Chapter IX

SUMMARY, CONCLUSIONS AND POLICY IMPLICATIONS

The present study entitled, "Role of farm women workers in agricultural economy in district Meerut (U.P.), with special reference to employment, wage structure and level of income" was conducted during the year 2003-04 with the following objectives:

1. To study the socio-economic profile of the sample households,
2. To find out the wage structure and employment of rural farm women workers in the study area,
3. To study the role of farm women workers in decision making in different activities of agricultural and non-agricultural sector,
4. To workout the level of income of farm women workers in agricultural and non-agricultural activities, and
5. To identify the problems associated with the farm women workers and suggest the suitable measures for the improvement.

The study is based on an intensive enquiry of 120 sample households, randomly selected from the universe of 12 villages of Rohta and Parikshitgar blocks of district Meerut. A three stages stratified random sampling technique was adopted to select the blocks, villages and sample households for the present study. District Meerut was selected purposively because the investigator has deep
knowledge about the study area, peoples and their occupations since
daughterhood on one hand and close familiarity about the officials, non-
officials and local dialect on the other. A list of all the households of
selected villages was prepared along with farm women workers
families and their cultivated area with the help of village authorities
as well as progressive farm women workers. Then, a list of those
households short listed whose women workers worked in agriculture
more than half of days in a year or earned more than 50 per cent his
income from agriculture. These households were further categorized
into four categories i.e. landless, small (below 1 ha), medium (1-2 ha)
and large (2 ha and above). A sample of 120 households selected
randomly from the above list and the sample households were kept in
probability proportion to their number falling under each category
and villages.

The primary data of the present study were collected by field
survey through direct personnel interview method with the help of
pre-structured and well tested questionnaire. For this purpose,
respondents were personally interviewed by the researcher himself
and their response was recorded in the questionnaire. The secondary
data were collected from published material i.e. journals, books,
reports, bulletins and the records of the blocks and district
headquarter, district economic and statistical officer, district
agricultural officer, Tehsil head quarters, District Information Officer,
Lekhpals records etc.
The general economy of the district showed that it having the geographical area of 2564 km². The total arable land was about 316272 ha with a net cultivated area of 202420 ha. The major source of irrigation is private tube-wells and pumping sets. The land holdings of district dominated by below 2 ha which accounted about 85 per cent to total landings and it accounted only about 50 per cent area to total cultivated area. The main crop of district was found sugarcane which accounted to the highest being 40.04 per cent area to total cropped area of the district followed by wheat, paddy, kharif, zaid, rabi fodders and maize in descending order. The cropping intensity is 156.25 percent. The soil of the district in general is loamy and sandy loam. The population of total workers was 720852 in the district which constituted 29.82 per cent to total population. Of this total population, cultivators and agricultural labours constituted 8.00 per cent and 5.61 per cent, respectively.

The family structure of sample households showed that the large number of households (47) falling under small category, followed by 30, 22 and 21 households belonging medium, landless and large categories of households, respectively. On an average, the size of family came to 7.75 members/households. The average number of adult workers came to 4.00 members/household which accounted to 2.07 members/household male and 1.93 members/household women workers. Category wise women workers came to the higher of 2.21 workers/household on large category, followed by medium, small and landless categories came to 2.04,
1.93 and 1.51 workers/household, respectively. Across the categories of households, number of women workers per households showed an increasing trend with the increase in size of holding due to domination of joint families of large size of holdings than that of smaller ones. Out of 120 households, 67 households belonging to nuclear family and 53 households under joint family which constituted 55.83 and 44.17 per cent, respectively. It was observed that on overall basis the highest being 60.83 per cent households were male headed and remaining 39.17 per cent households were female headed. This clearly showed dominancy of male headed families over female headed families.

The level of educational status indicated that on an average 55 per cent women respondents were illiterate and remaining 45 per cent were literate at different levels. The percentage of illiterate women respondent's decreases with the increase in size of holdings and reverse trend was found in case of literate women respondent. This shows that the literacy of female respondents was found lower on landless and small categories of households than that of medium and large categories households due to poor availability of educational facilities to female, social restrictions and backward thinking of male dominated societies in the study area. The distribution of respondents according to caste community indicates that the highest being 52.50 per cent respondents belonging to Other Backward Classes (OBCs), followed by Schedule Caste (SC) and
and pump-sets showed an increasing trend with the increase in size of holding due to better investment capacity of larger farmers on development of own assured irrigation infrastructure than that of smaller ones.

The average investment on fixed capital came to Rs 14179.33 per household, which varied from Rs 63178.18 per household on small category to Rs 313708.81 per household on large category. The investment in fixed capital showed an increasing trend with the increase category of households due to larger size of enterprises and higher investment capacity of larger categories of households than that of smaller ones. Item wise break-up of fixed capital constituted the highest being 51.27 per cent animals rearing, followed by farm machinery & implements, irrigation structure and farm building accounted to 30.03, 11.04 and 7.66 per cent, respectively. The average number of livestock came to 12.28/ households which varied from 10.10 animals/ household on landless category to 16.86 animals/ household. The average number of different breads of animals on per household basis showed an increasing trend with the increase in size of holdings due to better investment capacity of larger farms on animals of larger categories of households than that of smaller ones.

The cropping pattern clearly indicates that the similar types of crops were grown almost on all the size group of farms.
General class respondents accounted to 25 and 22.50 per cent, respectively. The percentage of Schedule Caste respondents showed a decreasing trend with the increase in size of holding and vice-versa in case of general caste category households. The age-wise distribution of respondents reveals that the large number of women respondents (48 respondents) belonging to age group of 36-45 years which constituted 40 per cent to total respondents, followed by age groups 22-35 years, above 45 years and below 21 years accounted to 35, 16.67 and 8.33 per cent, respectively. This shows that the participation of lower age groups women in agriculture was found lower than that of higher age groups.

