

# **A Case Study on Women leadership in Panchayati Raj Institutions (PRI) at the Gram Panchayat level**

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**Thematic area of “Case”:** Women’s Empowerment through participation in Panchayati Raj Institution at Gram Panchayat Level

**Location of Gram Panchayat:** Hariballampur (Allawalpur panchayat ) Gram panchayat of Muhamdabad block Ghazipur district and Palia Mutalke kuchera gram panchayat of Milkpur block, Faizabad of Uttar Pradesh

## **I. Summary:**

This case study focuses on the life and accomplishments of Smt. Manju devi from the other backward Caste (OBC) community of Hariballampur Panchayat. This Panchayat is located in the Muhamdabad block of District Ghazipur and Smt. vandana Singh from Palia Mutalke kuchera gram Panchayat in Milkpur block of district Faizabad in Uttar Pradesh. The case study investigates how elected female PRI leaders manage to fulfill their positions in spite of the region's strong patriarchal and conventional social standards.

The necessary data, such as the respondents' demographic profile, the factors influencing EWR in carrying out their jobs, and their expectations and recommendations for improved leadership, were elicited through the use of interview schedules, observations, and focused group discussions (FGDs).

Their story serves as a potent illustration of inclusive development, strong PRI leadership, and women's empowerment. They actively handled issues like Anganwadi centers, PDS, roads, drainage, community toilets, and women's livelihood through SHGs and NGOs, rather than merely comprehending the difficulties of the Panchayati Raj system. They ensured inclusive governance by fostering strong relationships with people both inside and outside the Panchayat. They promoted grassroots democracy and brought the community together despite coming from an underprivileged background. They think that giving Panchayats real political will and not merely exploiting them to carry out programs is what the 73rd Amendment is really all about.

## **II. Introduction and Methodology:**

Through PRI efforts, women's increasing influence in Indian governance—exemplified by programs like the *Matri Vandan Yojana* and parliamentary reservations—has had favourable results in fields like income, education, and health. Strong skills in overseeing inclusive, community-driven development have been demonstrated by female leaders. They still confront many obstacles, though, including violence, proxy politics, and gender discrimination, and male relatives frequently employ them as symbolic characters to maintain their authority under women's reservation quotas.

- Study of '*Making the Gramsabha work*'<sup>1</sup> highlighted that the majority of the women stated that they were not notified or invited to Gram Sabha meetings, and they were reluctant to go because of the presence of village elders or because doing so would result in them losing their day's pay or neglecting their responsibilities around the house.
- In his field notes on "*Pradhanis in New Panchayats*"<sup>2</sup> in Merut district that women were compelled to run for office due to government-provided reservations, but that this did not encourage them to join local organizations. The majority of presidents were illiterate, from wealthy families, did not work outside the home, ran for office under pressure from their relatives, and made decisions influenced by their communities and families rather than by themselves.

### III. Objective of the Case Study

The following are the goals of the case study:

- To comprehend the elements that, in spite of the obstacles and limitations they encounter, allowed women representatives to take part in and lead the PRI at the Gram Panchayat level.
- To comprehend how women's leadership and involvement in PRIs are altering local self-governance dynamics and affecting all facets of their lives.

The subsequent facets have been investigated

- Making decisions and empowering people at home ,Leadership in PRI as a Gram Panchayat-level team leader ,Collaboration with several beneficiaries and stakeholders, such as co-partners ,The reasons behind EWRs' involvement in Panchayat

### IV. Sample Selection

Twenty Elected Women Representatives (Gram Panchayat Pradhan (Women) were chosen as a sample from 16 development blocks from Ghazipur district and 11 development blocks from Faizabad district the selection was based on the following criteria: EWRs' caste affiliation, occupation, distance from the district headquarters, local NGOs' interventions in the area, and EWRs' connections to Community Based Organizations (CBOs). Out of twenty Pradhans, Smt. manju Devi, Gram pradhan of Hariballampur (Allawalpur) Panchayat, Development Block Muhamdabad and Smt.vandana Singh from Palia mutalke kuchera gram panchayat in Milkipur block of district Faizabad , were chosen due to the following reason:

1. To have a comparison regarding how age have affected their potential of discharging their day to day administrative function and work related to gram panchayat as Smt Manju devi is more than 55 years old and another one vandana singh is a young gram pradhan
2. Despite coming from a backward group, and from general community they have proven to be an effective EWR leader. And how caste has affected their representation.

