

CHAPTER-IV

PLANS AND POLICIES FOR WOMEN IN AGRICULTURE

“Women constitute nearly 50 percent of working agriculture population of the State and their contribution to agriculture is even higher. But they invariably do not get due importance in decision making, planning/managing/sharing earnings and even property ownership. The plight of farmers particularly women in terms of income, profitability, sustainability and overall livelihood security, is a matter of continuing concern to policy makers, planners and development agencies”. (This chapter is divided into two sections: Section-I presents the profile of women in agriculture and Section-II presents an overview of plans and policies for women in Haryana agriculture

SECTION-I

4.1 Profile of Women in Haryana Agriculture

The profile of women in Haryana agriculture is studied in this section in terms of women as cultivators, women as agricultural labourers, female workforce participation rate (WPR), female labour force participation rate (LFPR) average daily wage.

“Women form the backbone of the agriculture comprising the majority of agricultural labourers in Haryana. Gender divisions in agriculture are stark with all activities involving manual labour assigned to women while all operations involving machinery are generally performed by men. Agricultural wages for women are on an average 30-50 per cent less than those for men.” (Godara, A. S. and Rani, V., 2015).

The multidimensional contribution of rural women, in terms of time and efforts, is not minor of less than of men in any way. However, this is widely unpaid, home based, and therefore not visible. This input has not considered as an input while, formulating policies and programs for rural women.

Outside the home, women take an active part and work with the male in the agriculture sector. Female is engaged in seeding, planting, weeding, irrigating, processing, harvesting and

threshing operations. The dual role of women in the home and outside the home leads to a significant contribution in real terms of the productive system. But throughout the world, rural women have been under-represented in the development process. The male dominated society has not recognized their valuable contributions. The unique features of the female participation throughout India are that they are workers, labourers, cultivators, producers besides performing all household activities which are considered as unproductive. In cultivation except for plugging, leveling, irrigation, all works are generally shared by both men and women. Women are involved in most arduous and herds working conditions in agriculture under different climate in a different region on the lowest wage rates.

It is noteworthy from Table-4.1 that women constitute the preponderant labour force amongst cultivators. The number and percentage share of cultivators in both male and female declined in 2011 as compared to 2001. In 2011, 27.82 per cent persons are working as cultivators in which 26.28 per cent are males and 32.78 per cent are females. Most of the primary sector activities offer subsistence employment and are either low paid or unpaid activities.

Table-4.1

Number and Percentage of Cultivators in Haryana

Agricultural Cultivators	Numbers		Percentage to Total Workers (Main+Marginal)	
	2001	2011	2001	2011
Persons	3018014	2480801	36.03	27.82
Males	1855547	1789122	32.47	26.28
Females	1162467	691679	43.67	32.78

Source: Statistical Abstract of Haryana (2011-12 and 2014-15).

Table 4.2 depicts the district-wise classification of cultivator to the total working population in Haryana. It seems from the table that there is a decline in the number of cultivators in both male and female during 2001 to 2011. The number of cultivator in the case of both male and female is low in Panchkula, Gurgaon, Faridabad and Ambala in 2001-2011. On the other side, the participation of cultivators to the total working population is much higher in the case of Mahendergarh, Bhiwani, Jind, Mewat, Fatehabad and Hissar districts. The female number of cultivators is higher in most of the district except Yamunanagar, Ambala, Kurukshetra and Kaithal districts.

Table- 4.2
District-wise Number of Cultivators to Working Population (Main + Marginal) in Haryana

Districts	2001			2011		
	Persons	Males	Females	Persons	Males	Females
Ambala	53016	49848	3168	52871	49414	3457
Panchkula	30159	20665	9494	26682	19285	7397
Yamunanagar	58701	55931	2770	61516	58324	3192
Kurukshetra	73083	63669	9414	68908	63466	5442
Kaithal	149838	105303	44535	128016	104344	23672
Karnal	121027	95284	25743	112288	96503	15785
Panipat	89493	58449	31044	72120	57738	14382
Sonipat	189673	111521	78152	142344	103111	39233
Rohtak	143314	81803	61511	95732	71913	22819
Jhajjar	177377	95706	81671	112389	81291	31098
Faridabad	139735	82972	56763	27705	22833	4872
Gurgaon	67019	43717	23302	56046	41842	14204
Palwal	-	-	-	91506	69851	21655
Mewat	175417	99328	76089	1042237	77019	27218
Rewari	148218	76542	71676	102698	66206	36492
Mahendergarh	192519	97633	94886	149146	88508	60638
Bhiwani	319272	180372	138900	288543	184450	104093
Jind	261073	151154	109919	230387	150710	79677
Hisar	289710	166933	122777	261120	165785	95335
Fatehabad	161370	97709	63661	132250	92058	40192
Sirsa	178000	121008	56992	164297	123471	40826
Total	3018014	1855547	1162467	2480801	1789122	691679

Source: Statistical Abstract of Haryana (2011-12 and 2014-15).