The average size of holding of the sample households came to 1.49 ha/household, which varied from 0.85 ha on small category to 4.10 ha/household on large category households. On an average, 0.08 ha/household area was found under trees/garden hence the area under crops came to 1.41 ha/household which accounted 94.31 per cent land use intensity. The area under irrigation on an average came to 94.02 per cent cultivated area was under irrigation which varied from 88.50 per cent on small category farms to 96.16 per cent on large category farms. The highest being 69.66 per cent by private tub-wells and pump sets to the total irrigated area, followed canal, Government tub-wells and other sources accounted to 16.64, 3.45 and 1.96 per cent, respectively. The per irrigated by private tube-well
However, variations in percentage area under various crops on different size of holdings were observed. On an average, the area under sugarcane accounted for the highest being 17.31 per cent to total cropped area followed paddy, *kharif* fodders, wheat, *zaïd* fodders, *rabi* fodders, maize, urd, arhar, pea, lentil, potato and mustard accounted to 11.87, 11.67, 10.43, 8.22, 7.73, 7.21, 7.10, 5.88, 3.28, 3.19, 3.07 and 3.05 per cent, respectively. The cropping intensity came to 185.41 per cent; it varied from 184.38 per cent on large category farms to 188.89 per cent small category. It showed a decreasing trend with the increase in size of holdings due to less area of annual crops like sugarcane and arhar on smaller farms than larger farms.

Potential availability of family workers on an average came to 1132.33 workers/household/ annum in the study area which varied from 880.13 workers/household/annum to 1301.80 workers/household/annum under different categories of households and showed an increasing trend with the increase in size of holding due to higher number of family workers on large size of holdings than that of smaller ones. The annual availability of family labour employment on own farm and non-farm came to 942.65 man-days/household, which varied from 322.11 man-days/household/annum on landless category to 1741.42 man-days/household/annum on large category. The actual work done by family workers came to 869.82 man-days/household/annum; it included 484.65 man-days/household male workers and 385.17 man-days/household female workers. The
annual family labour employment gap between potential and availability of family labours worked out to 189.68 man-days/household which constituted 16.75 per cent to potential employment. The annual family labour employment gap between potential and actual work done by family labours worked out to 262.51 man-days/household which constituted 23.18 per cent to potential employment. The annual family labour employment gap between availability of own farm and non-farm employment and actual work done by family labours worked out to 72.83 man-days/household which constituted 7.73 per cent to availability of family labour employment on own farm and non-farm sectors. The actual work done by family workers was found to be higher in comparison to availability of family labour employment on landless and small categories households because they worked as hired labour on others farms due to lack of self employment on own sources.

The various crops are grown by the sample households on their farms for generation of income and employment for family workers as well as hired labours. The crop-wise generation of employment on own farm showed that on overall basis 444.55 man-days/farm employment generated in different crops which varied from 194.82 man-days/farm on small category household to 1030.42 man-days/farm on large category household indicating an increasing trend with the increase in size of holdings. Crop-wise analysis of employment generation showed that the sugarcane crop generated
highest being 180.15 man-days/farm employment, followed by paddy, wheat, maize, potato, summer urd, kharif fodder, zaid fodder and rabi fodder accounted for 71.24, 40.28, 33.44, 22.13, 18.38, 14.81, 13.84 and 13.38 man-days/farm employment, respectively. Remaining crops generated less than 10 man-days/farm employment due to lesser area under the same. The employment generation in various crops under different categories of farm depends on area under particular crop. The demand for agricultural labourers in animal production enterprise is different from crop production enterprise because it provides regular and constant employment for family workers as well as hired labours. On overall basis 336.47 man-days/household employment generated from different types of animals on sample farms, which varied from 253.41 man-days/household on landless category household to 499.90 man-days/household on large category household indicating an increasing trend with the increase in size of holdings.

On overall basis the availability of male and female employment on own farm worked out to 225.66 and 218.89 man-days/household/annum, respectively. Among different operations of crop production, annual availability of female labour employment on own farm was found to be higher in weeding which accounted to 63.17 man-days/farm, followed by harvesting, sowing/transplanting, threshing/winnowing, land preparation, irrigation, application of manure & fertilizers and application of plant
protection measures came to 56.23, 44.02, 22.03, 12.79, 9.62, 7.21 and 3.82 man-days/farm, respectively.

The annual utilization of family male and female workers in crop production enterprise on own farm worked out to be 147.48 and 117.85 man-days/household, respectively. Across the categories of households, annual utilization of family female workers in crop production enterprise on own farm showed an increasing trend with the increase in size of holdings due to enlargement of area under different crops on the same. The annual utilization of family female workers in crop production enterprise on own farms was found to be lower than that of family male workers in all the categories households due to lesser size of female workers in comparison to male workers in the family. Among different operations of crop production, it was found to be higher in weeding which accounted to 34.19 man-days/farm, followed by harvesting, sowing/ transplanting, threshing/ winnowing, land preparation, irrigation, application of manure & fertilizers and application of plant protection measures came to 28.78, 25.30, 9.13, 8.22, 5.48, 3.97 and 2.78 man-days/farm, respectively. In case of per worker basis, the annual utilization of family male and female workers in crop production enterprise on own farm worked out to 58.18 and 58.18 man-days/household, respectively. It was indicating lower utilization of female family workers in crop production enterprise in comparison to male family workers due to lesser number of female workers than that of male in all the categories households.
The annual utilization of hired male and female labour in crop production enterprise on own farm worked out to 78.18 and 101.04 man-days/farm, respectively. The annual utilization of hired female labours in crop production enterprise on own farms was found to be higher than that of hired male labours in all the categories households because hired female labours works with efficiency and fast on one and paying low wage rate and have poor bargaining power on the others in comparison to hired male labours hence resulted preference given to hired female labours in different agricultural operations except few ones by the farmers. Among different operations of crop production, annual utilization of hired female labours in crop production enterprise on own farm was found to be higher in weeding which accounted to 28.98 man-days/farm, followed by harvesting, sowing/ transplanting, threshing/ winnowing, land preparation, irrigation, application of manure & fertilizers and application of plant protection measures came to 27.45, 18.72, 12.89, 4.57, 4.14, 3.24 and 1.04 man-days/farm, respectively.

The analysis of hired out family labours employment showed that on overall basis the male and female workers of family enable to got an employment of 158.80 and 153.98 man-days/household/ annum, respectively in various operations of crop production enterprise on others’ farms due to lack of sufficient employment opportunities on own farm and non-farm enterprises. It varied from 36.60 man-days/household on medium category households to
181.60 man-days/household on landless category households and it was found nil on large category households. The female workers of landless households fully provided their services on others’ farms due to absence of their own farm and hence they got higher man-days of employment of 136.40 man-days/household/annum. In case of per worker basis, the annual hired out employment of family male and female workers in crop production enterprise on own farm worked out to 26.97 and 30.64 man-days/worker, respectively. The hired out employment of family female workers on per labour basis in crop production enterprise on others’ farm varied from 14.51 man-days/labour/annum on medium category households to 120.26 man-days/labour/annum on landless category households and it was found nil on large category households.