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<sup>1</sup> Nambiar, M. (2001). "The civil society and panchayati raj institutions." JOURNAL OF RURAL DEVELOPMENT-HYDERABAD- 20(4): 615-634.

<sup>2</sup> Pai, S. (1998). "Pradhanis in new panchayats: Field notes from Meerut district." Economic and Political Weekly: 1009-1010.

As this case study will attest, how these woman have overcome obstacles presented by discriminatory social norms despite coming from a low-income family and lacking political support or affiliation and does their persist any discrimination or any type of hindrance in their functioning as all these Pradhans comes from *different community* ,these case study will no doubt bring a clear scenario that does *caste* creates an hindrance in their administrative functioning and if so how it can be tackled or addressed for targeted delivery and for its proper functioning.

Here is a brief overview of these:

DISTRICT GHAZIPUR		DISTRICT FAIZABAD	
Administrative Unit	Coun t	Administrative Unit	Coun t
Villages		Villages	
Developmental Blocks	3,364	Developmental Blocks	1272
Gram Panchayats	16	Gram Panchayats	11
Tehsils	1,050	Tehsils	835
Nagar Panchayats	4		5
Town Areas	3		
	5		

Table 1 <https://ghazipur.nic.in/>,<https://ayodhya.nic.in/>

## V. Research Question

For this case study, the following research questions were developed:

Research Question 1: Does a woman's involvement in PRI as an elected official affect her personal development?

Research Question 2: Does a woman's involvement in PRI raise her awareness and knowledge level?

Research Question 3: Has a woman's involvement in PRI as an elected representative improved her network, mobility, and area of contact with Panchayat members at various levels, the community, and higher levels?

Research Question 4: Does EWR's involvement in PRI enhance her influence and involvement in political, social, and communal activities?

Research Question 5: Have male PRI members, the community, and husbands changed their perspectives on women's empowerment?

Research Question 6: Does Caste have been a rudiment in representation in PRI or have facilitated it.

## VI. Research Tool

The necessary data was gathered through focused group discussions (FGDs), observations, and interview schedules. According to the research questions, the interview schedule examined the respondents' demographic profile, the variables influencing EWR's performance in their roles, and their expectations and recommendations for improved leadership. With the help of his assistant field investigators and common people who have known them since they have joined the PRI and have watched them closely as they became a role model leader and the Pradhan of their Panchayat.

The information was gathered in June and July of 2025

## VII. Case Presentation

- A short introduction
- GRAM PRADHAN 1<sup>st</sup> Manju devi

Field	Details
Name	Manju Devi
Community	Other Backward Class
Date of Birth	10/01/1967
Place of Birth	Khanpura Village, Zamania
Pradhan (Village)	Hariballampur (Allawalpur)
Block	Muhamdabad
Educational Qualification	8th Pass
Husband's Name	Hriday Narayan Yadav
Children	Omprakash Yadav, Jai Prakash Yadav, Shiv Prakash Yadav
Date When Became Pradhan	2021