Table 4.3 presents the number and percentage of agricultural labourers in Haryana. It is evident from the table that in Haryana, the overall number and percentage share of the agricultural labourers has increased in 2011 as compared to 2001. 23.08 per cent of the females are working as agricultural labourers in 2011 as compared to 15.30 per cent of males in Haryana. The reason has been given behind that due to low literacy rate; women have not participated in other economic activities of employment. So, their diversification has been low as compared to other districts.

Table-4.3

Number and Percentage of Agricultural Labourers in Haryana

Agricultural Labourers	Numbers		Percentage to Total Workers (Main + Marginal)	
	2001	2011	2001	2011
Persons	1278821	1528133	15.26	17.14
Males	717133	1041241	12.55	15.30
Females	561688	486892	21.10	23.08

Source: Statistical Abstract of Haryana (2011-12 and 2014-15).

Table 4.4 examines the district-wise classification of the agricultural labourer to total working population in Haryana. The number of the agricultural working population has increased during 2001-2011. In the districts of Panipat, Rewari, Gurgaon, Panchkula and Rohtak, the number of female agricultural labourers as compared to male has reduced during the period from 2001 to 2011. Due to high literacy rate, small land holding and higher economic development has opened new doors of getting job opportunities, women had migrated from agriculture to other sectors with best opportunities for employment. But, the scenario is different, in the case of Yamunanagar, Kurukshetra, Fatehabad, Sirsa,

Hissar and Mewat, in which number of women agricultural labourer has increased as compared to male from 2001 to 2011.

Table- 4.4
District-wise Number of Agricultural Labourers to Working Population
(Main + Marginal) in Haryana

Districts	2001			2011		
	Persons	Males	Females	Persons	Males	Females
Ambala	42270	33822	8448	57293	49592	7701
Panchkula	10879	7078	3801	12827	9975	2852
Yamunanagar	54470	47044	7426	73251	64657	8594
Kurukshetra	70111	46296	23815	85890	59888	26002
Kaithal	83948	47877	36071	85651	58862	26789
Karnal	107946	66952	40994	133723	95557	38166
Panipat	55042	29268	25774	62358	44406	17952
Sonipat	87390	45897	41493	101733	66919	34814
Rohtak	45462	24350	21112	36568	26605	9963
Jhajjar	44844	22885	21959	44845	31176	13669
Faridabad	59998	28538	31460	29288	22007	7281
Gurgaon	19489	10595	8894	27097	19113	7984
Palwal	-	-	-	60685	38891	21794
Mewat	60616	22792	37824	55278	36260	19018
Rewari	44441	17607	26834	28215	15596	12619
Mahendergarh	39000	15616	23384	38320	21343	16977
Bhiwani	70068	36379	33689	103788	66337	37451
Jind	85740	45747	39993	102071	63265	38806
Hisar	100806	54222	46584	144213	89883	54530
Fatehabad	82944	46419	36525	97997	63094	34903
Sirsa	113357	67749	45608	147042	97815	49227
Total	1278821	717133	561688	1528133	1041241	486892

Source: Statistical Abstract of Haryana (2011-12 and 2014-15).

4.1.1 Female Workforce Participation Rate (WPR) in Haryana

The work done by women is largely in and for the household and is not always counted as economically productive work. Consequently, the work participation rates for women in Haryana have been low compared to men. Broadly, women's work participation is higher in rural areas compared to urban areas. Women's work is largely in agriculture, which is largely in rural areas. Table-4.5 represents WPRs for usually employed i.e. workers according to the usual status (ps+ss) in Haryana.

As per NSSO, the number of persons/person-days employed per thousand persons / person-days is referred to as workforce participation rates (WFPR) or worker population ratio (WPR) (NSS 66th Round). The gender differential in WPR remained high as per NSS Rounds. WPR for rural female has decreased from 25.0 per cent in 2009-10 to 16.2 per cent in 2011-12. WPR for urban female has decreased from 13.0 per cent in 2009-10 to 9.7 per cent in 2011-12. WPR for males and females declined during NSS 68th Round.

Table-4.5

Workforce Participation Rate (WFPR) in Haryana According to Usual Status (ps+ss)

(In Per cent)

NSS Rounds	Rural			Urban			All		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
66 th (2009-10)	52.2	25.0	39.6	55.7	13.0	36.1	53.9	14.0	37.8
68 th (2011-12)	51.8	16.2	35.6	51.4	9.7	31.8	51.7	14.1	34.4

Source: Self calculated from NSS Report on Employment and Unemployment Situation in India, 66th Round (2009-10) and 68th Round (2011-12).

