Chapter 1
INTRODUCTION
Shri Mahila Griha Udyog Lijjat Papad

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Chapter 1

Introduction

1.1 Introduction
1.2 Nature and Scope of the study
1.3 Relevance of the study
1.4 Purpose of the Study
1.5 Statement of the Problem
1.6 Objectives of the study
1.7 Hypotheses
  1.7.1 Purpose of Hypotheses
  1.7.2 Premises of Hypotheses
  1.7.3 Justification of the Hypotheses
1.8 The Universe and a Sample
1.9 Research Methodology
1.10 Sources of Data collection:
1.11 Techniques of Data Collection
1.12 Review of Literature
1.13 Rational of the Study
1.14 Scope and Limitations of the Research study
1.15 Chapter Scheme
1.1 Introduction:

Since Independence all possible efforts on various levels are being taken towards the development of the country. Initial stages of independence were predominantly male dominated.

In fact the percentage of woman population India was slightly more than the male population and the level of education in women was then very low. They could not successfully make an entry and raise their voice in the process of development of India.

Even today there are few reservations for women. Also there were no compulsions of education to the women which in turn made male dominance. A woman was looked upon as a worker in the house and bringing up the children.

The Philothropists such as Gopal Krishna Gokhale, Gopal Ganesh Agarkar, Lokmanya Tilak as also Marshi Karve and many other known and unknown social elements in the society constantly brought up the subject of education to women and tried to secure for them within family and society.

The dictionary meaning of empowerment is to give power. The set up of Indian family has all along being predominantly dominated by male members of the family and hardly any empowerment in any matter was given to the women. It was only to that extent that the women were confined to the four walls of the house looking after the family was the only work entrusted to them. Thus there was no development of women in any spheres of the society.

The need of socio-economic transformation of the women in the society for accelerating development of the nation particularly developing India was thought of various philanthropists since almost 50% of the population of India consists of women and bringing such power of women in the main stream of the country could lead to better India. The empowerment of women thus became the buzzword on socio-economic background of India.

In leading societies in western countries and few eastern countries, empowering the women has led to welfare and development of these countries. While it is not enough of giving women and economic freedom for empowerment but many
other factors such as work-cultural, motivational and factors of morale and non-financial benefits are required to be highlighted in empowering the women.

On the Indian social cultural background the women have expected to carry out a large number of responsibilities in day to day life. The working women’s life style has made gross change against their traditional role as wife and mother. For fulfilling the new responsibilities to achieve peace, harmony and satisfaction, the women had to perform duties on both fronts of home and work place. Though women are a significant part of the workforce in India. They lag behind men in respect of level and quality of employment. The biological difference between men and women cannot be ignored while defining the role of women equally. Such difference is considered as vital for fulfilling any quest of empowerment of women.

The empowerment also changes the attitude, way of thinking and philosophy of women’s life. The work culture is one of the most important aspect along with the behavioral and psychological aspects.

The present research study of empowerment of women in Shri Mahila Griha Udyog Lijjat Papad (SMGULP) is based on aspect of financial empowerment of these women along with there cultural in respective productivity, efficiency and over all cultural.

Pune Municipal Corporation Area Topography
Pune is divided into 4 parts inhabitant
1) Financial rich and affluent class
2) Highly paid industrial and IT related Employees
3) Higher middle class and middle class working people
4) Lower Middle class working people
5) Just above poverty level
6) Below poverty level

1. A study of women empowerment is Shri Mahila Griha Udyog Lijjat Papad (SMGULP) is focused on fourth segment that is lower middle class people inhabitant in largely into

a. Disposed person after Panshet, dam flood in 1961 and alternate accommodation provided by the government PMC in certain areas such as Maharshinagar, Gokhale Nagar, Khilarewadi, Warje Malwadi, Kelewadi, Sutardara for Pune branch and Papadvasti, Khadakwasla, Kirkitwadi and Nanded Phata for Dhayari branch.
b. The purpose of selecting above areas by SMGULP is due to the availability of area for papad drying in front of their houses and near cleanliness of their houses and their surroundings.

c. The influx construction worked industrial workers and job searching people have also taken shelter in above areas either by renting the houses of constructing small hutments in the open land close to these areas.

d. The houses constructed by MHADA for such segment in above areas in order to support the family income the women folk are venturing into visits of money earning such as working for household of near surrounding posh areas of taking some small jobs.

SMGULP could locate these areas as target areas for finding out women for their (SMGULP) work requirement.

The basis of selecting area by SMGULP was availability of such women who were large in search of avenues. For getting income on a regular basis without disturbing their household duties and using their spare time. Also these women were not ready to go out of their areas in search of jobs and hence preferred a work which would give them such facilities i.e earning the income side by side along with performing of routine house hold activity and using the spare time for upliftment of the economic activity of the household.

Pune Municipal Corporation Area Limits :

PMC limits have been defined both the sides of Mula river as also after the sangam bridge both sides of Mula, Mutha combine. This is a rough demarcation which was earlier taken into consideration over a period of time PMC limits have increased substantially and its limit has spread upto Hadapsar on one side Mundhawa on other side Warje on third side, Sinhgad Road upto Dhyari, Pashan Road upto Pashan Sus Road, Bawdhan upto by pass way Aundh Baner upto Balewadi Stadium Shivajinagar upto Khadki Station.¹

Other centers of Empowerment for Women in Pune City :

1) Bhagini Nivedita Sahakari Bank Pune
2) Gujrathi Mahila Griha Udyog
3) Mansi Foundation for Women Empowerment in Pashan
4) Green Tara Foundation Women’s Empowerment ²
1.2 Nature and Scope of the study:

In other words by empowerment one gets power to do the things. In this context, empowerment could be of various types such as working empowerment, power to rule, financial empowerment, family empowerment, society empowerment and above all personal empowerment.

This study of empowerment of women in Shri Mahila Griha Udyog Lijjat Papad (SMGULP) in Pune is taken as financial empowerment vis-à-vis the social and economical empowerment.

The Researcher has chosen her study towards social and economic empowerment of women and some passing remarks about other types of empowerment. In this social and economic empowerment, researcher has also added impact of empowerment on the members of the family of individual women i.e. the conveniences and inconveniences which are faced by them in the efforts taken by the women concern for achieving the empowerment levels and it is true to say, that a woman who is ordinarily housewife, when gets a status as earning woman and when she has to spend sometime for earning, the family-members have to sacrifice the inconveniences arising out of such concerned women.

It took more than 40 to 50 years or even today also the women in India by and large are still living within four walls of the house, least knowing the outside world except their families and relatives.

An attempt has been made by organisation such as SMGULP and many more to bring out the women from their home and extract the skills they possess for betterment of their life thus leading them to empowerment.

1.3 Relevance of the study

1.3.1 Need of Women Empowerment

The researcher has, during her visit to the household of these areas of SMGULP for collecting certain data for the sake of the study, observed that these women have common aspects i.e. they are financially in very lower strata of the society, they are also illiterate or hardly literate and that they do have the place to dry the papad in front of their houses. Therefore there was eager to join the organisation as a sister-members since financial background of the women apparently seemed to be very low and in many cases husbands are either not working or abandoned the work. These women have number of children and many of them stay in joint families. So on
one side they were hard stuck with the problems of money, they were also engaged in the household activities and not able to take up the job outside their houses. The only remedy to overcome all these problems was to look for opportunities to work from home and in this scenario Lijjat Papad became as walk-in opportunities for these women to earn money and empowerment themselves financially.

It is observed that if somebody who has a say in the family. He/she is judged according to the income series in today’s world. Every human being demand freedom, freedom to express, freedom to move around, freedom to decide her own future, freedom to take decision also. Such freedom is available in our society if the particular human being is money earner.

In other words if she has financial problems, SMGULP has fulfilled the needs of such women who can work from their homes and has made these women financially independent.

1.3.2 Why Empowerment is not given?

As said else where, in the Indian society male dominance is much in vogue and the women of the society have no locus-standi in any decision makings nor they were entitled to interfere in any matter decided by men. In short the women in that era were made to only obey orders of men and not even raise any doubts about or questions about the orders of the men folk. That is why there was no empowerment to the women. These thoughts continued for a long time in the Indian society and it is interesting to note that such systems are still prevailing in many parts of Middle east (Arab Countries) and African Nations as also in the interior parts of India, even today male dominance is in existence.

