Chapter XI

SUMMARY, CONCLUSION AND SUGGESTIONS

The present study entitled "A Study on Employment, Wage Structure and Level of Income of Farm Women Workers in District Kanpur Dehat", was undertaken during 1998-99. The main objectives of the study area were:

1. To study the socio-economic profile of the sample households.
2. To examine the wage structure and employment of rural farm women workers in the study area.
3. To study the extent of farm women labour participation in the agricultural and non-agricultural sector.
4. To workout the level of income of farm women workers in agricultural and non-agricultural activities.
5. To identify the problems associated with the rural farm women workers of the study area.
6. To suggest suitable measures for the improvement of the socio-economic conditions of the rural farm women workers.

The study is based on an intensive enquiry of 100 sample households, selected randomly from the universe of 10 villages of Amaraudha block of district Kanpur Dehat. A multy stage stratified random sampling technique was used to select the sampling units i.e. block, villages and sample households. The sample households were selected those, who were having at least one women worker. The selected households were categorised into 4 categories, namely landless, below 1
ha, 1-2 ha, 2 ha. & above. The wife of the functional head of the households was selected as respondent for the present study. The primary data were collected with the help pre-testing structured schedule/questionnaire by survey method. Respondents were personally interviewed by the researcher herself. Finding of the study in brief are presented here.

The general economy of the district took in to account the cultivated area which was 70.26 percent to the total geographical area and area under alkaline and unculturable land was 8.6 per cent. The percentage of irrigated area took the total cultivated area in the district and in the block it was 63.56 per cent and 43.93 per cent, respectively.

The existing cropping system in the district were Rice-wheat, Rice-Potato, Maize-potato-urd, Maize-mustard, Rice-Gram, Arhar + jawar/Bajara, Fodder-gram. Maize, Rice, Wheat, Gram and important foodgrain crops of the district.

The large number of sample households (48) falling under below 1 ha. category, followed by 22, 16, and 14 households belonging 1-2, landless and 2 ha & above categories; respectively. On an average, number of male and female workers were 2.49 and 2.13 per household, respectively. Category wise female workers were highest being 2.41 in medium category, followed by large, small and landless categories 2.21, 2.13 and 1.69 female workers per household, respectively. Out of total sample households, 63 were belonging to nuclear families, and 37 households falling under joint families. The study showed that there is process of change from joint to nuclear family unit. This has resulted in to the gradual decline of the average economic unit in land categories. Important feature of family was breaking - up in the households that took
place in 1-2 ha. (marginal) farming families and consequently newly emerged nuclear family unit tended to have relatively unexperienced family or leader.

Educational pattern of the house holds showed that on an average, 1.91 male and 1.44 female members were literate, respectively. Primary education was higher in all the category of households followed by upto higher secondary, intermediate, graduate and above graduate. Female education was lower than male in all the categories of households. Female literacy percentage was higher in large size categories of households than others lower percentage of higher education in case of female was due to poor availability of higher educational facilities to female, social restrictions and backward thinking of male dominated society in the study area.

The study of farm structure of the sample households showed that average size of farm was 1.41 hectares. There was inequitable distribution of land on different categories of households. Out of 100 households, 48 percent were marginal farmers (below 1 ha), who occupied only 33.30 per cent of the total cultivated area. As against this situation, the large categories of households (2 ha & above) constituted only 14 per cent to the total sample households and occupied as much as 37.66 per cent of the total cultivated area. The number of landless sample household was 16 per cent. They were entirely dependent on hired work. In the social setting, where women are doing manual work outside the home, is considered a sign of low family status.

An analysis of irrigated area shows that, on an average 76.41 per cent of the total cultivated area was under irrigation. It varied from 70.01 per cent on below 1 ha category to 88.52 per cent on large size of
farms. Break-up of source wise irrigation constituted highest being 54.68 per cent by private tubewells and pump-sets, followed by 23.35, 14.37 and 7.60 per cent by canal, government tubewells and other sources, respectively. The main crops grown by the farmers were paddy - wheat, paddy - gram, jowar + Arhar, Bajara + Arhar, maize - mustard, maize - potato - urd (zaid).