Manju Devi, born on 10 January 1967 in Khanpura village, Zamania, belongs to the Other Backward Class (OBC) community. Despite having studied only up to the 8th grade, due to poor financial condition of the family and the need of her to support her family, she rose to a leadership position, becoming the Pradhan of Hariballampur (Allawalpur) village in the Muhamdabad

block in 2021. Her election at the age of 54 highlights the increasing participation of rural women from marginalized communities in local governance. Rooted deeply in her native region, Manju Devi's leadership reflects the trust of the local people and her ability to connect with grassroots realities. She is married to Hriday Narayan Yadav and is the mother of three sons: Omprakash, Jai Prakash, and Shiv Prakash Yadav. While briefing about the political journey of her mother Jai prakash yadav



told that “At the age of 22, when he was contesting the Gram Pradhan election his mother, along with several women from the village, gathered to welcome Rahul Gandhi. Seeing them, Rahul

*Gandhi stopped his car and warmly greeted the women. This moment filled his mother with great enthusiasm, and later, when the seat was reserved for women, she contested the election and won.*”Her journey illustrates how women with modest formal education are actively contributing to village development and decision-making through Panchayati Raj institutions. Her experience serves as an example of how Panchayati Raj institutions enable women with only a minimal level of formal education to actively contribute to inclusive progress and local development.

His son Jai Prakash Yadav had contested for gram panchayat election at the age of 22 and came at 2<sup>nd</sup> position which shows his enthusiasm and his proactive participation in local governance.

- GRAM PRADHAN 2 Vandana singh

FIELD	DETAILS
<b>Name</b>	Vandan Singh
<b>Date of Birth</b>	10/06/1989
<b>Place of Birth</b>	Bokharepur (Post Kandhaipur, District Sultanpur)
<b>Educational Qualification</b>	M.A. in Economics
<b>Husband's Name</b>	Vijay Singh
<b>Husband's Occupation</b>	Agriculture
<b>Children</b>	Manas Singh and Vinayak Singh
<b>Affiliated to Organisation</b>	Jai Maa Durga Mahila Swayam Sahayta Samuh (Joined in 2020)
<b>Position</b>	Gram Pradhan
<b>Gram Panchayat</b>	Palia Mutalke Kuchera
<b>Block</b>	Milkipur
<b>Year Became Pradhan</b>	2021

An educated rural leader with an M.A. in Economics, Vandan Singh has been the Gram Pradhan of Palia Mutalke Kuchera Gram Panchayat in Milkipur block since 2021. As a member of the General community, which is frequently linked to a strong feeling of intellectual aspiration and curiosity, her academic experience suggests not only personal dedication but also a potential cultural emphasis on education within her family. Given that her husband, Vijay Singh, works in agriculture, there is a clear connection to rural livelihoods. Since 2020, Vandan Singh has been actively involved with the “*Jai Maa Durga Mahila Swayam Sahayta Samuh*”, where she has been instrumental in employing self-help groups to train rural women, improve their skills, and create jobs. Her leadership embodies a combination of grassroots dedication to community development and educational empowerment.

### VIII. Challenges in the Panchayat

Both Gram Palia Mutalke Kuchera of Milkipur block in Ayodhya district and Hariballampur village of Mumdadab block in Ghazipur district confront a number of enduring difficulties that are similar to those encountered by many rural panchayats and underscore systemic problems that require immediate addressing:

- **Infrastructure and fund issues:** Lack of adequate roads and availability to potable water and lack of funds are problems for isolated communities .a big Nala is found in gram sabha allawalpur village ,it was so huge that no man no animal could ever cross it and day after day everyone was used to fall over it besides all it was filled up with urine ,decays of human as well as animals<sup>3</sup>.
- **Political challenges:** Since manju devi is of old age so generally she faces certain challenge while attending any political or administrative meeting that usually occurs far from their village so that is often done by their children but apart from that vandana singh is quite capable in attending several meeting of her own.
- Both panchayats struggle with inadequate basic infrastructure in the areas of **health and sanitation**.Smt vandana singh has initiated a step to outlay and projects a draft of establishing a ayurvedic hospital in milkipur ,it is because of her persistent effort a small clinic of ayurved is being opened in Anjraulli bajar<sup>4</sup> .
- **Social issues** are also a cause for concern. Due to persistent gender inequality, women have little opportunity to actively engage in community life. Manju devi told “*that being a woman Gram Pradhan sometimes brings its own challenges. She explained that whenever any development work, like road construction, has to be done; many Pradhans often take construction material such as gravel and stones on credit. However, when the payment gets delayed, the shopkeepers repeatedly come asking for their money. In such situations, she feels that, as a woman, she has to face even more difficulties compared to others*”