The annual total employment of family male and female workers in various operations of crop production enterprise on own and others’ farm worked out to 176.27 and 155.37 man-days/household, respectively. Across the categories of households, the annual total employment of family female workers in various operations of crop production enterprise on own and others’ farm varied from 139.42 man-days/household on small category household to 181.60 man-days on landless category households. Though, the annum total employment of family female workers on overall basis in various operations of crop production enterprise on own and others’ farm was found to be higher in comparison to
employment of family male workers but across the categories of households, it was found to higher on landless and small categories of households and lower on medium and large category households. In case of per worker basis, the annual total employment of family male and female workers in various operations of crop production enterprise on own and others' farm worked out to 85.15 and 80.50 man-days/worker, respectively. It was indicating lower employment of female family workers in crop production enterprise in comparison to male family workers due to lesser number of female workers/household than that of male workers/household in all the categories households.

The annual availability of male and female employment in various activities of animals rearing on own farm worked out to 152.79 and 183.67 man-days/household, respectively. It varied from 137.79 man-days/household on landless category to 252.01 man-days/household on large category household, indicating increasing trend with the increase in size of holdings due to more number of animals/household on larger categories of households than that of smaller and landless one. The annual availability of female workers employment in animals rearing on own farms was found to be higher than that of male workers employment in all the categories of households because the various activities of animals rearing mainly done by female workers along with domestic activities whereas their
male counterpart done other works of farms outside the home.

The annual utilization of family male and female workers in various activities of animals rearing on own farm worked out to 112.74 and 118.91 man-days/household, respectively. It varied from 107.40 man-days/household on medium category to 137.79 man-days/household on landless category. Across the categories of households, annual utilization of family female workers in animals rearing on own farm was found to be higher on landless category (137.79 man-days/household) followed by large, small and medium categories households came to 121.22, 116.39 and 107.40 man-days/household, respectively.

Among different activities of animals rearing, annual utilization of family female workers on own farm was found to be higher in carrying of fodders from fields which accounted to 33.81 man-days/household, followed by care of animals at farm, making cow dung cakes, feeding fodders to animals, cleaning cattle-shed, giving drinking water to animals, selling milk and milk products, milking milch animals, grazing animals, chaff cutting, making cow dung manures, and other activities accounted to 15.20, 9.82, 9.20, 9.09, 9.00, 7.44, 6.32, 5.79, 5.46, 4.78 and 2.99 man-days/household, respectively. In case of per worker basis, the annual utilization of family male and female workers in animals rearing on own farm worked out to 54.46 and 61.61 man-days/household, respectively.
The annual utilization of hired male and female labour in animals rearing enterprise on own farm worked out to 40.05 and 64.76 man-days/household, respectively. The annual utilization of hired female labours in animals rearing enterprise on own farms was found to be higher than that of hired male labours in all the categories households because hired female labours works with efficiency and fast on one hand and required payment of low wages and have poor bargaining power on the others in comparison to hired male labours hence resulted preference given to hired female labours in different agricultural operations except few ones by the farmers. Among different operations of crop production, annual utilization of hired female labours in animals rearing enterprise on own farm was found to be higher in carrying of fodders from fields which accounted to 9.06 man-days/households, followed by making cow dung cakes, chaff cutting, cleaning cattle-shed, care of animals at farm, feeding fodders to animals, grazing animals, making cow dung manures, milking, giving drinking water to animals and other activities accounted to 8.56, 8.09, 6.41, 6.35, 6.05, 5.16, 4.69, 4.04, 3.36 and 2.98 man-days/household, respectively.

The analysis of annual hired out family workers employment showed that on overall basis the male and female workers of family enable to got an employment of 22.01 and 39.76 man-days/household, respectively in various operations of animals rearing
enterprise on others' farms due to lack of sufficient employment opportunities on own farm and non-farm enterprises. Neither female or nor male family workers of medium and large categories offers their services as hired labours in animals rearing on others' farms due to availability of sufficient employment on own farms on one hand and social prestige on the others. Hired out services in animals rearing on others' farms was provided by only landless and small categories households due to non-availability of sufficient employment opportunities on own farm and non-farm sources.

As regards the annual total employment of family male and female workers in various activities of animals rearing enterprise on own and others' farm worked out to 134.75 and 158.67 man-days/household, respectively. Across the categories of households, the annual total employment of family female workers in various activities of animals rearing enterprise on own and others' farm varied from 121.22 man-days/household on large category household to 257.17 man-days on landless category households. In case of per worker basis, the annual total employment of family male and female workers in animals rearing enterprise on own and others' farm worked out to 65.10 and 82.21 man-days/worker, respectively. It was indicating higher employment of female family workers in animals rearing enterprise in comparison to male family workers because the various activities of animals rearing mainly done by
female workers along with domestic activities whereas their male counterpart done other works of farms outside the home.

Total monthly employment of family women workers in crop production on own and others’ farms showed that on an average, the family women workers were got the highest employment of 21.04 man-days/household in month of August followed by July, April, October, March, November, September, May, June, December, January and February accounted to 20.35, 18.72, 17.64, 16.44, 13.19, 9.80, 8.40, 8.34, 7.64, 7.08 and 6.72 man-days/household, respectively. The family women workers got on an average of about 69.12 per cent employment to total annual employment in these three peak seasons in crop production enterprise and remaining 30.88 per cent employment was found in lean period of 6 months. The monthly employment pattern in animals rearing came 158.67 man-days/household/ annum which were found to higher in than that of male workers employment (134.75 man-days/household/ annum). Out of total annul employment of women and male workers in animals rearing, the monthly employment was found to be about 13 man-days/household/month for women workers and about 11 man-days/household/month for male workers. The monthly employment of women workers was found to be almost equal in all the months due to regular nature of daily activities of animals.

The employment of family workers in crop production and
animals rearing on own and others' farms for women and male workers came to 314.04 and 311.02 man-days/household/annum, respectively. Out of total annual employment, the women workers were got the highest employment of 34.52 man-days/household in month of August followed by July, April, October, March, November, September, May, June, December, January and February accounted to 33.83, 31.76, 31.12, 29.91, 26.23, 22.85, 21.88, 21.38, 21.12, 20.55 and 18.89 man-days/household, respectively. Across the categories of households, the monthly employment of women workers varied from category to category depending upon availability of works in farm and non-farm activities. Non of the women workers of large categories households offered their services on hired labours on others farms due to availability of sufficient employment on own farm and non-farm sources.