The investment in fixed capital, on an average, was Rs. 224, 173.22 and Rs. 4026.04 per farm, including land and excluding land, respectively it varied from Rs. 12122.07 on landless to Rs. 113666.08 per farm on large size of farms. Investment in fixed capital including land showed increasing trend with increase in size of farm categories, due to higher investment capacity of large size of farms than medium, marginal and landless categories. Item wise break-up of fixed capital, on an average, was highest being Rs. 23,389.98 per farm on farm building, followed by Rs. 11,305.57, Rs. 6207.43, Rs. 3430.68 and Rs. 545.35 per farm on livestock, irrigation structure, farm machinery and others, respectively. As regards per hectare investment in fixed capital, on an average, was Rs. 32411.18 excluding land, it varied from Rs. 27586.27 on medium category to Rs. 35744.05 on large category. Per hectare item wise break-up of fixed capital showed, same trend as in per farm.

The livestock production is an important contribution of income and employment in agriculture. The total animals, on an average, were 4.88 per households, which varied from 4.21 land less category to 6.79 on large category households. Per farm total animal showed an increasing trend with due increase in size of holdings. Type wise break of livestock highest accounted 1.21 bullocks, followed by, 1.10 milch cows and 1.10 milch buffaloes and 0.84 other animals (including sheep, goat, pigs).
The cropping pattern is an important factor, which influences the income and employment pattern of a farm to a larger extent. Cropping pattern of sample households indicated that similar types of crops were grown almost on all the categories of farms. However, variation was found in percentage area under different crops on different categories of farms. On an average paddy in Kharif and wheat in rabi season accounted highest being 20.90 per cent and 21.64 per cent to total cropped area respectively, followed by Arhar, Bajara, Jawar, and accounted 8.81, 8.52, 7.84 and 3.73 per cent in Kharif and gram, pea, mustard and potato accounted 7.09, 4.10, 3.73 and 2.61 per cent in rabi season. In zaid season mung/urd and vegetable accounted 4.48 and 4.98 per cent to total cropped area, respectively. The average intensity of cropping had been worked out to 199.29 per cent, it varied from 195.28 on 2 ha & above to 207.32 per cent on below 1 hectare size category of farms. The cropping intensity of sample farms showed decreasing trend with increase in size of farm.

The employment pattern of farm women workers showed that on an average 2.13 women workers were available on sample household. It was lower (1.69 women workers/households) on landless category and higher (2.41 women worker/household) on medium size of household (1-2 ha). The potential availability of total workers (male + women), on an average, accounted 1310.29 mandays/household/year, it varied from 990.50 on landless to 1482.92 mandays per household/annum on medium category of household. Availability of women workers were lower than male in all the categories of households. On an average it was 602.79 mandays and 707.50 mandays per household/annum for women and male, respectively.

The own farm employment pattern analysis indicates that, on an average, male and female employment was 257.67 days and 287.70
days/household/annum, respectively. Enterprises wise break-up of 
aricultural sector showed that in all the categories of households female 
got higher employment in livestock production than that of crop 
production. Women workers in all the categories found higher 
employment in livestock production than crop production. In livestock 
production women workers got higher employment than their male 
counterpart except in large size of households. Own farm employment in 
crop production for women workers showed increasing trend with 
increase in size of farms and reverse trend in hired out employment. The 
women workers of large households did not go to work for hired out 
employment. They have offered their services only on own farm despite 
under employment.