## IX. Outcomes:

One outstanding example of visionary grassroots leadership is Smt. Manju Devi, the Gram Pradhan of Allawalpur Gram Sabha in Muhammadabad Block, Ghazipur District .Since she was *less educated* so she understood that high-quality education is essential to long-term success, one of her first goals was to strengthen educational infrastructure. She started the process of



Figure 2 Manju devi organising lok samvad karyakram in gram panchayat hariballampur

creating high schools inside the Gram Sabha so that kids, particularly girls, wouldn't have to travel far to get a higher education. She addressed healthcare requirements at the same time by supervising the building of **Primary Health Care Centers** and Community Hospitals.She oversaw the building of **community toilets** as part of the Swachh Bharat Mission, which was a significant step in encouraging cleanliness and lowering open defecation. She ensured the installation of **solar lamps along public walkways**, taking a proactive stance on safety and mobility, particularly for elderly persons and women.she pushed for the installation of subterranean pipelines,

<sup>3</sup> Witnessed by the principal investigator himself through pictures mentioned further as well as by statement of gram pradhan and other local people of the gram panchayat

<sup>4</sup> Witnessed by the PI himself

water storage tanks, and an extensive drainage system, resolving long-standing problems with sanitation and water availability. The creation of pakka roads increased the villagers' everyday movement and connectedness. She fostered a culture of accountability and teamwork by maintaining **collaborative relationships with the Panchayat Secretary** and other staff members. By establishing and assisting *Self Help Groups (SHGs)*, she gave rural women a way to become independent. .

Allawalpur is now a living example of what village-level leadership can accomplish when it is focused, moral, and community-centered. Smt. Manju Devi is one of the most well-liked and successful Gram Pradhans in the area because she has not only significantly improved livelihoods and infrastructure but has also fostered a culture of cooperation, hope, and engagement.

## X. Discussion

Like many other female Gram pradhan, Smt. Manju Devi and Vandana singh began her career as a PRI representative after being inspired by her community, particularly her family and the women and several other social groups Manju path as a Panchayat leader was undoubtedly aided by the PRI's reservation for women. Based



Figure 3 Manju devi and other officer addressing the public

on the outcomes she has produced in her Panchayat, she has solidified her position and

been granted as a most honorary position for contributing maximum in her village area being as a Gram pradhan.

This case study examines the **material, cognitive, perceptual, and relational** aspects of the empowerment framework.

- Smt. Manju Devi hosted a “**Lok Samvad**”(Public Dialogue) program at Gram Panchayat Hariballampur, which is part of Muhammadabad Block in Ghazipur District, on December 2, 2023. Locals actively participated in the event, registering their complaints about governance and service delivery and having important conversations. The Sub-Divisional Magistrate (SDM) of Muhammadabad, the Block Development Officer (BDO), the District Panchayati Raj Officer (DPRO), and the Gram Panchayat Secretary were among the important administrative representatives in attendance. These officials immediately responded to the villagers' concerns and made sure that a number of problems were resolved. Additionally, the participants received information on a range of welfare programs, laws, and policies designed to promote social welfare



Figure 4 condition of nalla before its construction



Figure 5 post construction

and rural development. The locals showed a high level of civic involvement by listening intently. Every one to two months, these “**Lok Samvad**” programs are held, and they are essential in strengthening democratic practices at the local level by encouraging accountability, transparency, and participatory governance.