Non-farm sector/non-agriculture sector employment plays an important role in rural areas, where large number of families depends on agriculture. The gender-wise employment pattern in non-agriculture clearly indicates that the workers of all the categories of households were engaged in non-farm employment and they got on an average self employment of 117 and 44.63 man-days/household/annum in non-agriculture activities. Out of which, women workers were highest engaged in trade and business activities which accounted to 12.36 man-days/household/annum, followed by
part time academic & professional works, tailoring, agro-based industries, construction works and others came to 10.03, 9.51, 4.91, 3.29, 0.28 man-days/household/annum. On an average total self employment of women workers was found lower being 61.85 per cent in comparison to male workers.

Hired out employment in non-agriculture sector on an average for male and female workers came to 56.63 and 26.50 man-days/household/annum, respectively. Out of which, women workers got highest employment of 11.14 man-days/household/annum in Government/ Semi-Government/Private companies services, followed by construction works, agro-based industries, other works including domestic and marketing works, trade and tailoring, came to 4.45, 3.83, 3.21, 2.14 and 1.74 man-days/household/annum, respectively. On an average total hired out employment of women workers was lower being 61.85 per cent in comparison to male workers.

Annual total employment of farm workers of both male and women through self enterprise and hired out in non-agriculture sector, it was came to 173.63 man-days/household for male workers and 71.14 man-days/household for women workers. The total employment of women workers in non-agricultural sector was found to be highest of 78.60 man-days/household /annum on small category, followed by large, medium and landless categories.
accounted to 75.70, 69.40 and 53.20 man-days/household /annum, respectively. It is interesting to note the farm women as well as male employment in non-agriculture sector was found to be very low in comparison to agriculture sector employment in the study area because the engagement of farm workers was mainly found in agriculture and partly in non-agriculture when they have not works in agricultural enterprises.

The analysis of annual non-farm employment on per worker basis, showed that the women workers got an employment of 36.86 man-days/ worker in non-agriculture sector, which comprises of 23.13 man-days/ worker through self employment and 13.73 man-days/ worker through hired out employment. Across the categories of households, the total annual employment of women workers in non-agricultural was highest of 40.73 man-days/ worker on small category, followed by landless, large and medium categories accounted to 35.23, 34.25 and 34.02 man-days/worker, respectively.

The sector-wise annual employment of farm family workers for both male women through own and hired employment in agriculture and non-agriculture sectors reveals that the total annual employment of farm workers came to 869.82 man-days/ household which varied from 795.39 man-days/ household on small category to 1040.25 man-days/ household on large category. The total annual employment of farm workers showed an increasing trend with the
increase in size of land holding due to availability of higher employment on own farm on one hand and investment capacity of capital in non-agricultural enterprises on the others. The enterprises break-up of total annul employment of farm workers showed that on an average 71.86 per cent employment was found in agriculture sector and remaining 28.14 per cent in non-agriculture sector. Out of total annual employment, the own animals rearing enterprise accounted the highest being of 26.63 per cent employment, followed by own farm crop production enterprises, self employment in non-agriculture, hired out employment in crop production, hired out employment in non-agriculture and hired out employment animals rearing enterprises accounted to 24.91, 18.58, 13.22, 9.56 and 7.10 per cent, respectively. On an average the total annual employment of women workers came to 385.17 man-days/household which constituted 44.28 per cent to total employment of household. This shows that the contribution of women employment in total employment of household was found to be some lower except landless category and in percentage terms, it also indicating decreasing trend with the increase in size of land holdings. The analysis of annual total employment of farm workers through self and hired employment in agriculture and non-agriculture sectors on per worker basis showed that it came to 149.70 man-day/worker for women and 175.95 man-day/worker for male. Across the categories
of households, the total annual employment of women workers was found to be lower than that of male workers due to previous mentioned reasons.

Recognition of role played by women in the home is essential for planning and implementing women development plans successfully. It is necessary to know the activities, where women are engaged in and amount of time they are spending in these activities. Even, when they worked as labour on wages they had to do all the work in the home along with the little help of male members of family. Women belonging to all the categories were spending maximum amount of time in unpaid domestic works. On an average, the time spent in different domestic chores by women workers came to 6.63 hours/day/household and in case of male workers it came to 2.61 hours/day/household. The daily time devoted by women workers in various domestic chores was the highest of about 8.55 hours/day/household on large category followed by medium, small and landless accounted to 7.83, 7.13 and 6.28 hours/day/household, respectively indicating increases trend with increase in farm category of household due rising family size on one hand and improving prosperity of family on the others. In case of male workers, the daily time devoted in various domestic chores was the highest of about 3 hours/day/household on large category followed by medium, small and landless accounted to 2.75, 2.57 and
2.13 hours/day/household, respectively. On overall basis, the time devoted by male workers in various domestic chores was found to be one-third in comparison to women workers whereas time devoted by women workers in crop production, animals rearing and non-farm activities came to about 80 per cent of male workers. This shows that the involvement of women workers in all the domestic works including all business activities was found more than that of male workers.

The involvement of male workers in various domestic activities was found to be very lower except social activities and the involvement in the same was found about one-third of women workers. Most of the time devoted in domestic chores by male workers was found in social activities, personal freshness, and other works and cleaning cloths, these activities are personal works of male workers than that of collective family works. Apart from above activities, male workers supported in some domestic works like fetching water, care of children, shopping, cleaning house outer side of gate, bringing fuel and pre-cooking to some extent.

From the above analysis it is clear that all the household chores were the responsibilities of women. But there are some of these chores in which males were also found to be participating. It is emerged that women worked longer hours daily in almost all the rural activities with the aid of only their muscular power. Thus,
consequential division of the burden of daily work appears to be common feature not only on sample households but in the entire study area.