It was also thought by, that in case any empowerment is given to the women, probably the importance of the men will be seriously affected and the ego of that importance was not allowing the men folk to part with their dominance.

1.3.3 Aspects of the Empowerment

The researcher has found large number of empowerments in this study. while interviewing the women of organisation of SMGULP while collecting the data, the women have given details and have described about the pre and post earning areas. Before they joined SMGULP, they had feeling of insubordination in the family. They were mere means of raising children and the treatment received in the family was
nothing better than the slave. They were made to work for almost 18 hrs of a day and in turn got no respect nor were they properly nourished. They were also not getting social status and were looked down by the member hoods with a different view. Equally the hardships faced by the women due to either the bad habits of the husband such as drinking and gambling, made them economically unsafe. Many of the women narrated that they could hardly think about larger houses.

The picture changed substantially after they started working with SMGULP as they received two fold support. They will be able to use their free time fruitfully while helping them to get a substantial income. The women of SMGULP has noted of confidence in expressing while talking. A woman who can take decision in the family and above all the women who were hither-to denied of the respect, are getting respect after they joined SMGULP.

This study will help women in the strata of lower middle class group earner, as a role model for others to start their own activities of income earning or joining some similar organisation who can provide opportunity from working from home thereby enabling them not only to earn money but also look after the day to day household responsibilities.

As far as other women organisations are concerned, such employment of women to work from home is multifaceted opportunities in the following way:-

1) Such women organisation need not keep large areas of their factory/ site for manufacturing activity.
2) By getting work done from homes, the women organisation will get benefits of a constant and regular supply of the finished goods.
3) By working from home the women’s organisation can do away with so many government requirements and also avoid infrastructure facilities for the employees.

As far as the study is concerned, it will also help the policy makers particularly SMGULP, the needs of the women of the both socially and financially because at present only papads are made at home. The organisation can take the benefit of such large group of women starting new ventures such as starting a chappati/khakra unit and other allied activities related to food.

The SMGULP also can start KG or other educational programmes for the benefit of the children of these women after analyzing the data provided in the study.
1.3.4 How this study will help?

1. Woman and Women Organisations:

This study will keep the women and women organisations to large extent as below:

1) As far as the individual woman is concerned, the study will benefit her to choose the direction to earnings for bringing the financial empowerment.

2) It will show the path or way as to how she should deal with the harassment from men in the family and elsewhere.

3) The women will have power to take decision and she can take independent decision after she starts working and earning for herself and the family.

4) It will not be necessary for the women to remain in the four walls of their house and she will be able to breath the fresh air freely in the society.

5) Within a period of time this women can also be a leader to other women and free other women from male chauvinism.

As regards the empowerment of women in the society vis-a-vis their usefulness to the women’s organisation, it is seen that such empowered women becomes a role model to the women’s organisation. Lijjat has played very active role in empowering almost 44000 women of this country, Such empowerment of the Lijjat’s efforts are being copied down by number of organisations such as activities of Self-Help-Group.

It is estimated that such empowerment will relieve the government’s efforts or problems in providing employment to the women to a large extent. As per the constitution of India every human being irrespective of men and women, has right to food shelter and clothing. Besides the Government’s approach to provide employment to the women of this country, Government will keep assisting the women’s organisation and individual women by way of financial support as incentives.

2. To the Government:

This study of empowerment of women in Lijjat papad when published will definitely help the policy-makers to understand the subject in full and is expected by the researcher that government policy-makers will make enactments to support the women in various ways.

While there is ministry in the government which looks after the welfare of children and women the work of the same is not getting percolated down to individual women of the country, least it is known to the women’s organisation including Lijjat Papad.
What Lijjat Papad has done to empower its sister-members is a glaring example of what the women’s force can do making quality papads such as Lijjat Papad, Sasa detergent, Lijjat Masala’s, Lijjat Atta, Lijjat Chappati.

3. To the Researchers:

The study will also be helpful to the researcher and to find out direction towards achieving greater empowerment to the women of this country. In fact further research study can be taken by the researchers of various other organisations which are presently working with the cause of upliftment of the women in various directions. To name a few they are:

a) Bhagini Nivedita Sahakari Bank
b) Ahmedabad Women Action Group
c) Economic Rural Development Society
d) Gram Chetna Kendra
e) Swadhar
f) Chaitanya Education and Rural Development Society

As far as education is concerned, it was well started much before the independence by Late Shri Marshi Karve. He professed that women should be given education to sustain the economic growth and also make them independent. Also prior to these, the social reformers such as Gopal Ganesh Agarkar, Gopal Krishna Gokhale cause of the women and brought before the society the need to remove the plight of the women. Later in the post independence era the government drew plans not only to educate the women but also to make them socially aware of various challenges including family planning. The education in India has played significant role by publishing various articles thereby bringing the difficulties of the women in the foreground and insisting the government to take interest in women’s empowerment both socially, economically and educationally.

4. To the society:

The empowered women is an asset in other words such women have novel ideas to bring about the change in the society for its refinement towards its approach in treating the women. The society which was either too infested by the male dominance has now started thinking now rather have directed their efforts towards the lowest women in the starta of the society so that irrespective of the government responsibility has been shared by the society to the larger extent.
1.4 Purpose of the Study

This study of the researcher is aimed at bringing out the growth of empowerment physical, mental and financial.

Particularly the researcher has studied in depth in the monetary empowerment and its impact on the family and the society since studying the physical and mental empowerment is very different considering the educational back grounds of the sisters-members in SMGULP.

The researcher has tried to show by this study the empowerment created among the section of the women (sister-members of SMGULP) as the researcher could get a group of the women in SMGULP not only for the purpose of this thesis but also to thoroughly understand the past and present of these women.

The questionnaire devised by the researcher for extracting the data from the women of the organisation their family members the directors (Sanchilikas) and also certain staff members of the organisation and the copy of the questionnaire is annexed to this research study.

1.4.1 Women (Sister-members) :

For the study of this thesis, the questionnaire was aimed at sister-member from the point the women joined the organisation and her empowerment at that particular time and growth in the empowerment over a period of time, the growth in the family and the present status of the family as also the women’s overall improvement financially, physically and within the society. The women interviewed by the researcher were encouraged with the questionnaire and have provided lot of information about themselves and their family members.

1.4.2 Directors (Commonly known as sanchalika) :

Separate questionnaire, as per annexed, was discussed with the Sanchalika of the organisation to know the varacity of the information given by the women in the organisation.

The Sanchalika has not only endorsed the information but has also told the researcher that the organisation respects the sister-member as owner of the organisation. In such situations it is the responsibility of the organisation to look after the overall development of the sister-members besides the financial development.
1.4.3 Organisational efforts:

The organisation has included the health as a primary development. Education thereafter and the status of the women in the society, besides the amount given to the sister-members for rolling papad. The organisation also insures a woman against accidents and health issues in addition to this the organisation has certain funds created for terminal illnesses of women.

While the organisation acknowledges the efforts of the women by momentary support to the women. It was felt necessary of creating a shelter to the women in their old age whose children refuse to take their responsibility. This is a step-forward to see that till the death of the women she should remain empowered.

1.4.4 Impact:

Generally it is seen in any organisation that there exists employer-employee relationship. In other words the employee puts in his/her work and the employer pays for that work and the relationship ends. Which in other words can be described that it is a temporary phase of the relationships and such relationships ends no sooner the employee resigns/retires or dies.

It is said to be a life-long bond relationship. Irrespective of the fact that the women resigns or retires; She is cared by the organisation wherever she needs such help.

1.4.5 Lesson to be learnt:

The researcher has found that the study of SMGULP shows emotional bonding within the organisation and the women which is very important in human being in his or her life.

Mere financial empowerment does not fulfills all the requirements of life and support from the organisation during the difficult periods which makes lot of difference since it is not merely a commercial transaction but it covers a sentimental approach of the organisation. The organisation has also shown with its ample illustration that ‘sharing is caring’. It shares its profits every year with the women of the organisation which is over and above the amounts for work put in these by women.
1.4.6 **Can this be initiated:**

The empowerment whether financial or any other type, needs to be percolated down to the lowest strata of the society considering the image of new India where every effort is being taken to change the facet of India, in the light of taking this country to number one position in the world. Despite the fact that along this date, though India lacks much behind the developed countries in regard to education, health Population (Higher % of Population). It has strived to show much higher position in the field of economy and more importantly the human resources. At present in India, it has the largest percentage of manpower in the age-group of 24-40 and thus ranks number one in the world. It is estimated that over a period of next 10 years the entire world will look to India as a leader nation.