- The existence of an open and dangerous drain (“Nalla”) in Gram Panchayat Hariballampur was a significant problem that affected day-to-day living and posed a big risk to the safety of both people and animals. It had become commonplace for animals and livestock to fall into the sewer. Because of the reduced vision at night, the situation deteriorated and the likelihood of accidents increased. Furthermore, because it transported animal excrement, household sewage, and human waste, the drain was a continual source of unpleasant smell and unsanitary conditions. In addition to making it impossible for the



Figure 6 distributing plants among the resident of village

villagers to walk around, this also raised serious health and sanitary issues, making it hard for the locals to even breathe freely. Smt. Manju Devi, the Gram Pradhan, acted swiftly and decisively after realizing the seriousness of the situation. After organizing resources and making sure the area was thoroughly cleaned, addition to greatly enhancing the village's quality of life, this intervention is very compatible with sustainable development concepts, especially “**Sustainable Development Goal 3 (Good Health and Well-Being)**”. The project is an admirable illustration of

accountable and responsive grassroots leadership committed to community welfare and public health.

- Through her proactive and inspiring leadership at the grassroots level, Smt. Manju Devi has shown a strong and lasting commitment to environmental conservation. She worked with forest department representatives to conduct a massive afforestation campaign because she had a deep personal desire to preserve the environment. Understanding the



Figure 7 planting trees with villagers

importance of community involvement in environmental projects, she also encouraged and motivated women and young people in the area to take part in tree planting campaigns, which helped to build a sense of environmental stewardship among all. Importantly, by starting planter initiatives that linked ecological responsibilities with emotional values, Smt. Manju Devi turned the spirit of the Government of India's national campaign, “**Ek Ped Maa Ke Naam,**” into practical reality. Her efforts are essential for improving biodiversity in the area and reducing the effects of climate change, but they also help to instill environmental ethics in the rural populace.

- A replicable example of how community-driven environmental activism may complement national and international sustainability goals is provided by Smt. Manju Devi's initiatives. By securing the development of all important internal roads that connect the village to the main routes, Smt. Manju Devi has made great progress in improving rural infrastructure. Understanding the importance of road connectivity for socioeconomic growth, she gave top priority to



Figure 8 creating awareness among children for planting trees

paving and improving previously unpaved or badly maintained roads that connected the village's numerous hamlets to the main highway system. In addition to enhancing physical accessibility, this



Figure 9 pre construction of pakka road of village

program has made it easier for people, products, and services to move freely. Residents can now more easily and effectively access government services, healthcare facilities, educational institutions, and marketplaces thanks to the recently built asphalt roadways. Increased job and trade prospects, better emergency response, and lower transportation costs have all been facilitated by increased connectivity.

- As the elected Gram Pradhan of Palia Mutalke Kuchera Gram Panchayat, Smt. Vandana Singh has become a committed and inspiring grassroots leader who has significantly impacted the growth of her rural community. Within her Gram Sabha, she has implemented numerous creative programs and inclusive policies since taking office with the goal of boosting sustainable livelihoods, raising living conditions, and building infrastructure. Among her noteworthy accomplishments is the Panchayat Bhawan's successful construction in the fiscal year 2021–2022, which is currently an essential center for administrative and local governance operations. She has also started the building of an Anganwadi center, which is already under way and should offer vital healthcare, nutrition, and early childhood education services to women and children.



Figure 10 post construction

- Her commitment to women's empowerment is one of her leadership qualities that is really admirable. She has been affiliated with the “**Jai Maa Durga Mahila Swayam Sahayata Samuh**” since 2020, a self-help organization that she has used to organize and involve many rural women in profitable and productive endeavours. Through this platform, she has helped women become economically independent and improve their social status in the community by offering them substantial vocational training, facilitating skill development programs, and creating meaningful employment possibilities. Her work has made a substantial contribution to the more general objectives of rural self-reliance and gender fairness. Her decision to pursue grassroots politics despite having a Master's degree, not only as a professional choice but as a purpose to serve her people, is what further inspires her quest. She chose to commit herself to public service and ran for office in the local elections with her husband's encouragement and moral support.