As regards employment in non-agriculture sector showed 
that, on an average, male and female workers got 155.08 and 56.68 
days/household/annum employment, respectively. In non-agriculture 
sector women workers, on an average, got 32.17 days and 24.50 
days/household/annum on self and hired out employment, respectively. 
Employment of women workers in non-agriculture sector varied from 
48.07 days on large households to 62.04 days/annum on marginal 
household. Total employment in agriculture sector of women workers was 
lower than male in all the categories of household. Women employment in 
agriculture was highest being 477.25 days/household/annum and marginal 
farms, followed by medium, landless and large categories were 463.45, 
374.69, and 358.07 days/household/annum, respectively. The employment 
of women workers per annum in agriculture indicated same trends and 
patterns as discussed above.

The taskwise division of crop production indicated that 
participation of women workers was the highest being 48.76
days/household/annum in weeding, followed by harvesting, sowing/transplanting, threshing/winnowing, fertilizer, irrigation and plant protection were 47.59, 29.09, 14.30, 13.19, 5.51, 5.26 and 1.83 mandays/household/annum, respectively. Weeding is an important task of crop production which was properly done by women workers. Overall women workers participation in weeding was higher than male.

As regards participation of women workers in livestock production was highest being 58.11 mandays/household/annum in carrying fodder, followed by grazing of animals, care of animals, feeding to animals, making cow dung cakes, chaff cutting, cleaning cattle shed, giving water to animals, making cow dung manure, other activities including churning of butter, making khoa etc. and selling of milk were 58.11, 48.70, 23.95, 17.80, 16.07, 15.26, 10.56, 9.89, 9.63, 5.12 and 4.94 mandays/household/annum respectively. Among different activities related to livestock production, participation of workers were higher than male in landless, marginal and medium categories of households and vice versa in large category.

Women workers belonging to all the categories were spending maximum account of time in unpaid domestic works. On an average daily time spent in different household chores were 6.63 hours for women and 1.61 hours for male per household/per day. It was highest being 7.17 hours for women and 1.79 hour for male on large size of farms and lowest was 6.00 hour for women and 33 hour for male on landless category. It showed an increasing trend with increase in size of farms. Participation of women workers was higher than male in domestic chores. Among all the household chores maximum time spent (194.30 minutes) by women was in cooking of food. It was highest in all the categories of households and involvement of males was found to be almost nil. In some
activities of domestic chores only help was provided by male in all the categories of households. It is emerged that women worked longer hours daily in almost all the rural activities.

It was found that women labour of landless and marginal categories of households were involved in all the activities related to crop production except plant protection as hired out labourers on the other farms because they could not get sufficient employment in their own farm all over the year. All the women labourers of landless category had entitlement of hired out labourers, because they have not their own land holdings. On an average, male and women worked 108.67 mandays and 122.92 mandays/household/annum respectively as hired out labour on the their farms. This shows that, women worked more than males as hired out labourer on the other farms. Operation wise break-up of crop production activities showed that, on an average, women labours worked as hired out highest being 40.63 mandays/household/annum in weeding of crops, followed by harvesting, sowing/transplanting, land preparation and manuring came to 40.63, 25.67, 6.88 and 2.92 mandays/household/annums respectively. Involvement of women in hired out services was higher than male in weeding, harvesting and sowing activities. Total employment of hired out women labours was higher on marginal category (181-25 mandays), followed by landless and medium category came to 159.44 and 47.36 mandays/household/annums respectively. None of the women of large category household worked as hired out labourer on the other farms. Only some males of large category provide their services as hired out labourers by tractors and other machinery on hired basis services.

Utilization of hired labours on own farm in crop production play an important role during the peak periods of crops to complete timely
different agricultural operations. On an average, 70.73 women labour and 69.45 male hired labours respectively were required in different activities of crop production. This showed that equal opportunities of hired male and women labour in crop production category wise utilization of hired women labourers on own farms employed 135.50 mandays/annum and 29.50 mandays/household/annum on large and medium category farms, respectively. Operation wise break-up of hired women labourers on own farm employment was highest being 25.56 mandays in harvesting of crops, followed by weeding, sowing/ transplanting and threshing of crops came to 23.30, 18.81 and 3.06 mandays/households/annums, respectively. Utilization of hired women labourer was higher on large farms than medium farms. Non of the marginal farmers employed hired labourers.