Considering the above position exercise of empowerment of women initiated by organisation like SMGULP is a commendable exercise and government of India is trying to get this as role model and implement newer schemes keeping the women of this country at a center point.

Thus such exercise of empowerment which has become successful venture and has been already practiced in SMGULP, will not have any question mark as to whether this can be implanted.

1.5 **Statement of the Problem:**

A study of women empowerment in SMGULP within Pune Municipal Corporation Area. The overall study of the present role of women empowerment in this organisation was conducted. This study covers the importance of women empowerment, impact of empowerment, problems of women, how the organisation have been set up for rapid progress and needs improvement and appraise organisational effectiveness.

The basis of starting of the SMGULP was aimed at upliftment of the women who could not take education and could not do any work for earning money by leaving their household activities i.e going out for work.

Such women, who were deprived of financial independence, were focused by SMGULP to create quality product known as Lijjat papad which is used to be basically women’s domestic work in good old days. The women folk in the cities as also in villages were making papads in their houses. This activity was taken upon to
SMGULP when thought of starting an organisation of the women, for the women and by the women and helping them to earn respectful self employment.

The activity of rolling papad and earning livelihood out of this activity without investing any amount of their own as also without employing machinery etc but using their free time out of household activities, to roll papads was new concept and hence was accepted by the women and it was cake walk for these illiterate and semi-illiterate women for earning money.

The activity of the making papad though seemed to be very easy in initial stage of joining the organisation, later considering the required equality of Lijjat papad, it created mixed reactions in the minds of the members in the initial period of starting the activity. However, over a period of time, these women overcame such problems as they found that by spending few hours of the idle time, if they can earn handsome income, without disturbing their household activities such opportunity should not be lost, and hence they mustered as members of the organisation

1.5.1 Present role of the women SMGULP

1. The status given to the women in the organisation being that of sister owner basically helps these women in multiple ways. Firstly there was total freedom of timing to attend to the organisation office and to collect the dough for rolling papad at their home.

2. Secondly the choice was given to the women as to how much papad they would like to roll in a day and accept Mehnatana accordingly i.e if women’s capacity to roll papad is higher. The choice is given to the women to accept higher quantity of dough resulting into higher Mehnatana to her.

3. Thirdly having status as a sister owner of the organisation means, there is no retirement age nor there are no compulsions such as notices etc. to be given for quitting the work. Which means it is the work ‘At will’. This way it does not bind the women in any liability or obligations of any nature whatsoever to the organisation.

4. Fourthly Pune being a compact city and that transportation facility though are available easily, still the organisation i.e. SMGULP has its own fleet of buses to transport these women from their homes to the doorstep of the organisation and back. The reason being is to cut down on the time for attending to the organisation.
5. As has been said elsewhere the organisation has selected or enrolled women in the vicinity of the organisation work place. Another aspect in the selection, criteria that those women have place in front of their residences they will be able to dry the papad in open.

6. The climatic conditions of Pune has also helped the empowerment of the women since not all the days are rainy season as such. This women can or do the work during monsoon also and earn the income. The average income earned by the women in SMGULP comes close to minimum wages for semiskilled workers.

7. Besides the Mehantana these women are also are entitled for share in the profit of the organisation (they being the sister-members) which is a quiet and a handsome amount and takes care of their expenses towards the education and medical expenses of the children.

8. The women are also insured by the organisation for any accident or medical since in Pune they are exposed to such kind of risks.  

1.5.2 **Role played by women for achieving the empowerment**

Being illiterates or semi literate there was no scope of getting gainful employment except they could do the jobs of domestic helper or job such as sweeper etc. Some amount of money (not exactly the amount of money in SMGULP) could have been earned by the women but at the cost of leaving their homes for attending the duties and in turn they will not be due to complete their responsibilities towards the households. By working as the sister member in SMGULP. It is not only that the financial empowerment comes to the women but also status in the family and society goes up. They are looked upon as creative women or dynamic women equally they become the proud of the product they manufactured which has given the financial status of empowerment.

1.5.3 **Impact of women empowerment**

Before the financial earnings were received by these women, while the home front i.e. the upkeepment of the home was the only activity of the women and also being uneducated they were not able to look after the education of their children. Now with the financial empowerment they can sustain the growing inflation in day to day activities. Rise in the income of the family has made these women not only self
dependent but also give better education in look after their own selves health. In fact these women have earned a status of an earning women.

1.6 Objectives of the Study :

1. To Study the existing functioning of Shri Mahila Griha Udyog Lijjat Papad (SMGULP)

Before the work of studying the empowerment of women in SMGULP. It is desired that the existing working of the organisation needs to be studied. A research study was undertaken in this matter and it is revealed that the main emphasis of the organisation is to provide respectful self employment to the women irrespective of education caste and religion. It was also thought of providing such empowerment from their homes thereby trying to equate the women’s responsibility towards the household duty visa-a-vis earning money.

Initially the organisation started with the product known as Lijjat papad which would be rolled and dried in the Area of the household of the women. Such activity did not required lots of space nor it requires any skills.

Also for those women who could leave their houses come together in manufacturing activity products such as detergent, Gehu Aata and Spices and also bakery product manufacturing was through or by the organisation. These activities being centralized activities, need large space also machinery etc. and hence those women, who cannot roll sufficient papads in their dwelling places, preferred to join organisation for the above work to earn gainful employment. Also SMGULP made compulsion of women involvement in all such activities irrespectively of their educational level.

2. To study the status of women empowerment in the organisation.

The objective of the organisation is for the women, of the women and by women and the organisations name being that of the Shri Mahila Griha Udyog Lijjat Papad (SMGULP). It is always the women’s work in the organisation and men have no role to play. The constitution of the organisation only discusses the involvement of the women and their enrollment in the organisation. Their duties and responsibilities towards the organisation. The hierarchical system is gone in the constitution shows that even in the apex level, it is none else than a woman. The constitution is at promoting respect and responsibility for the women. It is not only the financial
empowerment that is drafted out the constitution causes but a system of promoting overall development of the women.

Programs such as promoting education amongst the women, the overall health of the women and social development of the women have been thought of while charting out the constitution of SMGULP and for this purpose women of SMGULP have been described as sister members thus giving this woman a status.

The financial earnings of individual woman depends upon the amount of work undertaken by the woman according to her ability to do so. It has been observed that a woman has to roll minimum 5 kilos of papad everyday depending upon the capacity of the individual women, higher amount of work is also allotted. such woman therefore get higher emoluments. The financial empowerment in the women of SMGULP therefore depends on the amount of labour put in by them in producing end products that is papad. It is also seen that while women try hard to get higher emoluments, their husbands or main folk in the house do not necessarily support their activities or it is also seen that in many of the women’s families, the husbands do not perform any work but depends on the women’s income. There are cases where the husbands have abandoned their wives or are in habit of consuming liquor etc.

Children’s education being of prime importance and that the women or particularly the mother’s have understood such importance, these women try every bit to get their children educated properly. In society, now a days we observe tendency of mothers to abandon already existing gainful jobs in order to look after the aspect of education for the children due to competitive era.

In fact all the mothers, right from early childhood of the children try to provide best education to their children since every mother wants her child to be competent and women of SMGULP are no exception to such minds of the mothers. Therefore, papad rolling work is the activity as a way for earning money and also looking after their children’s education, health upkeepment etc. Empowerment of women in overall system of SMGULP plays an important role not only financially but also raising the standards of the family members through such empowerment.

The overall system of SMGULP or for that matter the main theme of the organisation, is directed towards upliftment of women socially, financially and in the family. By social empowerment, it has been proved over a period of last 50 years that mere designation of calling themselves as sister members of the organisation has given status to them in the society. Though the work of rolling papad seems to be
simple way to earn money, when it comes to creation of quality products known as Lijjat papad, the women of SMGULP take pride in the society of such quality creation.

