provided a forum for rural workers to come together to solve their day to day problems of livelihood. This in turn has helped to reduce caste hatred amongst caste Hindus and backward caste people.

xii) **Migration**

The scheme has arrested the migration of rural workers in search of jobs.

xiii) The scheme has failed to create enough political awareness among the rural masses.
Chapter Scheme:

In the first chapter the importance of rural India from the point of view of Indian political economy has been discussed. The main features of rural set up relevant for this study viz. rural society and rural polity have been dealt with extensively in this chapter. It also deals with theoretical issues such as need and role of state intervention in the development process, concept of welfare state, concern of the national political elites in regard to rural development as reflected in Indian Constitution.

Second chapter; the present one - comprises the presentation of the problem of the study, review of literature, objectives of the study, hypotheses, the research design and methodology and the outline of the thesis. It gives chapter scheme also.

In the third chapter in the beginning, the profile of rural Maharashtra is presented and thereafter a brief account of rural development programme in the state has been taken as the EGS is regarded as one of the anti-poverty rural development programmes.

The fourth chapter presents the profile of the Employment Guarantee Scheme which includes discussion about its objectives, broad features, various provisions
in respect of the right to work, wages, different types of works, organizational setup of the scheme at all levels etc. It also gives information about the performance of the scheme since its inception in Aurangabad district which is the universe of the study.

Fifth and sixth chapters deal with the explanation and analysis of the data collected through a structured questionnaire and the interviews of the components closely associated with the scheme i.e. the political leaders, bureaucrats, workers from voluntary organizations. Further a detailed analysis of the findings of the processed data and tabulated information is provided. An effort has been made to test hypotheses out of these findings.

Chapter seven discusses the administrative problems of the implementation of the scheme. These are many problems that have been identified in the reports of earlier studies. To highlight these problems and grievances of the beneficiaries mainly the EGS workers, is the main function of EGS legislative committee. Therefore, efforts have been made in this chapter to deal with these problems in the light of our observations during visits to different villages and work sites.

Chapter eight is an attempt at recapitulating the entire material and findings to draw conclusions. It also
carries a few suggestions to improve upon the working of the scheme.

At the end an extensive bibliography and informative appendices are attached.
CHAPTER II:

NOTES AND REFERENCES:


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10. Dandekar, V.M., Maharashtra Times, April 30, 1972

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