4.1.2 Female Labour Force Participation Rate (LFPR) in Haryana

As per NSSO, LFPR is defined as the number of persons/ person-days in the labour force per 1000 persons /person-days. Table-4.6 shows the LFPR for male and female both in

rural and urban areas as per usual, current weekly and current daily status. According to the usual status (ps+ss), 53.2 per cent of rural males and 16.4 per cent of rural females belonged to the labour force in 2011-12. In the urban areas, the corresponding proportions are about 53.5 per cent of males and 10.2 per cent for females in 2011-12. The most interesting observation from the Table is that there has been a drastic decline in LFPR for women worker both in the rural and urban areas in Haryana. The reason for a huge decline in LFPR for women needs to be explored.

Table-4.6
Labour Force Participation Rate in Haryana by Different Definitions
(In Percent)

Person-days in Labour Force						
Approach	Male		Female		Persons	
	66 th (2009-10)	68 th (2011-12)	66 th (2009-10)	68 th (2011-12)	66 th (2009-10)	68 th (2011-12)
Rural						
Usual (ps)	52.4	52.9	13.8	6.5	34.6	31.8
Usual (ps+ss)	53.3	53.2	25.2	16.4	40.3	36.5
Cws	52.4	53.0	21.8	14.5	38.3	35.5
Cds	51.7	52.7	17.1	10.1	35.7	33.3
Urban						
Usual (ps)	56.5	53.4	11.2	9.0	35.7	32.5
Usual (ps+ss)	56.9	53.5	13.5	10.2	37.0	33.1
Cws	56.4	53.4	12.9	10.2	36.4	33.1
Cds	56.1	53.2	11.9	9.6	35.9	32.7

Source: Self calculated from NSS Report on Employment and Unemployment Situation in India, 66th Round (2009-10) and 68th Round (2011-12).

4.1.3 Average Daily Wage

There has been an improvement in the average wages for all categories of workers in Haryana. A male regular wage earner earned more than that of a female regular wage earner. Apart from the gender differences, rural-urban differences are quite pronounced in the daily wage earnings of the regular wage/salaried persons.

Table-4.7

Average Wage Received by Workers of Age 15-59 Years in Haryana (Rs.00)

NSS Rounds		Rural			Urban		
		Male	Female	Person	Male	Female	Person
Regular Wage/ Salaried Employees	66 th (2009-10)	299.11	202.04	287.36	316.91	330.10	318.96
	68 th (2011-12)	396.44	357.28	394.35	810.93	635.59	776.85
Casual workers	66 th (2009-10)	104.84	110.40	107.40	154.27	70.58	142.97
	68 th (2011-12)	202.38	151.85	196.89	206.67	165.75	204.46

Source: NSS Report on Employment and Unemployment Situation in India, 66th Round (2009-10) and 68th Round (2011-12).

SECTION-II

4.2 Plans and Policies for Women in Agriculture in Haryana State

Important programmatic interventions for women in agriculture within various subject matters are briefly given below

4.2.1 Agricultural Extension

Modernization of Agricultural Extension Services under Macro Management Mode

Scheme: “Agriculture Extension plays a crucial role in dissemination of technological packages to the farmers including women. As per provision, minimum 30 per cent of resources meant for programmes and activities are required to be allocated to women farmers and women extension functionaries with specific documentation of expenditure and performance for women being maintained”. (Department of Agriculture, Haryana).

“Besides scheme, provides for the involvement of more women as ‘Farmer Friend’ under the newly introduced mechanism for extension delivery below the Block level. Under the cafeteria of activities, beneficiaries contribution for women has also been reduced from 10 per cent normal beneficiary contribution to an extent of 5 per cent for four beneficiary oriented activities .viz. farmer’s training, demonstration, exposure visit and capacity building of farmer’s group. The desired results in the adoption of latest recommended technologies by women farmers, however, could not be achieved and there remains a gap between technology generation and technology utilization”. (Department of Agriculture, Haryana).

4.2.2 Crop Division

Scheme for Promotion of Cotton Cultivation in Haryana State being launched in the state for the first time during 2011-12 “is not a gender specific scheme. As such, no provision has been made fixing targets specifically for women for any component. Components like distribution of seeds and agricultural inputs, women farmers are to be given priority particularly those who own land. In the case of training of farmers, again priority is given for the inclusion of women farmers including also landless women farmers. 30 per cent of the funds under this scheme are being spent for the benefit of women”. (Department of Agriculture, Haryana).

National Food Security Mission: “Government of India has launched centrally sponsored National Food Security Mission in Haryana State from Rabi 2007-08. Two crops namely wheat and pulses have been covered under the Mission. Beneficiaries of the Mission include small and marginal farmers including women farmers. 30 per cent of funds are kept aside for women farmers. To create more and visible impact of technologies, women farmers are given preference for seed mini kits and demonstrations.” (Department of Agriculture, Haryana).