Economically these women may not have been earning in terms of the labour spent in rolling papads but the fact remain that for two basic reasons they are getting attracted to work in SMGULP. One being working from home vis-à-vis looking after the family and performing household duty and in the process also earn the money. Secondly being that majority of women being illiterate or marginally literate, getting employment would have been difficult. Since even if such employment is offered they would not have been ready to leave their houses.

It has been observed that those women who opt to go out in search of employment and when get such employment, exert too much in fulfilling the needs of employment. The constraint of low education even if it is overcome the fact remains that physically these women do not gain but on the contrary loose the enjoyment of life.

The family wise achievement of individual women if seen in broader spectrum, one will observe that she becomes the main support of the family and commands respect not only in house hold but also in the society.

The organisation has given the status of sister-member to the women and also allowed share of the profit of the organisation with her. This itself is empowerment available in various ways. The first being the feeling of ownership without investing any amount the second being getting social status and above all getting respect in the family. 4

3. To Study the impact of women empowerment on different stakeholders, i.e Society, Women Organisation and their family of the respondents.

This could be seen through the studies of the questionnaire of the sample survey taken in which it is seen that in amongst the interviewed women who have equivocally informed the interviewer that after joining SMGULP their financial empowerment is increased to quite an extent. Firstly the women were totally dependent on the income of their spouse and numbers of cases as said elsewhere were in other financial difficulties. After she started earning the income and vast change has occurred in the family.

The children who were earlier being educated or admitted in the municipal corporation schools have now been admitted in private school’s known to thereby achieve better education, modernism and leading to a better life than what it was
earlier. Also in their houses a vast changes have appeared taken place such as of different gadgets and entertainment utilities such as TV etc.

Also it has been observed that there is good amount of impact that has taken place in the family planning. Besides this also it is observed that these women are having the authority/ voice in the house and have brought down the bad habit of the spouses (such as drinking and gambling) since she has shown her independence in respect of financial empowerment.

As long as these women use to sit at home without doing any gainful work in the house. They were not aware of outside world and were not significantly known in their area of outside world and area near their of residents. However, after starting working with SMGULP and achieving the desired financial independence the society around her started to acknowledge her efforts and socially she stared getting some amount of respect.

4. To study the change in socio-economic status and standard of living of sister-members

The economic status of the women working in SMGULP before becoming the member of the organisation was shattered in the absence of any earning member in the house or the low earning of the head of the family. There are cases of malnutrition of the children due to such poor financial conditions. The income so earned by the women eradicated poverty in the house to a very large extent. While the women had ability to work hard, there were no avenues of any employment, considering the educational level of the women. The work of papad rolling and that too from their houses has gained marked response by the women. The organisation has achieved higher and higher sales due to increased number of women working for the organisation and getting benefit not only the daily mehanatana but also share of profit disbursed by the organisation to them in the form of cash and kind.

The gap of income and expenditure of the household of the women has been largely reduced due to the economical empowerment of the women.

The health of the women and that of the family is seen to have improved to large extent.

The educational achievement of the children of these women is rapidly growing and most of the women have successfully educated the children beyond school education. It has been observed that while in women in SMGULP may not
have basic qualification but her children are able to get higher education thereby leading to getting better employments.

Social condition of these women has metamorphically changed after they started working with the SMGULP. Since they could not interact with fellow sister members and know about the condition of surrounding. Prior to working in SMGULP knowledge increase to larger extent because of the daily attending the organisation center for colleting the papad dough. She has also observed the slow change in the society approach towards her and her family. Since she was uplifted from the shattered position to the comfortable position.

The society also took the note of women’s efforts for achieving these empowerment. The social responsibility within the women started multiplying as much as she has slowly reached the center stage from back stage.

As said elsewhere the basic education of sister member of SMGULP is very low. Few women have hardly any educational background. Almost 60% of them being illiterate or hardy literate due to which getting them employment except if they work for some housework for middle class to higher class families. Irrespective of any amount of the work they will be putting in, still they will be receiving very less income from such household work (cleaning of utensils and washing clothes, cleaning house etc.). Also for such work they have to leave their houses. Hence they won’t be able to look after their children their family.

They have therefore opted to work for SMGULP and earn income. While such income in many other families is an additional income over and above the income of husband or the grown up children. In some cases where the sister member is widow or divorced or the husband is addicted and does not work at all, in such cases this income from SMGULP is the only income in the family and has supported family.

The sister member of SMGULP after receiving such income has made marked change in her standard of living in respect of the schooling the children, the upkeepment of the looks, as also the physical health of the family. The work in the SMGULP being ‘At Will’, the more papad is rolled by the women hence there is more generation of the income. Hence basically, income depends on ability to more rolled papads. The higher the income received by them after meeting the expenses of household goes in to saving, since during rainy days such saving is required as the women of papad rolling and drying gets slow down considerably due to rains.
With the change in the income, apparently it is seen in terms of better clothing and also few ornaments, better housing and higher education to children. The standard of living of this women in SMGULP has gone up and marked difference is seen in their housing educational facilities given to the children. Prior to the change in income i.e prior to working in SMGULP, the financial condition of the family was at the lowest ebb.

It has been observed that women have stared giving more emphasis on higher education of the children, since they are aware that in future only education can help their children for achieving empowerment or professional work and also the change in income helped these women to marry their daughters in good families and given them a better future.  

5. To make suggestions and recommendations to improve overall performance of SMGULP.

1. At present a new comer in the organisation is trained to rolled the papads by her neighbours and hence the perfection in the process takes quite a long time as also the neighbour women gets the benefit of the assistance of the trainer. It is suggested that training should be given in the initial stages of joining the organisation.

2. To provide shelters at the places where sister-members wait at bus stands.

3. To provide till (sesame) oil to sister-members for the process of rolling papad.

4. To open a dispensary with the premises of SMGULP for casual sickness of the women to the sister-members.

5. It is observed that there are some sister-members who have become old and cannot effectively roll the papads. Such women if given the work of packaging or dough-making process they will be able to continue getting empowered.

6. Checking of the papad at the residences of the sister-members is done by only to sister-members. It is suggested that the overall improvement of the quality of the papads Senior sister-members be given the duties of checking papads in their vicinities considering their expertise.

7. Some festivals are celebrated within the premises of the organisation. It is recommended that more and more sister-members are involved in such celebrations to make them feel their involvement in the organisation.
8. At present under the system of calling the sister-owner. They are deprived of their legitimate dues/retirement benefits.

9. Organisations should make provisions of creation of funds which can take care of parting benefits to the women of the organisation.

1.7 Hypotheses:

1) Shri Mahila Griha Udyog Papad (SMGULP) is instrumental in socio-economic development of their sister-members.

2) There is relationship impact of the sister-member on their family.

1.7.1 Purpose of Hypotheses:

As said in the hypothesis study as above, the purpose of Hypothesis is distantly clear right down to say that it is well known as every woman has sense of creativeness as also desired to work shoulder to shoulder of men. However such opportunities to work till the last era of the century was restricted upto the level of educated women and uneducated or low educated women did not get any chance to work and earn some money despite their abilities to do so. In other words such women were trying to overcome the financial problem in their families and had shown their readiness to go out of their houses in search of empowerment. They were denied the work.

The researcher has found that the SMGULP which has shown tremendous growth over the period of last 50 years, kept open its door to these women and made them financially empowered.

1.7.2 Premises of the Hypotheses:

1) Women (sister-members): The structure of empowerment in women of SMGULP is not equal at all levels i.e. it varies from women to women. This is evident from the data collected by the researcher that few women who were satisfied with their limited requirements of money are doing much lesser amounts of work in SMGULP then those who are striving hard to get more money and are ready to do higher amount of work.

By and large the empowerment of women in SMGULP differs from woman to woman. The reasoning of the study by the researcher is two flanged i.e. on one side it is higher and another side it is lower. It also means that as seen in the society,
depending upon the requirement of empowerment, the work is performed. The researcher has tried to show the reasoning of the statement made in the hypothesis.

1.7.3 Justification of the Hypotheses

1) The researcher in this study has tried to justify the hypothesis claimed by her and is given below. The first and the foremost hypothesis in this study is the one which can not be described in the words as researcher have seen glowing faces of the women those are working as sister-members of the organisation.