The wage rate for a particular operation should be equal to wages consisting of each cash component and non-cash component (meals, refreshments, wage in kind, portion of retained crops during harvesting etc.). The average wage rate of skilled labour (only male) was the highest of Rs 78.67/day/labour in various agricultural operations followed by plough-man in bullock operated ploughing, semi-skilled labour, threshing operation of mechanical machines, sowing / transplanting operations, hoeing/earthing, harvesting operations of male labours, accounted to Rs 71.67, 68.25, 62.67, 57.33, 56.83, and 56 day/labour, respectively. The wage rate of women labour was found to be higher of Rs 57.50/day/labour in threshing operations, followed by sowing / transplanting operations, hoeing/earthing, harvesting, weeding operations, accounted to Rs 51.67, 51 and 50.44/day/labour, respectively. The daily wage rates of child labour in various operations of agricultural was found to be lower of Rs 21.00 to Rs 22.50/day/labour in comparison to wage rate of male labour which accounted to 37.50 to 40.34 per cent lower than that of male wage. Similarly, the disparity in daily wage rates of women labour in various operations of agricultural was found to be lower of Rs 5.17 to Rs 5.83/day/labour in comparison to wage rate
of male labour which accounted to 8.24 to 10.26 per cent lower than that of male wage. This shows clear gender discrimination in payment of wages for similar type and nature of works.

The average cash and real wages of women labour was found Rs 50.44 and Rs 55.91/day/labour in various agricultural operations, respectively. The average cash and real wages of male labour came to Rs 55.83 and 61.30/day/labour in various agricultural operations and it varied from Rs 53.92 to 62.67/day/labour and Rs 59.67 to Rs 68.67/day/labour among different operations, respectively. The operation wise cash wages of women labour was found to be lower of Rs 5.17 to Rs 5.83/day/labour in comparison to male workers in various agricultural operations which accounted to about 11 per cent.

The average month-wise cash wages of adult male labour came to the highest of Rs 53.92/day/labour, followed by adult women and child labour accounted to Rs 48.67 and Rs 32.17 /day/labour, respectively. Similarly, the average month-wise real wages of adult male labour came to the highest of Rs 59.72/day/labour, followed by adult women and child labour accounted to Rs 54.29 and Rs 36.72 /day/labour, respectively. Month-wise average cash wage of women labours were found to highest in April and October months (Rs 55/day/labour), followed by November (Rs 51/day/labour), March, June and July (Rs 50/day/labour), August and September (Rs
49/day/labour), May (Rs 48/day/labour), December (Rs 43/day/labour) and January and February (Rs 42/day/labour). The average cash wage of women labour was found to be highest of Rs 51.64/day/labour in kharif season, followed by zaid and rabi seasons accounted to Rs 50.80 and 48.88/day/labour, respectively.

The prevailing wages for various non-agricultural activities in the study area to adult male and female labours and child labours indicated that the average wage rate worked out to Rs 68.43/day/labour for male labour, followed by Rs 50.78, Rs 34.00 and Rs 30.57/day/labour, respectively. The average wages in non-agriculture for women labour was found to lower of about Rs 18/day/labour. Among different activities of non-agricultural works, the wage rate of women labour was found to be higher of Rs 58/day/labour in tailoring and carpet industry, followed by bricks making industry (Rs 55/day/labour), building construction labour (Rs 52/day/labour), other works (Rs 50/day/labour), kirana & general stores and carpet enterprises (Rs 48/day/labour), basket making (Rs 45/day/labour) and domestic works (Rs 43/day/labour). Among different works of non-agricultural sector, the wages of women labours was found to be lower than that of male labours.

The month-wise mode of wages payment to agricultural labours indicated that on an average the highest being 64.17 per cent agricultural wages were paid in the cash form to agricultural labours
followed by kind (25.17 per cent) and both cash and kind accounted 10.67 per cent. Farmers and labours both were agreed on the payment of some wages in cash form and some part in kind form, because labours need food grains for their consumption purpose which they buy from market and farmers need cash for payment of wages which they earn from sale of their crop produce in the market. When the wages are paid in the kind form, then both the farmers and labours are no need go to market for above mentioned purposes. This shows that the payment of wages in cash and kind form are better method.

The category-wise method of payment of agricultural wages by farmers to hired-out agricultural labours showed that on overall basis the 72.45 per cent wages were paid daily by the farmers, followed by 15.35 per cent weekly, 7.14 per cent fortnightly and 3.06 per cent monthly. Fortnightly and monthly wages were paid only to those labourers who worked as permanent labour for longer times. Daily and weekly wages paid to only casual labourers. Apart from these methods, 14.29 per cent wages were also paid in advanced by some farmers to agricultural labourers on demand of labourers when they neither got worked farm and non-farm sectors and they needed cash or food grains. The mode of wages payment to labours in non-agricultural sectors showed that on overall basis the highest being 37.15 per cent wages paid fortnightly basis, followed by weekly (32.92
per cent), monthly (19.38 per cent) and daily (18.23 per cent). Fortnightly and monthly wages paid to those labourers who were worked for longer times. Daily and weekly wages paid to only casual labourers. None of the employer of non-agricultural sector paid advanced wages to their labourers.

The level of income plays an important role in the development of economy of the household in particular and the country in general. Basically, India is an agricultural dominated economy, where large number of people depends on agriculture. The average annual income of women and male workers from crop production enterprises worked out to Rs 4858.83 and 6712.82/farm, respectively. It was found higher for male workers than that of women workers due to lower participation one hand and prevailing of lower wages of women workers on the others. The total annual income of women workers from crop production on own farm was found to be highest of Rs 8235.02/farm on large category, followed by medium and small categories accounted to 6907.76 and 4316.85/farm, respectively. The annual hired out income of women and male workers from crop production enterprise on other’s farm worked out to Rs 2988.87 and 3142.06/farm, respectively due to lack of sufficient employment opportunities on own farm and non-farm enterprises. The total annual income of women workers from crop production on other’s farm was found to be highest of Rs 9192.76/farm on landless
category, followed by small and medium categories accounted to 2333.76 and 996.76/farm, respectively. Across the categories of households, hired out income of family female workers in crop production enterprise on others’ farm showed decreasing trend with the increase in size of holdings due to availability of more employment opportunities on own farm and non-farm sectors on large size of holdings than that of smaller or landless ones.

The average total annual income of women and male workers from crop production enterprises on own and other’s farm worked out to Rs 9854.88 and 7847.70/farm, respectively. It was found higher for male workers than that of women workers due to lower participation of women workers in crop production enterprises one hand and prevailing of lower wages of women workers on the others. The total annual income of women workers from crop production on own and other’s farm was found to be highest of Rs 9192.76/farm on landless category, followed by large, medium and small categories accounted to 8235.02, 7904.52 and 7008.78/farm, respectively. It is interesting to note that the participation of women workers in earning of income from crops production activities decreases with the increase in size of land holdings on one hand and socio-economic status of family on the others. In case of per worker basis, the annual total income of family male and female workers from various operations of crop production enterprise on own and others’ farm
worked out to Rs 4760.81 and Rs 4066.17/worker, respectively.