The time allocation is an important factor for employment pattern in agriculture, because pattern of employment in agriculture is seasonal. This showed that there are three major peak period i.e. July - August in Kharif, Oct - Nov. in rabi and March - April in Zaid. The highest demand for hired out employment for women and male were in the month of July, (18.66 and 16.71) days, per household, followed by April (16.75 and 18.59 days), August (15.56 and 14.15 days), March (14.50 and 15.38 days), October (13.53 and 9.57 days) and November (10.23 and 12.80 days) per household. In these three peak periods demand of hired labours was 72.37 per cent and rest 27.63 per cent hired labour demand was in lean periods (6 months). This clearly indicates the seasonal employment pattern of Agriculture.

Level of income plays an important role in the development of economy of any economy as well as community. Basically India is an agricultural dominated economy, where large number of people depend on agriculture. In this connection genderwise income generation from
crop production, on an average, came to Rs. 16339.91 per household/annum, which included Rs. 9208.62 of male and Rs. 7131.29 of women income. Income of women workers from crop production were lower than male in all the categories of households except marginal farm households.

As regards sexwise income generation from livestock production, on an average, male and female came Rs. 2535.65 and 2376.78 per household/annum, respectively. Women income was higher than male in all the categories of household except large farm category. Total income of sample households from livestock showed an rising trend with the rise in the farm size of households, due to higher number of milch animal on large farms than others farms.

As regards income of women workers from non-agricultural sector, on an average, came to Rs. 1513.70 per household/annum, which varied from 1513.70 on marginal households to Rs. 1118.50 per household/annum on large size of households, category wise break-up of women and male income from hired out services showed decreasing trend with the increase in size of farms.

Total income of sample households from agricultural and non-agricultural sector on different categories of households, on an average, came to Rs. 27039.70 per household/annum, which varied from Rs. 14852.15 to Rs. 50256.78 per household/annums respectively. Total income of sample households showed increasing trend with the increase in size of farms, due to variation in productive resources i.e. size of land holding, farm machinery, livestock, financial conditions of households etc.
As regards sector-wise percentage contribution of women's income to total income of household, on an average, came to 40.84 per cent of which highest being 26.37 per cent was in crop production, followed by 9.38 per cent in livestock production and 5.09 per cent in non-agriculture income. Within crop production percentage contribution was higher on marginal household (27.99 per cent), followed by large, landless and medium household came to 26.11, 25.18 and 23.86 per cent, respectively. In case of livestock production, it was highest being 11.41 per cent on medium category, followed by marginal, landless and large category came to 10.77, 9.64 and 5.27 per cent, respectively. In case of non-agricultural sector, percentage contribution of women income showed decreasing trend with in farm size of households.

As regards sectorwise percentage contribution of women's income to their total income, on an average, highest being 64.57 per cent in crop production, followed by livestock production and non-agriculture sector came to 22.96 and 12.47 per cent, respectively. Per centage income of women workers from agriculture was higher than non-agriculture sector in the categories of households, due to higher rate of participation of women in agriculture sector than non-agriculture sector. Income of women workers from non-agriculture showed decreasing trend with the increase in farm size of households.

Monthwise income generated from hired out services (from other's farms) in crop production on an average was highest being Rs. 469.00 per household/annum in the month of April, followed by July, August, October, March and November came to Rs. 466.50, Rs. 389.00, Rs. 338.25, Rs. 307.60 and Rs. 255.75 per household/annum, respectively. Total monthly income generated from hiredout services in crop production in three peak periods i.e. Rabi, Kharif and Zaid was Rs.
222610 per household, which accounted 85.36 per cent to total hired out income, where as in rest months or lean periods it was only 14.64 per cent.