The other way round, the researcher has also compared the income level of the women who are not members of the society and such comparison has been brought out in this study as under.

a) These women who are member of the society were found to be getting empowerment in most respective ways.

b) For financial empowerment, those women who were not members of the society were working very hard to meet the day to day expenses.

c) The members of the SMGULP has liberty to do their work where as those were who are not the member of the society struggle very hard to reach level of the female of SMGULP.

Over a period of 45 years of existence of SMGULP in Pune thousands of women joined, the organisation to get a respectful self-employment coupled with their domestic responsibilities. The SMGULP has achieved a balance between both the responsibilities of the women by providing them the work at their residences by which these women are able to look after their residences by which this women is able to look after their household duties and simultaneously can work from home to get financially upright.

The social development of these women has also been looked after by SMGULP. Considering their educational defiency and the knowledge etc. The organisation has been holding classes for primary education to these women as also awareness in respect of family planning and health management of the women. It has drawn plans for overall development of women and inculcates the habit of savings which hitherto was not practiced by these women. The foremost social responsibility by the organisation is to make these women internally strong enough to impress in the society their status. (i.e. Women of this organisation are called sister-members of the organisation.)
2) It is by and large observed that as long as the person does not bring monies he/she is not respected in the family, leave alone with relatives. The economic upliftment of these women has sharply increased the relationship in respect of these women and substantially since she is money earner in the family and within the family there is great impact of this which increased is the decision making aspect of the women in the family.

1.8 The Universe and a Sample:

For the study the researcher is following purposive stratified random sampling method and collected the information from two centers respectively Pune and Wadgaon Dhayari. The third centers were recently started. The name of the centre is Hadapsar.

Total 3 areas are authentically verified for rolling papad population which areas are known as Prabhat Road (846), Wadgoan Dhyari (745), and Hadapsar (137). A total number of sister members about 1728 out of which sample survey of 432 women is conducted for the research study.

For the total members in the organisation. Data is collected 25% of the total population which is sufficient for Data analysis and interpretation. The pilot study of 50 sister members was also conducted for the Data analysis.
Table No. 1.1

Sample Size

<table>
<thead>
<tr>
<th>Area</th>
<th>Total Population</th>
<th>Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prabhat Road</td>
<td>846</td>
<td>199</td>
</tr>
<tr>
<td>Wadgoan Dhyari</td>
<td>745</td>
<td>196</td>
</tr>
<tr>
<td>Hadapsar</td>
<td>137</td>
<td>37</td>
</tr>
<tr>
<td>Total</td>
<td>1728</td>
<td>432</td>
</tr>
</tbody>
</table>

Graph 1.1
Table No.1.2
Area wise Classification of Sample Size

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Area</th>
<th>Prabhat Road</th>
<th>Wadgaon Dhyari</th>
<th>Hadapsar</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Balajinagar</td>
<td>-</td>
<td>4(2.04)</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Dattawadi</td>
<td>17(8.54)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>Dhayari</td>
<td>-</td>
<td>8(4.08)</td>
<td>-</td>
</tr>
<tr>
<td>4</td>
<td>Erandwana Gaonthan</td>
<td>11(5.53)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>5</td>
<td>Ganeshnagar</td>
<td>14(7.4)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>6</td>
<td>Gokhalenagar</td>
<td>51(25.63)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>Gore Budruk</td>
<td>-</td>
<td>5(2.55)</td>
<td>-</td>
</tr>
<tr>
<td>8</td>
<td>Hadapsar</td>
<td>-</td>
<td>-</td>
<td>18(48.65)</td>
</tr>
<tr>
<td>9</td>
<td>Jambhulwadi</td>
<td>-</td>
<td>8(4.08)</td>
<td>-</td>
</tr>
<tr>
<td>10</td>
<td>Janta Vasahat</td>
<td>23(11.56)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>11</td>
<td>Janwadi</td>
<td>32(16.08)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>12</td>
<td>Katraj</td>
<td>-</td>
<td>32(16.33)</td>
<td>-</td>
</tr>
<tr>
<td>13</td>
<td>Kelewadi</td>
<td>13(6.53)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>14</td>
<td>Keshavnagar</td>
<td>-</td>
<td>-</td>
<td>14(37.84)</td>
</tr>
<tr>
<td>15</td>
<td>Khadak vasala</td>
<td>-</td>
<td>48(24.49)</td>
<td>-</td>
</tr>
<tr>
<td>16</td>
<td>Khilarewadi</td>
<td>10(5.03)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>17</td>
<td>Kirkatwadi</td>
<td>-</td>
<td>25(12.76)</td>
<td>-</td>
</tr>
<tr>
<td>18</td>
<td>Kolhewadi</td>
<td>-</td>
<td>13(6.63)</td>
<td>-</td>
</tr>
<tr>
<td>19</td>
<td>Kondhawadi</td>
<td>-</td>
<td>19(9.69)</td>
<td>-</td>
</tr>
<tr>
<td>20</td>
<td>Kothrud</td>
<td>10(5.03)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>21</td>
<td>Maharshinagar</td>
<td>7(3.52)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>22</td>
<td>Nanded Fata</td>
<td>-</td>
<td>11(5.61)</td>
<td>-</td>
</tr>
<tr>
<td>23</td>
<td>Papad Vasti</td>
<td>-</td>
<td>-</td>
<td>1(2.07)</td>
</tr>
<tr>
<td>24</td>
<td>Paud Fata</td>
<td>8(4.02)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>25</td>
<td>Satavwadi</td>
<td>-</td>
<td>-</td>
<td>3(8.11)</td>
</tr>
<tr>
<td>26</td>
<td>Sinhgad Road</td>
<td>-</td>
<td>8(4.08)</td>
<td>-</td>
</tr>
<tr>
<td>27</td>
<td>Sutardara</td>
<td>3(1.51)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>28</td>
<td>WadgoanBudruk</td>
<td>-</td>
<td>15(7.65)</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>199(100)</td>
<td>196(100)</td>
<td>37(100)</td>
</tr>
</tbody>
</table>

Note: Bracketed figures are indicating value in percentage.
There are more number of women in the area of Ghokhalenager Janwadi due to proximity of distance between these area and Prabhat Road. Also there is abandoned space available in their courtyard facilitate the activity of papad drying.

1.9 Research Methodology

1. The methods adopted for this research study are as under:- i) Personal Discussions with H.O. administration dept which has put in more than 35 years in various assignment in the organisation. During the course of the discussion certain material reference manual report and research work of some writers who have written articles on the organisation were collected

2. A questionnaire was prepared to collect the data in regard to the factual reports of women working and such data is produced in Tabular form. To arrive at certain conclusion the sanchalika of the organisation was interviewed who too has faced the deals of financial ups and downs and had also family turbulence (disturbance)

3. Suvery- the women who were asked questions from the questionnaires, fully supported the survey and gave detailed answers to the points raised in the questionnaire.

4. Interviews and discussions- Before preparing the questionnaire for conducting suvery for this research study, formal discussion were held along with the interviews with the responsible officials of the organisation and also with the clericals, subordinate staff who were in contact with these women on day to day basis. This way the peripheral data was collected to frame the questionnaries as the organisation does not allow any vital information to be disproportionate or false/reproduced. The officials also expressed their opinions without any hesitation during the interviews held with them by the researcher. In fact more information than envisaged was obtained through such interviews

The website of the organisation was also visited to obtained latest information as also the organisation pamphlets were gone through to collect further information.

The secondary data was collected through website on the subject of women empowerment through different organisation. Certain articles published by some writers on women empowerment was also gone through.
The secondary data was collected through Library, for literature review the material was collected by referring books and reports from different Libraries of University of Pune, BMCC and Ramkrishna More Akurdi Library etc.

The data was collected through websites and internet, also the information was collected though Annual report of SMGULP, Frequently Asked Questionnaire (FAQ) about SMGULP and also prepared and published by friend of SMGULP, September 2004.

Thus the data collected has been arranged in a tabular form and analysed by using appropriate statistical tools and result have been arrived at.