Average annual income of women and male workers on own farm from animals rearing enterprises worked out to be Rs 6303.36 and 6006.22 per farm, respectively. It was found slightly higher for male workers than that of women workers due to lower participation of women workers especially medium and large category households on one hand and prevailing of lower wages of women workers on the others. It was found to be highest of Rs 6974.93/farm on landless category, followed by large, small and medium categories accounted to 6150.92, 5592.85 and 5432.62/farm, respectively. The average hired out annual income of women and male workers from animals rearing enterprise on other's farm worked out to Rs 1230.78 and 2008.15/farm, respectively. The hired out annual income of women workers from animals rearing on other's farm was found to be highest of Rs 6043.40/farm on landless category and Rs 2293.61/farm on small category. The women workers of large category did not worked as hired out labour on the other's farm due to availability of sufficient on own farm employment on one hand and social prestige on the others.

The average total annual income of women and male workers from animals rearing enterprises on own and other's farm worked out to Rs 7533.84 and 8014.37/farm, respectively. The total annual income of women workers from animals rearing on own and other's
farm was found to be highest of Rs 13018.33/farm on landless category, followed by small, large and medium categories accounted to 8144.62, 6150.92 and 5432.62/farm, respectively. In case of per worker basis, the annual total income of family male and female workers from animals rearing enterprise on own and others’ farm worked out to Rs 3639.54 and Rs 4152.53/worker, respectively.

On an average, the family women workers were earned the highest income of Rs 1225.35/household in month of August followed by July, April, October, March, November, September, May, June, December, January and February accounted to Rs 1027.89, Rs 945.60, Rs 891.09, Rs 830.27, Rs 666.32, Rs 495.21, Rs 424.50, Rs 421.13, Rs 385.86, Rs 357.53 and Rs 339.49/household, respectively. Across the categories of households, the similar trend of monthly income was found among different months. The family women workers got on an average income of about 69.12 per cent to total annual income in these three peak seasons of crop production enterprise and remaining 30.88 per cent income was found in lean period of 6 months. The annual income generation from animals rearing enterprise came to Rs 8014.37 household/annum which was found to be higher in than that of income of male workers (Rs 7533.84/ household/annum). Out of total annul income of women and male workers in animals rearing, the monthly income was found to be about Rs 600 to Rs 680/ month/ household for women workers.
and about Rs 578 to Rs 639 month/household for male workers. The monthly level of income of women workers was found to be almost equal in all the months due to regular nature of daily activities of animals rearing.

The annual total income of family women and male workers came to Rs 17388.72 and Rs 15862.07/month/household/annum, respectively. Out of total annual income, the women workers were got the highest income of Rs 1743.50/month/household in the month of August, followed by July, April, October, March, November, September, May, June, December, January and February accounted to 1708, 1604.32, 1571.76, 1510.94, 1325.04, 1153.93, 1105.17, 1079.56, 1066.53, 1038.20 and 954.29/month/household, respectively.

Non-farm/non-agriculture sector plays an important role in generation of additional income in rural areas, where large number of families depends on agriculture. Agriculture sector provides only seasonal income in peak periods whereas in lean periods, workers become unemployed or underemployment due to lack of sufficient employment in agriculture. The male and women workers, on an average, earned annual self income of Rs 13156.26/houshold and Rs 5036.50/household in non-agriculture activities, respectively. Out of which, women workers were earned highest annual income of Rs 1569.19/household from trade and business activities, followed
by part time academic & professional works, tailoring, agro-based industries, others works, construction works and basket making worked out to Rs 1354.61, Rs 808.56, Rs 550.39, Rs 416.66 and Rs 319.21 and Rs 17.88/household. On an average annual self income of women workers was lower being 61.71 per cent in comparison to male workers. Across the categories of households, the women workers of large category earned highest self income of Rs 6145.70/household in non-agriculture sector, followed by small, medium and landless categories worked out to Rs 5567.10, Rs 5522.90 and Rs 2180.90/ household, respectively. The lowest income of landless category was found in own non-agriculture sector due to lack of capital for enlarging their business on one hand and low level of literacy on the others.

Annual income from labour hired in non-agriculture sector on an average for male and female workers worked out to Rs 4183.58 and 1979.59 /household, respectively. Out of which, women workers earned the highest annual income of Rs 1192.16/household from Government/Semi-Government/ Private Companies Services, followed by construction works, agro-based industries, other works including domestic and marketing works, trade & business and tailoring, came to Rs 231.18, Rs 183.80, Rs 160.25, Rs 111.28 and Rs 100.92/household, respectively. On an average, annual hired out income of women workers was lower being 52.68 per cent in
comparison to male workers.

The total annual income from owned and hired out services in non-agriculture sector came to Rs 7016.09/household. It was found to be highest of Rs 8048.90/household on large category households, followed by small, medium and landless category households accounted to Rs 7491.70, Rs 7478.70, and 4039.70/household, respectively. It is interesting to note the annual income of farm women as well as male workers from non-agriculture sector was found to be very low in comparison to agriculture sector in the study area because the engagement of farm workers was mainly found in agriculture and partly in non-agriculture, when they have not got works in agricultural enterprises.

Analysis of annual non-farm employment on per worker basis showed that the women workers got an employment of Rs 3635.28/worker in non-agriculture sector, which constituted 71.78 per cent through income of owned business and 28.22 per cent through hired out income. Across the categories of households, the total annual income of women workers in non-agricultural was highest of Rs 3881.71/worker on small category, followed by large medium and landless categories accounted to Rs 3804.93, Rs 3666.03 and Rs 2675.30/worker, respectively.

The sector-wise distribution of annual income from agriculture and non-agriculture sectors indicated that the total annual income of
farm workers of both male and women came to Rs 57606.72/ household which varied from Rs 53186.61/ household on small category to Rs 71619.85/ household on large category. The enterprise-wise break-up of total annul income of farm workers showed that agriculture sector on an average contributed 57.72 per cent income to total household's income and remaining 42.28 per cent income contributed by non-agriculture sector. Across the categories of households, the contribution of agriculture sector income in total household's income varied from 52.15 per cent on medium category to 73.78 per cent on landless category. In case of non-agriculture sector, it varies from 26.22 on landless category to 47.85 per cent on medium category. The contribution of hired out annual income from crop production and non-agriculture enterprises to total income of household's showed decreasing trend with the increase in size of land holdings due to lesser participation of larger category households in hired out business.