Figure 11 tree plantation by Smt Vandana singh and among village members

- The building of the *first paved road since India's independence, which currently links Palia Mutalke Kuchera Gram Panchayat directly to the main Raebareli highway*, is one of the most noteworthy accomplishments under her direction. The villagers' entire quality of life has increased as a result of this historic project, which was finished on **April 15, 2021**. It has greatly enhanced connection, reduced transportation issues, and made it easier to access markets, medical facilities, and educational institutions.
- Along with enhancing the physical facilities, Smt. Vandana Singh was crucial in starting an **Ayurvedic clinic** that offers the community's people conventional and reasonably priced medical care.

## XI. Conclusion

The following are lessons learned from Manju devi and vandana singh example about how women can be empowered to be effective elected representatives in the PRI:

1. Manju Devi is adamant that her initial entrée into the PRI system was made possible by the **reservation for women**. Manju explains her transformation from a



Figure 12 Smt vandana singh in a meeting at panchayat bhawan wearing whit blazer

Gharelu Aurat (a woman restricted to the home and its duties) to an elected PRI representative and an empowered woman leader in her community as follows: manju says “*I was first reluctant to tell anyone, my husband and my children about my sickness. Had no prior knowledge of any legislation assisting women. I was unaware that a women's police station exists to assist women. The support of my family especially my children had uplifted me to think of for the betterment of my village and so, Had no idea what outside assistance was available to me.*” *I had no notion that there were several forms of money available to the impoverished. My confidence has grown, and I feel more capable today,”* while vandana singh is well educated and confident in her village from earlier days only, her husband keen interest and

*enthusiasm in politics had persuaded her to take proactive role in politics and start my carrier from grassroot level.*

2. Manju Devi has excellent *outdoor mobility* and regularly visits the Gram Panchayat without prior arrangements. People feel a strong connection to her because of her friendly demeanour and advanced age. Her age, however, makes it difficult for her to attend gatherings far away, while talking to his son he told that *“the age of my mother has never been a problem for discharging her duties however sometimes I used to address on behalf of her”* However, despite being youthful, fearless, self-assured, and educated, Vandana Singh frequently perceives her spouse handling her duties. This can be because he thinks his participation makes her work more effective.
3. Their involvement in PRI as an EWR has impacted not just their involvement in economic choices, but more authority over domestic financial resources. Their ability to access and use available loans, subsidies, seeds, and irrigation schemes for both her own and other people's benefit in her Panchayat, took key important decision regarding the admission of their children in private and government school ,took active part in primary school regarding *mid-day meal* ,which meal is to be given on different dates,she told that *“she along with some other person and her son has contributed 45thousand rupee as a donation to late vijay srivastava for blood infection however he could not survived and left a son of 8-9 month”* so this type of extreme bold decision making comes after her participation only
4. Their involvement in local self-governance has given her a significant platform for improved mobility and networking at many levels with organizations like the *jai maa durga mahilla swayam sahayata samuh* and other social organisation and contacts with local communities, stakeholders, administration, and politicians are made possible. They admit that these educational opportunities and autonomy in decision taking have greatly improved their knowledge and abilities as well as their attitudes and methods for addressing problems. It has made it possible for there to build strong leadership ties with both officials of various ranks and the lowest of the impoverished.
5. They have made a substantial contribution to their Panchayat's growth. These elements include their personal motivation to learn and develop oneself, their experimentation with various forms of income, and their innate desire to help others and by connecting with government and organizations. They took care to avoid offending people who disagreed with their actions and policies. *However manju is a lady from a low-income family and backward community, and vandana singh is from upper strata of the society 21and with income too both of them have been capable of gaining support of the masses through their work only but a quite common scenario can be witnessed that in local election particularly at the lowest level people often used to vote to the candidate belong to their own caste only ,caste factor remained a dominant factor and upto its highest level in gram panchayat election ,it would be quite difficult for vandana singh to contest the election and win it if the seat would not have remained general and reserved for female candidate .however both have been able to unite people and show significant changes in the community and local self-governance by acting maturely in their contacts and solving problems with a straightforward and focused approach.*