1.10 Sources of Data collection:

i) Primary Data: Data is collected through Primary as well as Secondary sources. The Primary Data is collected through interviews of sister members. The researcher has personally visited three important centers and practically observed working of the organisation. Data is collected through interviews and discussions held for obtaining information with the officials and clerical staff of organisation such as managerial staff, Managers and officers (Supervisory staff) A Questionnaire is circulated among and the sister-members and Sanchalika of the organisation.

ii) Secondary Data: The Secondary Data is collected through library. For Literature review the material is collected by referring books and reports from different Libraries of viz. University of Pune, BMCC and British Library etc. The Data is collected through Websites and Internet also the information is collected through Annual Reports and Frequently Asked Questionnaire (FAQ) about Shri Mahila Griha Udyog Lijjat Papad (SMGULP) and also various books of the organisation.

1) The researcher has gone through various articles published by eminent researchers in the field of women empowerment and after studying this information the researcher could get large source of information about the empowerment of the women. The researcher tried to correlate such secondary information with the questionnaire framed by her. so as to complete the required data.

2) The researcher has also gone through the SUOMOTU document framed by SMGULP which among many other things puts sufficient light in duties of these women. In this document. It has been made amply clear that any women
irrespective of whether she is papad rolling women can reach to the height of becoming the President of the organisation. since the organisation is based on democratic structure where elections are held every year, any women can contest these elections.

3) The document SUOMOTU enlists number of duties and responsibilities on these women to make them strong enough in the society.

The researcher has also gone into the booklets issued by the society in search of the Sarvodaya and Basic Principles and Philosophy of the organisation which are the guiding principles to the women of the organisation. The literature entitled ‘Basic Principles and Philosophy of the Organisation’ has inculcated in the women of the organisation the sense of responsibility they should carry and the benefits they should derive.

1.11 Techniques of Data Collection:

The Researcher has analysed the data by using simple statistical techniques and ANNOVA test for drawing important finding and conclusion and also testing hypothesis. The primary data is collected through questionnaires circulated among sister-members and sanchalika of SMGULP. The questionnaire was designed with a view to collect information about the overall working of SMGULP and also socio-economic conditions of sister-members who are involved in the working of SMGULP. Questionnaire is divided into A)Personal Information B)Information about SMGULP C)Perception of Head of Family about general development of sister-members.

The researcher also personally visited three important centers of SMGULP and practically observed the working of the organisation and also collected data through interviews and discussions held with managerial staff, sister-members and sanchalika of the organisation.

1.12 Review of Literature:

The research work in this subject is based on published literature and books, periodicals available from SMGULP particularly in regard to the empowerment of women in SMGULP as also working as SMGULP equally in order to support the subject matter references were made, certain information on internet as also certain
writer’s views where searched into as per the webibliography. The research was also made in articles written by certain eminent personalities.

The list of literature shown in the annexure deals around the subject of empowerment in various areas.

The articles published by the learned authors have a common approach towards the various areas where there exists the need to empower the women. The ways and means to tackle the empowerment of women and also the study of women in various industries by way of hard work, how the women are successful in empowerment themselves in social economical and family fields.

Considering the vast population of India and slow educational movement amongst the women in India, The percentage of the women, particularly working women in various fields is fairly low against those at home without any work formers percentage is very low.

The authors have thrown light on the plight of the women remaining within four walls of the houses via-a-vis of those women who are working in agriculture and other activities. It is observed that the researcher could not find the specific study of women empowerment focusing on social-economic problem of women. Hence this topic has got importance. The role of women empowerment to change the pace and pattern of society has become predominately important.

While reviewing the literature it has been observed that no particular study of women in Lijjat has been undertaken by anybody.

i.e. a) Representation of the organisation in every state through India.

b) Over 44,000 women received respectful self employment throughout India.

c) It is observed that manufacturing of quality product known as Lijjat Papad and allied activities.

d) Sale of over 750 crores.

1) Article ‘Empowerment of women through, employment’ Shree C. Muthuraja

In his article ‘Empowerment of women through, employment’ Shree C. Muthuraja states that personal power is based on perceived self-efficiency. Social power eminates from social resources political power determines who gets what or influences whom ,he further states that such as empowerment for women means many things such as –

1) Recognizing the working of women capability.
2) Recognizing women’s knowledge.
3) Helping women fight against the fears, feeling of inadequacy and inferiority.
4) Endlessing their self-respect and self objectivity.
5) Women have been in control their own bodies.
6) Women become economically independent and self reliant.
7) Women having access to control over and benefit of resource like capital, land, property etc.
8) Reducing women’s burden of work especially domestic responsibilities.
9) Creating and strengthening women’s groups and organisations.
10) Enhancing life chart
11) Establishing equality of opportunity and equity between different gender, ethnic groups and social classes.
12) Freedom of association and right to organize and collective bargaining.

2) Article on ‘Women Empowerment’: Prof. Parvati Swar Rao and Dr. Sudarshan Rao

Prof. Parvati Swar Rao and Dr. Sudarshan Rao have in their article on ‘Women Empowerment’. Need of the hour ref. by Self Employment and Govt. Policy future challenges by D. Chennappa say that India being largely an agrarian society substantial number of women work as agricultural labourers.

Also majority of working women are working in Unorganised sectors as such Many more employments do not necessarily recognize the women’s contribution in the development of India.

Women empowerment therefore is a topic which attracted the attention of the scientist, politicians, administrator or even NGO’s.

At present government has made strenuous efforts to empower women in different ways so as to improve their quality of life.

Empowerment of Women according to the authors has been that activate psychological energy to accomplish one’s goal. The empowerment of women collects both individual and collective transformation.

According to the number of researchers, work major points are revealed as follows:
1) Working women are playing dual role i.e. as house-wife and employee.
2) The realistic situation and status of women employees are far from the theoretical and imaginary mis-concepts.

3) There are several studies showing the need of immediate remedial measures for working women in both organized and unorganized sector.

4) Some researchers highlighted the variable mainly needed for motivation and explained the elements of motivation i.e. removal of occupational stress, excel policy for work culture etc.  

3) Article Dr. P. Nirajan Reddy Self-Employment and Govt. Policy, future challenges D. Chennappa

   In one of the articles, Dr. P. Nirajan Reddy reference Self-Employment and Govt. Policy, future challenges D. Chennappa Author. He has stated that empowerment is a way to define challenges and overcome barriers in life.

   Entrepreneurship is always to attain self-awareness self-respect, self-determination and self-confidence.

   This meaning of empowerment is justified in SMGULP by the sister members particularly attaining self-respect, self-determination, self-confidence to create quality products.

4) Status of Women

   In the book ‘Status of Women’ there is a research study of women from different dimensions by eminent researches i.e. constitutional, legal and religious aspects.


   Women and development is another hallmark writing on Indian women. Another research study on same subject ‘Working Women’ is conducted by Shri K. Shrivastav and A. K. Shrivastav.

6) Article on Women in Maharashtra by Y.D Phadake

   The book/article on women in Maharashtra by Y.D Phadake has been great help to the researcher to understand the women in vedic Age and Ages there after.

7) ‘A Study of Self Help Groups of Women savings amongst the women towards the role of Women Empowerment in Pune district.’ Dr. Ingole Padmavati

   In the article of Dr. Ingole Padmavati on the subject of A Minor Study of Women Self Groups savings amongst the women towards the role of women
empowerment in Pune district, She has brought out various points which have thrown light on the topic of the research work.

She has also touched the subject of empowerment for self development such as good health, education and financial freedom. Also she discusses about the empowerment of the women in the society oriented where she speaks of empowerment consciousness towards the duty, responsibility and legal consciousness in the development of leadership. She has stressed the point such as improvement in decision-making, improvement in ability, improvement in savings habits. She has also stated that empowerment should bring in ability to make collective approach and also consciousness towards the collective leadership.11

8) Prof Nitin Jayantilal Gujarathi

“A study of economic upliftment of women with reference to Shri Mahila Griha Udyog Lijjat Papad in Pune City” The study is done at the M-PHIL level. The abstract of these study is done at the social and economic problems of the study. The area of the study is only Pune city only.12

9) Dr. Pratap Chawhan

“A Social and economic upliftment of Shri Mahila Griha Udyog Lijjat Papad in Vidhrabha Area “The study is done at Ph-D level. The abstract of these thesis is including the social and economic problems of women in Vidhharbha area.13

10) Dr. Kishor Barad (Shanti Business School, Ahmedabad)

Article is done on women empowerment in Shri Mahila Griha Udyog Lijjat Papad Presented at National Conference at Ahmedabad.It includes the overall study of Shri Mahila Griha Udyog Lijjat Papad(SMGULP) is a successful organisation.14

11) Article:– Empowerment of Women in Shri Mahila Griha Udyog Lijjat Papad(SMGULP)

This paper is aimed at bringing out the empowerment of women in SMGULP and to make the comprehensive study of this subject. The researcher has gone through the article on women empowerment through DWCRA (Development of Women and Children in Rural Areas) By Sr. D. Krishnamurthy and Article on entrepreneurship as a source of women empowerment as also women empowerment through SHG. This articles have salient features of :

1) Group action where it is mentioned that in DWCRA women are organized into groups to improve their lot by enhancing their bargaining power.
2) It shows participative approach where governmental and voluntary organisations work shoulder to shoulder for implementation/development program for the women.