The sector-wise income from agriculture and non-agriculture sectors showed that on an average the total annual employment of women workers came to Rs 22878.16/ household which constituted 39.71 per cent to total income of household. The contribution of women worker's income in total income of household indicating decreasing trend with the increase in size of land holdings because the participation of women workers in earning of income decreases with the increase in socio-economic status of household and they
prefer more engagement in domestic chores as well as enjoy at home instead of participation in arduous nature of agriculture and non-agriculture works.

The comparative analysis of sector-wise break-up of male and female annual workers income showed that the on overall basis the contribution of women worker’s income was found the highest being 51.55 per cent in animals rearing enterprise, followed by crop production and non-agriculture enterprises accounted to 44.33 and 28.81 per cent, respectively. The contribution of women workers income in animals rearing was the highest than that of male workers due to higher participation of women workers in animals rearing activities especially on landless and small categories. The contribution of women workers income in crop production and animals rearing enterprises was found higher especially on landless and small categories households than that of income of male workers due to higher participation of women workers and wise-versa in case of medium and large categories households. It was found to be lower on the categories of households than that of male workers income due to lower participation of women worker in the same. Regarding the analysis of annual total income of family on per worker basis through self and hired income in agriculture and non-agriculture sectors showed that it came to Rs 16777.08/worker for women and Rs 11853.97/worker for male. Across the categories of households, the total annual income of women workers came to the highest of Rs 17384.63/ worker on landless category, followed by small, large and
medium category worked out to Rs 11733.21, Rs 10314.41 and Rs 10203.84/worker, respectively.

The participation of rural farm women workers in the decision making in various operations of agriculture regarding preparation of land, selection of crops and varieties to be grown in particular field, proper time and method of sowing, means of irrigation, application of manures and fertilizers to be used and number of hired labours and kind of wages paid to the hired labours (more than 50 per cent), participation of women’s was found nil. Though a majority of women respondents (about 13.33 to 31.67 per cent) were only consulted, about (10 to 20 per cent of the women respondent’s opinion was considered for decision making; only 2.50 to 20 per cent of them took the final decision. As regards the pattern of decision making in above mentioned areas where more than 50 per cent husbands alone decided and the participation of women in decision making varied from 10.8 to 35.8 per cent.

It is further noted that in matters related to time and method of harvesting of crops, storage and marketing of farm produce, purchase and sale of farm machinery and animals, construction of farm building and providing hired out services in agriculture, about 20.83 to 43.75 per cent women respondents were being consulted and opinion of about 19.35 to 50.83 per cent women was considered for action, but only about 15.38 to 28.33 per cent were the final
decision makers in these areas. As regards the pattern of decision making in the above areas, the decision was taken by 11.7 to 43.3 per cent respondent’s husband alone followed by jointly women respondent and their husband about 11.7 to 35 per cent. The rate of women participation in aforesaid areas was maximum being about 44.2 to 90.3 per cent. In case of purchase and sale of land and taken farm credit about 14.49 per cent women respondents reported nil participation in decision making, the opinion was considered of about 20 to 43.75 per cent, the opinion of about 33.75 to 55.26 per cent women respondents was considered and 2.50 to 10.53 women were final decision makers. The pattern of decision making indicated that women alone decided 2.5 per cent about borrowing of farm credit and 10.5 per cent about purchase and sale of land, women respondents and their husbands jointly decided about 31.3 and 39.5 per cent, respectively.

The participation of women respondents in decision making in purchase and sale of land was found to 84.2 per cent and in barrowing farm credit was 62.5 per cent. The pattern of decision in various activities of agriculture by farm women respondents alone was found upto 38.9 per cent, decisions jointly with their husband was varied from 5 to 39.5 per cent and the rate of women’s participation in various activities of agriculture alone as well as with their family members varied from 10.8 to 90.3 per cent.
The farm women respondents reported that the participation of women in the decision making in various non-agricultural activities regarding purchase of cloths for family members, marriage and other functions of family, adoption of self employment business, purchase of domestic infrastructure, choice of medical and health care services, type and kind of children education, construction and repair of home, borrowed loans for non-agricultural activities, participation social and political activities, deciding family budget, adoption of family planning aids and choice of type and size of family was found nil as reported by 3.33 to 15 per cent women respondents. In the above mentioned decisions making areas, about 16.67 to 33.33 per cent and 33.33 to 51.67 per cent farm women reported that they only consulted and their opinion was considered for finalizing the decisions. About 13.04 to 41.67 per cent farm women reported that they were final decision makers in the above mentioned non-agricultural activities. The pattern of decision making indicated that about 13 to 42 per cent matters of above mentioned non-agricultural activities were decided by farm women alone, 16.7 to 52.4 per cent decided jointly by farm women with their husband and 16.7 to 35 per cent matters decided by husband alone. The rate of farm women’s participation in above mentioned decision areas was varied from 65 to 84.3 per cent women alone and with their family members.

About 13 to 37 per cent and 28 to 48 per cent farm women reported that they only consulted and their opinion was considered
from decision making in these areas and about 18 to 42 per cent were final decision makers in these areas. The pattern of decision making of farm women in the above mentioned areas indicated that about 18 to 42 per cent matters were finalized by farm women alone, about 17 to 40 per cent decided by farm women with their husband and about 8 to 12 per cent by their husband alone. The rate of farm women participation in decision making in the above mentioned areas was found about 83 to 92 per cent women alone as well as with their family members. Hence, resulted works participation of women in various non-agricultural activities was found lower than that of male. This showed clear discrimination in employment of male and women in the society.

The role of rural farm women in decision making and its extent and pattern depend on various socio-economic factors. The rural farm women respondents belonging to middle age (36-45 years) and upper age (above 45 years) groups participated more in the decision making process in different areas of agricultural and non-agricultural activities and their level of participation was also high (about 19-30 per cent) as compared to younger age (upto 21 years and 22-35 years) groups (about 10-12 per cent). Education was found to be an important variable which influencing the involvement of rural farm women in decision making in agricultural and non-agricultural activities. Only about 11 per cent of the rural farm women who were
illiterate belonged to the category of high level of participation in
decision making whereas this percentage increased to 14.29, 25 and
29.41 for primary, middle and above middle level of education of the
respondents, respectively. The level of participation of rural farm
women in decision making was found higher in nuclear families
(17.91 per cent) as compared to joint families (13.21 per cent),
because in joint families, other adult family members were available
for consultation by the husband of respondents while in nuclear
families the wife was the only member available for consultation.
Similar trend was also found to be in case of medium level of
participation and reverse trend was observed in case of low level of
participation across the type of families.