As regards hired out income of women in these peak periods it was lower than male, whereas employment days were higher of women worker/labourers than male, due to wage rate discrimination against women for similar works.

As regards monthwise daily wages according to types and nature of labour, on an average, was highest being Rs. 58.00 per day for skilled labour(male), followed by Rs. 33.75, Rs. 31.50, Rs. 31.25, Rs. 30.00, Rs. 30.00 and Rs. 25.0 per day for harvester (male), weeder (male), other agricultural labour (male), ploughman (male), sower/planter and hardsman, respectively. These wages were lower for female and child labour than male labours. This shows gender discrimination for payments of wages in similar nature of works. Operationwise highest wage rate for female labour was Rs. 32.50 per day at harvesting time, followed by sowing/transplanting, weeding/hoeing, threshing/winnowing, land preparation, manuring and irrigation came to Rs. 31.75, Rs. 30.25, Rs. 27.50, Rs. 27.50 and Rs. 25.00 per day, respectively. Against this male real wages were higher than women in all the agricultural operations.

As regards seasonwise real wages of female labour was highest being Rs. 28.38 per day in Kharif, followed by Zaid (Rs. 25.88 per day) and rabi season (Rs. 24.25 per days). The cash wages of adult female labours was highest being Rs. 28.10 per day in April at harvesting of wheat, followed by in July to November (Rs. 25.00 per day) in June (Rs. 23.00 per day) and lowest in December to March (Rs. 20.00 per day). Similar trends were found in case of real wages. The majority of labourers
were made payment at daily basis (80.07 per cent), followed by weekly (16.12 per cent), fortnightly (2.56 per cent) and monthly (1.25 per cent). Categorywise break-up of modes of wages payment made to the labourers shows that below 1 ha. Category farms mostly paid daily wages (92.00 per cent) and only 8 per cent farms paid weekly wages. Medium category farms paid about 70 per cent wages on daily basis, followed by 25 per cent and 5 per cent paid weekly and fortnightly respectively. whereas on large category farms 55 per cent wages paid daily basis followed by 30 per cent weekly and 7.50 per cent fortnightly and monthly.

As regards methods of monthly wages payments made to agricultural labourers, on an average, were 67.08 per cent in cash form, followed by 22.92 and 10.00 per cent were paid in kind form and cash + kind form, respectively. All the three forms of wages payment were prevailing in all the months of year. Payments of kind wages were higher in month of April, September and November come to 50.00, 45.00 and 35.0 per cent, respectively.

Conclusion:

From the forgoing discussion, it may be concluded that rural farmwomen workers are facing many problems like long hour works, differential wage rates, heavy burden of work, lack of medical facilities, socio-economic exploitation etc. The sex-wise population and household size may have some influence on the potential availability of individuals for work on own farm and on the farms of others. It is in practice that land owners stressed the importance of the welfare and wel-being of their prospective heirs during transferring ownership rights to heirs, regardless problems of inefficiency and poverty due to land fragmentation.
Considering large problems of women workers engaged in agriculture and non-agriculture sector, there is need for suitable legislative measures for adequate protection of interests of the women workers. For improving the socio-economic conditions of the farm women workers, two sides approach may be suggested. First, the measures of improvements in their working conditions and second the approach measures leading to improve their living conditions. Thus the creation of additional employment opportunities in agriculture and non-agriculture sector, fixation of wage rates, scientific trainings of women workers according to changed conditions, regulation of working hours and workers organisation needed special attention. In order to improve the living standard of women workers, there is need to provide facilities with respect to social securities, medical, drinking water, housing, education etc.

Besides there is need to establish a linkage, among the voluntary and research institution and the government agencies for having worth while scheme for rural farm women workers development. The research institution and agricultural universities should come forward to impact training transfer technical know - how, their problems and provide practical solutions. The preparation of district level plan with local community participation should include the welfare and development of women worker, regarding their education, wage rate, housing conditions and overall employment and income generating activities.