3) In DWCRA there is flow of government grants and the same is shared on prorata basis.

4) Also in DWCRA the group women are encouraged to save their money which can be handy to them during the financial crisis when they need not approach the government or money-lenders.

12) **Basic Philosophy of the Organisation by SMGULP**

The reference extracted from SMGULP is booklet, i.e. Basic Philosophy of the Organisation and In Search of Sarvodaya. In these booklets is noted that how decisions are made by the sister-members as also how self-confidence is achieved. The organisation book Basis Philosophy and Practices highlights the discipline of the organisation and in quest for women in the centre stage of the organisation. The book also envisaged the thumb rule of the organisation that this is voluntary organisation of sisters and that the males do not have any role to play. It also says that the organisation is not meant for particular sister (either poor or rich) but for all. Since organisation never enquires about the financial status of the women coming into for joining the organisation.

It also observes the discipline of not accepting any charity help from anyone. This proves their self-sufficiency. Whereas the organisation like a family it is also place of the worship for women.

The literature also protects the women and gives them courage to discuss the matters of the organisation openly. Since there is no rigid rule within the organisation and all the decisions are taken by them collectively.

15

13) **The Lijjat Patrika by SMGULP**

The Lijjat Patrika which is a monthly in house issue of by the SMGULP and posted free of cost to the sister-members, throws and light on the decisions taken by managing committee from time to time. Such publications creates confidence in the minds of sister members since these decisions are transparent. There are numerous articles either issued by SMGULP or penned down by various personalities and illuminates about the empowerment of women in Lijjat.

16

14) **‘IN QUEST OF SARVODAYA’ by SMGULP**

In the book ‘IN QUEST OF SARVODAYA’ the organisation has clearly
brought out the principles of Sarvodaya of women Sarvodaya of male working in the organisation. The suppliers distributors and consumers to whom all the credits are given.  

15) ‘SUOMOTU’-For Better Administration and Management by SMGULP

In ‘SUOMOTU’-For better administration and managerial trust organisation has detailed the status responsibilities of the women willing to join the organisation, Their duties President and committee members at the H.O. level and the responsibility of the individual women working in SMGULP is respective of the positions they are in.

It highlights the activities of the trust and puts light on Moudus operandi of working of the organisation.

16) ‘Frequently Asked Questionnaire’ (FAQ) by SMGULP

The research work entitled was ‘Frequently Asked Questions’ (FAQ) is a piece of information to those who are connected or those who are not with the organisation. It is a study compiled by friends of Lijjat by asking various questions to the authority in Lijjat.

In the article it is claimed that the information is made for internal references and especially for those who have newly joined the organisation and who may not be familiar with its ideology, traditions working system of the history. It is also useful to those who want to make a serious study of the working of the organisation for academic purpose. The study is carried out in easily digestible way in form of typical questions and answers.


In the literature knows as syllabus study of T.Y B.com students there is an article on the success story of Lijjat papad envisaging the details of the organisation work of self-reliance, quality conciseness branch networking membership, products and the annual turnover. It also highlights the management and guiding principles. The various sites on internet talk lot about empowerment of women in general but none of these article centered or focused as far as women in Lijjat are concerned. In fact whatever has been written in the article on the women empowerment, after going through them. The researcher has found out that the empowerment in women in SMGULP is more scientific and ranks very high when compared to these article.
18) The oral testimony of the consultant Shri Pradhan

The oral testimony of the consultant Shri Pradhan has thrown light on the empowerment of women in SMGULP in all respects such as social, financial, family and personal empowerment was discussed and this testimony has become immense importance to the researcher.

All the related papers references, notes etc referred to in the Bibliography of Lijjat Papad, it is evident that the organisation has been making every effort towards creating more and more opportunities for its members to these women stand on their own feet and also make them empowered financially and socially. It is opined by them that mere financial empowerment does not work towards overall development of women but what is required is to make these women understand the world around and make ability to take decision in the society as also within their houses.

To achieve this objectives, Lijjat has started programs on education and health and has made the women aware of the importance of education and health. The articles are self-explanatory.

Initially when SMGULP started its functioning, when eye-brows were raised by certain sections in the society questioning whether such item as making simple produce such as Lijjat Papad will really sustain, leave alone all the vistas and avenues of making women independent and are empowered.

The organisation has given a befitting answer to such people, firstly by remaining in business of manufacturing of Papad over 50 years as also establishing the women working in the organisation and showing them the path of empowerment and achieving path of stability.

Such attempt on the part of SMGULP has been widely appreciated by the society now and by help being extended by the social reformers and governmental agencies in large numbers.

This is the reason that any place except the agriculture or laborious work where education levels are not required at all other places where employment is generated, there is requirement of literate persons or at least some basic qualification holders. In other words where women does not have basic qualifications. She can not stand in a queue for employment.

Under the constitution of India it is the duty of the Govt. to provide gainful employment to each and every individual citizen. It is next to impossible for the government to fulfill such constitutional requirements.
When an organisation such as SMGULP comes forward and makes available respectful self-employment to almost 44,000 women of this country, to that extent the governments obligations are reduced and such organisations are indirectly supported by the govt. of India to overcome the unemployment problems of this country.

It SMGULP has not only extended its helping hand to these 44000 women in the country but equally, it has taken care of all these women in every respect to see that irrespective of educational standard of these women the caste, creed and different religion still these women are able to get minimum amount with those matching with the wages otherwise got by working in the field and factory where there have to leave their home early and return late. Thus depriving them with their prime responsibility of looking after the children and bringing up their children in manner in which non-working women does.

While on one side these women empowered financially by working from home they are equally empowered in the family i.e. achieving family empowerment.

Considering the amount of labour put by these women in SMGULP to roll the Papads from home, they equally get sufficient spare time to look around in the society and or within the society with their own ideas and leadership. Thus they also achieve social empowerment.

The researcher has observed while visiting the homes of the women of SMGULP that their children are achieving much greater heights in schools and colleges and there is good amount of discipline within them.

The researcher was made to understand by these women that this discipline comes only when the mother is at home to watch the children day to day activities. (It is reported elsewhere that working women who are away from their homes do not have such kind of control on their children)

In respect of women of SMGULP, the researcher has also observed that in number of families the pauses of these women do not work and or either are these habitual drinkers or gamblers. In few cases some spouses do help these women in their activities of rolling papad either i.e. they either personally help indirectly to support these women’s activities.

Few women of SMGULP who are either divorced or widows and have children have to make a rope walk in managing both the house as also activity of rolling papad. Here in such cases the researcher has found that while on one side
these women have empowered partially, her struggle to meet both the ends does not stop.

In fact irrespective of whether they get money in small or adequate quantities, due to the non support of the head of the family, these women can not enjoy ordinary life style. The researcher has seen plight of these women but at the same time these women have not shown the poverty of their mind.21

1.13 Rational of the Study

Fundamental reason of the study

As aforesaid SMGULP is an organisation by the women of the women and for the women and membership of the same is opened to women irrespective of caste, creed, color, religion but with minimum age of 18 years. It has been stated in the SOUTOMU agreement of the organisation that to qualify to become the member of the society.

a) Any women who can render physical work in the industries recognized by KVIC without distinction of caste, color and creed.

b) The women whose age is not less than 18 year

c) Who abide by objective of the society

d) A prescribed application form for admission

e) Who has signed on oath a prescribed application form for admission

f) Any women who starts working in the organisation becomes its member from date on which she starts working

With the above preambles, it is thought necessary to probe into the financial as well as social status of women of SMGULP and hence this research study.