The high level of participation of rural farm women in decision
making of middle caste (12.70 per cent) and lower caste (13.33 per
cent) was found to be lower than that of the upper caste (22.22 per
cent). Regarding the size of land holding, it was found that the high
level of participation of rural farm women increases with the increase
in size of holdings. Low level of participation of land less category
women was highest being 63.64 per cent, followed by small, large
and medium size of holdings accounted for 57.45, 47.62 and 40 per
cent, respectively. It was found that respondents having high level of
participation were highest in higher socio-economic status group (24
per cent). Thus, it may be concluded that the level of participation of
rural farm women in decision making in agricultural and non-agricultural activities influenced various factor like age, level of education, type of family, caste, size of land holding and socio-economic status of the same.

Farm women workers in agriculture faced various serious social, economic and other problems in agriculture and non-agriculture sectors for generation of income, employment, wages and empowerment. The farm women workers faced the highest being 82.50 per cent serious social problem of poor health and malnutrition, followed by lack of recreation and entertainment facilities, poor education facilities for women, availability of poor public medical facilities, poor housing conditions, lack of sanitation, lack electricity & lighting facilities and poor water supply reported by 80, 74.17, 69.17, 65, 64.17, 61.67 and 58.33 per cent farm women worker respondents, respectively. Across the categories of households, the severity above mentioned social constraints decreases with the increase in socio-economic conditions of respondent's households due to availability and bearing capacity of investment of the same of larger categories of households than that of smaller and landless ones.

As regards economic constraints, the farm women reported that on overall basis they faced the highest being 80 per cent serious problems of lack of sufficient employment in agriculture sector,
followed by unequal wages for similar works, seasonal nature of employment in agriculture, lower wages in various operations of agriculture, lack of subsidiary occupations in non-agriculture sector in villages, longer hours of works with limited payments, lack of job security, poor bargaining power for wages and working hours, higher unequal wages for similar works, seasonal nature of employment in agriculture, lower wages in various operations of agriculture, lack of subsidiary occupations in non-agriculture sector in villages, longer hours of works with limited payments, lack of job security, poor bargaining power for wages and working hours, higher competition in employment and delay in payment of wages in various operations of agriculture reported by 80.83, 75, 70, 68.33, 67.50, 60, 51.67, 49.17 and 44.17 per cent farm women worker's respondents, respectively. Across the categories of households, the severity above mentioned economic constraints decreases with the increase size holdings due to availability and generation of higher employment and income of own farm sources of larger farms than that of smaller and landless ones.

In case of general and other constraints of society, the farm women reported that on overall basis they faced the highest being 70.83 per cent serious problems of heavy physical works of different types in agriculture sector, followed by lack of comprehensive employment legislation for farm women workers, no right in property
for women, lack of minimum facilities at the work place or nearby, lack of training facilities for farm women workers in the rural areas, higher burden of domestic works, harassment of farm women workers by male inner and outer of home, poor empowerment, disintegration of family and bondage & alienation problems reported by 62.50, 62.50, 58.33, 58.33, 54.17, 44.17, 43.33, 29.17 and 17.50 per cent farm women worker’s respondents in the study area, respectively. Across the categories of households, the consistency of aforesaid mentioned constraints / problems decreases with the increase size holdings due to better socio-economic conditions and better education and awareness levels of larger farms than that of smaller and landless ones. Due to above mentioned problems, the role of rural farm women workers affected to large extent in terms of generation of income, employment and wages in agriculture along with non-agricultural sectors.

In view of the above mentioned problems, the various suggestions, providing better general educational facilities, job oriented education, various scientific trainings based on market demand and alternative employment, better nutritional, heath and medical facilities, better housing, sanitation, drinking water facilities, electricity & lighting facilities, equal wages to women worker for equal work to men, minimum agricultural wages, creation of new alternative employment opportunities in agricultural and non-
agricultural sectors, various social and legal legislation for protection of women against exploitation and violence have been suggested for the improvement of farm women workers conditions.

To sum up the results in context of generation of employment, income and wages, and empowerment of farm women workers and problem faced by them in the same and suggestions made for their improvement, the following policy implications and recommendations may be made in this regards.

1. The farm women workers along with their male counterpart should be provided gainful employment for their potential economic exploitation in both the agricultural and non-agricultural sectors.

2. The farm women workers should be paid equal wages to men for performing the same operations. The government should take strong steps against any kind of discrimination through legislations.

3. The agricultural Universities, Krishi Vighyan Kendras, Krishi Gyan Kendras. Institutions, N.G.Os etc. should come forward to providing various types of training to farm women workers as per changed scenario of global market demand and technologies.

4. There is dearth of adequate scientific data base/information with regards to far women workers participation in various
agricultural and non-agricultural activities available in the country and abroad for researchers and policy makers to making appropriate policies for sustainable development of women workers. Research programme in this directions need to geared up and it will help in formulating policies for their socio-economic development.

5. Legal safeguards against exploitation and discrimination of farm women workers in particular and women workers in general should be properly enforced for the protection and empowerment.

6. To meet daily requirement of food for the rising population and also improve the status of standard of living of farm women workers in particular and society in general of farming community there is dire need of holistic approach of farming system rather than single line approach. Future approaches thus need to be diverted towards modelling on “farming System” for different size of holdings to cater daily need of the farm women workers in particular and society as a whole in general.

7. In the context of economic liberalization, the quality of women’s employment will depend upon several factors. Amongst these are access to education and skill development training. In both these areas women continue to lag behind men. The solution lies in creating conditions and opportunities which are
conducive for women to work in increasingly productive and remunerative sectors of the economy with freedom. The issues requiring priority attention in the coming years are:

- Creating and strengthening an accurate and authentic data-base on women workers in all sectors of employment, covering both organized and unorganized sectors. This could be used as a tool of planning for both legislative as well as administrative intervention; by the Government to; protect and safeguard the interests of women workers in different fields of work and under different fields of work and under different conditions of employment.

- Technological changes tend to displace women more than men primarily on account of lack of education, orientation, training and skill development programmes. Such programmes for women workers, therefore, need to be given high priority with a view to enabling women workers to improve their productivity and access to quality employment and also to enable them to take up new jobs involving technological changes.

- Carrying out research studies on problems of women workers, their employability and the extent of their displacement on account of technological and various other changes.