4.2.3 Integrated Pest Management

Under Integrated Nutrient Management programme, 25 per cent seats have been reserved for the training of women farmers in organic farming. This programme popularizes the use of bio-fertilizer amongst farmers including women to supplement nutrient requirements of crops and to increase efficiency use of chemical fertilizer.

4.2.4 Machinery and Technology

“To improve the efficiency of farming operations and to reduce the cost of cultivation, assistance on farm machinery is provided to women farmers. Up to March, 2016, 357 gender friendly equipment have been distributed amongst farm women in Haryana. Up to March, 2016, a total of 245 women have been imparted training at farm machinery, training and testing institute. 152 demonstrations have been conducted out of which 27 were exclusively for women farmers”. (Department of Agriculture, Haryana).

4.2.5 Watershed Development Programme

Under National Watershed development Project for Rainfed Areas (NWDPA), all communities inhabited in the watershed area are benefitted through natural resource management and farming system activities. At least one member of the watershed development team should be women. Guideline focuses on mobilizing women to ensure all perspectives and interest of women are adequately reflected in watershed action plan. Watershed committee that is formed to implement NWDPA will have to comprise of at least 10 members, half of members shall be representatives of SHGs and users group, SC/ST community, women and landless persons in the village. Besides this, the largest portion of SHGs from the watershed area groups comprise of women members only.

4.2.6 Macro Management

Under revised scheme ‘Macro Management of Agriculture’ state government of Haryana has been instructed to allocate funds for SC/ST/Women farmers proportionate to their population and utilize the 10 per cent to 20 per cent provided under ‘New Initiatives’ for implementing activities for gender empowerment, development of risk-prone/backward/tribal areas and to include schemes which encourage group formation among Women/SC/ST farmers in the work plan.

4.2.7 Integrated Scheme of Oilseeds, Pulses, Oil Palm and Maize (ISOPOM) (75:25)/ National Mission for Oilseed and Oil Palm (NMOOP)

It is a Centrally Sponsored Schemes on 75:25 basis. The main objective of the scheme is to increase the production of oilseeds in the State. In components like distribution of

agricultural inputs, training and demonstration, etc. preference is given to women headed house-hold. Small/marginal, SC/ST and women farmers are provided a maximum of 4 hectare per beneficiary for the development of oil palm. Further, assistance provided to women farmers for drip irrigation component is 50 per cent of cost whereas, for other categories, it is 35 per cent. The scheme is very beneficial to the women farmers for increasing production of oilseeds in the state.

4.2.8 Scheme for Support to State Extension Programme for Extension Reforms (90:10)/ National Mission on Agriculture Extension and Technology

The main objective of the scheme is to reform public sector extension, mainstreaming gender concerns in extension and capacity building/skill up gradation of farmers & extension functionaries. To improve the knowledge of the farmers including women farmers, farmers-scientist interaction, Krishi expo, agri-tech, kisan melas and exposure visits are organized at the regional level in Haryana State.

4.2.9 Scheme for Setting up Strengthening of Biological Control Lab at Sirsa under Integrated Pest Management

“Under the Integrated Pest Management (IPM) programme a biological control laboratory was established in 1998-99 at Sirsa under Centrally Sponsored Scheme entitled ‘Strengthening and Modernization of Pest Management Approach in India’. Assistance is provided to private entrepreneurs, NGOs, Cooperatives, SHGs, women organisations for opening mass production unit of bio-control agents/bio-pesticides for improving the availability of bio-control agents and bio-pesticides to farmers and to purchase of laboratory equipments for setting up a bio-control laboratory. Subsidy on the total cost of equipments is provided at 35 per cent for general category and 50 per cent for SC/ST/Women’s Organizations”. (Department of Agriculture, Haryana).

4.2.10 Rashtriya Krishi Vikas Yojana (RKVY)

The Department of Agriculture and Co-operation, Ministry of Agriculture, Govt. of India has launched a 100 per cent additional Central Assistance Scheme to incentivize the State to draw up plans for agriculture sector more comprehensively taking agro-climatic conditions, natural issues and technology into account and integrating livestock, poultry and fisheries more fully with the name as National Agriculture Development Programme (NADP)/ Rashtriya Krishi Vikas Yojana (RKVY). The scheme aims at to mainstream gender concerns in extension and capacity building/skill up-gradation of farmers including women farmers and extension functionaries.

4.3 Hypothesis Testing

H: Plans and policies for women in agriculture sector mainstream women issues.

The study found that most policies described in the plans and budgets of agriculture and allied sector did not a give positive boost to women farmers creating special opportunities, designing gender sensitive policies that ensure equitable intra-household distribution of benefits. The truth is that women were completely absent from the framework of policy makers in the agriculture sector. So, the hypothesis stand rejected.