Fundamentally, before looking into the subject of women empowerment in SMGULP, The research work of their earlier background both financial and socially was done by meeting them at the residences in a group and enquiring about their eagerness or desire to work in SMGULP. The women who were only doing household work and in order to support their family income few of them were working as male servant in the neighborhood colonies.

Firstly those women who were working as a maid servant’s were interviewed and it was found that they too liked to join the organisation SMGULP, if are given an opportunity to do so. When asked as to why they would like to join SMGULP, there
was the conman answer that the earning by way of rolling papad may not match their present earnings but amount of labour being put in by them as maid servant is much more than that could be in SMGULP. Also work as maid servant, they need to leave their house thus ignoring responsibility towards their children and family. Where as by working in SMGULP, since the work is to be done from their home and they will be able to look after their children and family.

Besides these women also emphasized the aspect of the respect and honour and feeling of sister-owner in SMGULP. The research study therefore was aimed at sister owners of SMGULP.

1.14 **Scope and Limitations of the Research study:**

A scope of the study is that after completion of this many government planning makers & other departments will be able to get extra idea in the sense of to provide social & economical assistanceship Shri Mahila Griha Udyog Lijjat Papad.

In this research study, researcher proposes to the study of economic and social problems of women. The study of women (sister-members) contributing their might towards Shri Mahila Griha Udyog Lijjat Papad and earning respectful self-employment in the organisation. The study area is limited to Pune Municipal Corporation Area only. This study is limited to the period of 2004 to 2009 only. (Pune area)

This research study is conducted after understanding the working of SMGULP in Pune Municipal Corporation Area along with the study of women (sister-members) contributing their labour for towards SMGULP and earning respectful self employment in the organisation.

The Overall study of empowerment of women has been explained along with the data collected after approaching sample number of women’s houses and the detailed analysis of the study has been covered in the Research study.

While presenting research study, there were limitations in respect of educational background of these women as also the time available with the women in answering the questionnaire.

Despite these limitations, which were forced before selecting the research study, following are the responses behind selecting this topic.

1) Self-Respect for the women.

The organisation has given status of sister owners to the women working in
SMGULP by which there is ample freedom to the women in respect of

a) No restrictions of working hours.

b) Since there is work connected with the amount, there is freedom to limit the work to achieve certain amount of money

c) No restrictions of attending office/workplace in time.

d) No compulsions of any nature at all except that rolling of quality papad.

2) Participation of women in decision-making process

With women in the center position of the organisation. All other aspects revolved around her. The rights given to women in the organisation of that of participation in decision making process (collectively) gives the organisation inner strength.

The monthly meeting of the Managing committee of the organisation at head office level are compulsory and the decisions relating to the business and monitoring the branches and also the financial and Administration decisions are taken by passing resolution.

At branch level also there is constituted managing committee and monthly meetings are held to sort out issues of every nature of women and Papad Justice is given to the women. The main emphasis of such meeting is the maintaining the quality of the product. The amicable settlement of the sister members in regard to profit sharing, scholarships to their children and festival celebrations are made.

In both the meetings at H.O. and the branches, the decisions are always taken by majority of managing committee members.

3) Women empowerment has lead to create self-confidence in women.

It is true to say that in Indian women, particularly those who are illiterate or semi-litearte, there is always fearsychosis as regards to male domination in the society.

In SMGULP, by providing these women respectful self-employment, irrespective of education level and obtaining money due to such employment, the confidence has been created within the minds of these women that they too are capable. The organisation’s constitution has been drawn (SUOMOTU) Agreement in such a way by which every women of the organisation has liberty to speak out, has liberty to express, has liberty to take decision and decide upon the product orientation.

With such vast power and implementation of the same, self-confidence over a period of last 50 years has been embedded in the minds of these women.
4) Women-A tremendous power of satisfying all responsibilities

The research study of the subject shows that work from home has been an ideal situation for the women by which not only domestic responsibilities are satisfied but the responsibilities towards the organisation is satisfied.

A woman who has sidetracked due to her non-earning act suddenly comes in the center stage after she has started working with SMGULP and also look after the household responsibilities where as certain amount of responsibilities are not satisfied by those women who are working with workplace i.e. factory or offices.

5) It is also seen in this research that the sister-members of SMGULP work in the organisation like honey bees totally discipline, united and quality conscious since they know that these three aspects/virtues are the only ways to create a quality product and meet the requirement of the consumers as they have also seen that non-adherence to the quality and Individualistic approach will not only harm the organisation but ultimately will lead to loss of financial income to them.

Limitations-
1. Considering the aspect of income accordingly to the work, unless the required amount of work is done that can fetch required amount of money otherwise No work have No pay situation.

Since there is an individual approach of wage earning by a woman and not the group thus wage earning has limitations for the work put in.

2. The women does not get post of retirement benefits as is done in other organisation and hence she has to do a regular amount of savings for her post retirement life.

3. All along her work in SMGULP a women does monotonous job of that of papad rolling only except few women who are lucky enough to do the work of packaging etc but these women remain away for his household duties.

While the organisation has completed 52 years, from inception and the Pune branch has completed 42 years and Dhayari branch has completed 20 years, researching into for such a long period is not feasible. List it is viable and hence a study of women of this organisation purchased for a period of 5 year has been undertaken and that too it is limited to Pune and Dhayari branch (Within PMC limit) here also there are about 1800 women researching into all these women will be stupendous task and hence a sample research has to be taken as the base of the
income of every women is not same, the work allotted to them is also nearer around same and lifestyle all these women is parallel.

1.15 Chapter Scheme

Chapter One: Introduction:
Title of the Research Study, Statement of the problem, Relevance of the topic, Purpose of the study, Objectives of the study, Hypothesis, The Universe and a sample, Testing of Hypothesis, Research Methodology, Source of Data collection, Techniques and analysis of Data, Review of Literature, Rationale of the Study, Scope and Limitations of the Study, Chapter Scheme.

Chapter Two: Women Empowerment: A Theoretical Framework:-

Chapter Three: Shri Mahila Griha Udyog Lijjat Papad (SMGULP)-A Brief Profile

Chapter Four: Data Analysis and Interpretations:
Analysis of Social Condition of Working Women, Analysis of Economical Condition of Working Women in this organisation and core findings is carried out. A detailed analytical phase is documented in the abstract of the findings i.e. collected
data were documented; Classified, tabulated and analysed with a view to find out conclusions.

Chapter Five : Summary of Findings and Conclusion :

Summary of Findings and conclusions is drawn on the basis of Data analysis and Interpretations.

Chapter Six: Suggestions and Recommendations:

Suggestions and Recommendations made by the researcher in the light of main findings and conclusions.
References:
1) www.pmclimits.com
2) www.womenempowerment.com
3) Basic Philosophy and practices of our organisation (SMGULP)
5) Article-‘Empowerment of Women through employment’, Shree C. Muthuraja
6) Article-‘Women Empowerment’-Prof. Parvati SwarRao and Dr. Sudarshan Rao.
9) www.icindian.com
10) Y.D. Phadke, Women in Maharashtra (Bombay : Mahatashtra Information Center, 1989)
12) A M.Phil dissertation is on “A Study of Economic upliftment of women with reference to Shri Mahila Griha Udyog Lijjat Papad in Pune City”, by Prof. Nitin Jayantilal Gujrathi.
13) A Ph.D. Thesis is on “A Social and Economic upliftment of Shri Mahila Griha Udyog Lijjat Papad” in Vidharbha Area by Dr. Pratap Chawhan,
14) Article-A Case Study of Shri Mahila Griha Udyog Lijjat Papad-Successful Story by Dr. Kishor Barad.
15) Basic Philosophy of the organisation by SMGULP.
17) In Quest of Sarvodaya by SMGULP
18) SUOMOTO : For Better Administration and Management by SMGULP
19) Frequently Asked Questionnaire (FAQ) by SMGULP
20) T.Y.B.Com. Business Enterprenurship Part II.
21) The Oral Testimony of the consultant by Shri Jayant Pradhan.