6. From comparing both the circumstances the researcher found that manju devi inspite of having a less educational qualification and old aged she is much energetic and enthusiastic in her work ,she does not have to plan anything peculiar about discharging her duties it is in her day to day general routine to have a general talk with other members of the villages ,she is much more absorbed herself and remained connected with the people of her village ,her son jai prakash yadav along with other son has supported her in day to day daily task and routine. While on other hand vandana singh is much highly educated in comparison to manju devi and she is also curious about the people of her village but the only thing is that manju devi is naturally connected with the people ,she does not need any backing and to look after other for discharging her duties, she had pro-actively provided her documents of work but vandana singh is quite hesitating for its document to be furnished in any work.

## XII. Suggestions:

According to Smt. Manju Devi, a strong political will is necessary for PRI to become successful institutions of local self-government, highlighting some of the system's difficulties. Government, in keeping with the spirit and object of the 73rd amendment to the Constitution. She occasionally thinks that Panchayat Pradhans are just acting as implementers of government policies



Figure 13 Ayurvedic Chikitsalaya at Anjrauli bajar

and initiatives. The government's overbearing and top-down planning directives, *the delay in funding release, over 13-14 lakhs of rupee has remained due for payment from 2 years for clearing any pakka work from mnrega*<sup>5</sup> and the *mentality* that requires all PRIs to carry out similar activities regardless of the needs of individual Panchayats impair the autonomy of the PRI and community needs. According to her, *political party ideology, affiliation, and labeling* can occasionally impact panchayat development in a democratic ecosystem and should be avoided in favor of panchayat development. She admits that there are some good attempts at decentralization, such as *giving Panchayats more authority* to decide how to spend money. However, the Panchayat's leaders and officials are unable to take advantage of it because of *inadequate infrastructure and the limited capabilities of certain members*. She reveals that despite having several social, physical, moral, and developmental duties to the Panchayat as an elected official, Pradhan does not get the *proper compensation or respect*. Groupings, woking for the people that usually votes for them are some of the challenges. Pradhan is supposed to work wonders and help the most vulnerable members of their Panchayat, but after independence, the *governance structures have remained inflexible and slow to operate*. Even though the Pradhan's job is extremely demanding, their pay is far below the state wage rates and far less than the benefits, privileges, salaries, and honoraria offered to higher-ranking elected officials like Members of Parliament (MPs) and Legislative

<sup>5</sup> Stated by gram pradhan Smt Manju devi

Assemblies (MLAs). At *each and every level the cross audit, inspection and clash such as pradhan-secretary, pradhan –BDO* have created a rudiment while discharging their responsibilities and funds too. As volunteers, Pradhans are supposed to work continuously (lok-seva), one such good example can be witnessed at Anjrauli bajar of milkipur block where a small initiative by gram pradhan had paved a path for the establishment of Ayurvedic chikitsalya Jan Arogya Mandir, A conversation with *Dr. Dhruv Kumar Tripathi* doctor of the clinic told that every gram panchayat should possess such infrastructure related to small clinic or hospital for social inclusion of people. Both of them advise policymakers to address the problems of corruption and incompetence in the PRI's institutions in addition to the question of Pradhans' proper compensation. In accordance with the actual intent and spirit of the Indian Constitution, it is hoped that this case study will assist policymakers and implementers in supporting PRIs.

### **Acknowledgements:**

Thanks to:

- Smt Manju devi and her family members
- Special thanks to Jai Prakash Yadav son of Smt Manju Devi
- People of Gram Panchayat hariballampur
- Smt vandana singh and her family members specially to her husband Vijay Singh
- Local people of kuchera Gram Panchayat
- Members of certain organization such as jai maa durga mahilla swayam sahayata samuh
- Videographer

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