



WORKING CONDITIONS AND PROBLEMS OF FEMALE LABOURERS IN AGRICULTURAL FIELD OF INDIA

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ABSTRACT

Problems of female agricultural labourers are versatile. The problem is not only that after heavy contribution of female labourers in agricultural work, their labour is not recognized or they are employed in the agricultural work as well as in the work of men and sometimes even after doing more work, they are not given equal pay for men for the same work. Their employment is seasonal nature, they are employed in those tasks which men do not want to normally. The nature of the pay they are paid is not satisfactory. It is neither convenient nor it is considered appropriate by society to go to work outside of the village and they do not get leisure, loan and social security facilities. All these conditions and problems of work of female labourers have been considered in the research paper submitted. This research paper has presented the female labourers, the period of the work in the entire year, the income received, nature of work, in addition to the additional work wages, security at the work place by the employer has been considered for.

Keywords-: Problems, Working Conditions, Female, Agricultural Labourers.

INTRODUCTION

In the context of acquiring information about the conditions of female agricultural labourers, it is necessary to first know how many months they get the work in whole year? Because of the uncertain and seasonal nature of the agriculture the normally female labourers do not get work on the whole year. More than 50% of female workers are such that only work is available for less than 6 months, whereas in the whole year only nominal female labourers



get work. Female agricultural labourers can not be met, for a few months only during the work year, So they are not satisfied with their position.

The situation of female agricultural labourers is very pathetic in terms of working hours per day. They are most exploited by this sight. Hours of work per day mean for them from morning to evening. In this regard, situation of female agricultural labourers is even more pathetic. There has been some awareness in the male segment area but on one side there is a lack of awareness in the women class, second demand is too low, therefore, even today the working hours of the female agricultural labourers are very much in contrast to the labour law. Approximate 60% of female agricultural labourers have to work more than 10 hours throughout the day, they have 12 to 13 hours of work per day and 33% female labourers are employed for 8 to 10 hours.. A very few labourers are those who work 8 hours per day.

It is clear from this that female agricultural labourers are victims of excessive exploitation because female have to work for more than 10 hours daily wages. After this all female have to do all the domestic work themselves too, men do not cooperate in domestic work. In this way female labourers work much more than men. Shanti Chakraborty also saw in his study that the female agricultural labourers work on 8 to 9 hours in the field and employ 3 to 4 hours daily to complete the domestic. Thus female agricultural labourers work more than men.

Regarding the conditions of work and working of female agricultural labourers, it is also important to know what type of jobs are given to them? Generally female labourers engage in all the work related to agriculture such as- planting of seeds, planting of plants irrigation, composting, harvesting of crops, preparation of compost and collection of grain etc. do all the work. Work of female labourers is done especially in the cultivation of crops, seeding and planting etc. There is a lack of specialization in female agricultural labourers, so that all type of works are done by them. Most female agricultural labourers are similar apart from holding the field, almost all agricultural related work is done by female labourers. In the study of Chakraborty it was also seen that in addition to solving the problem female labourers do all the work related to agriculture.

Indian agricultural labourers have a double whammy of landowners exploitation – one of them gets more work everyday and on the other hand they are paid very little and salaries are also paid at different rates according to different place and crops. The situation of female agricultural labourers in this area is even more thoughtful because they are affected by both of these problems. They are not given equal pay like men for the same work. Wages of men and women are decided according to the main recommendation of the international labour organization. Their recommendation is equal pay for equal work. These are two reasons for applying this recommendation in India – first Minimum wages law and second effective

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wages for different job. Under the minimum wages, the minimum wages of female labourers are fixed according to the law, on their traditional bases, it is thought that they are less powerful than men in both physical and mental terms, therefore their ability to deal is also less. Therefore, the rate of salary for female labourers is even lower. It is also necessary to mention here that after making equal pay legislation for the same work by the government, it is not practically applicable to female labourers. The wages given to female labourers daily are less than the fixed rate of pay by the government. It can be estimated from the serious situation of their exploitation. So it is clear that all agricultural labourers are not satisfied with the wages they receive.

Female agricultural labourers are dissatisfied with low wages but the nature of the wages they receive also influences them. In this research paper presented, three aspects of the nature of salary payment were considered - first they get paid cash or in the form of the items, second the salary is given in daily form, given in weekly form or monthly and third, they are paid at the rate of time i.e. working hours or by the rate of work or both.

The observation of the nature of payment shows that most female labourers are paid salaries, but even today many agricultural labourers are treated as paid items. The exploitation of female agricultural labourers surpasses their height by paying as an object because they are given food or other substances in exchange

For labour, it is also freely priced by landlords at arbitrary rates, therefore, the female labourers get that item at a rate higher than the general market rate. Most female labourers are not affected by this form of exploitation but still the number of affected labourers are also sufficient. Payment of salary to most female labourers is done weekly, whose % is 79, while very few, i.e. 21% of female labourers are paid in daily form. It is also worth mentioning here that no female labourers are paid monthly wages. Most female labourers receive salaries from their hours of work, i.e., at the rate of day. Very few female labourers are those who received salaries based on the amount of their work. Female labourers are exploited in all three forms of payment of wages: At the rate of time, payment is made in accordance with which payment is made and the mean of day is from morning to evening, so their time is exploited. At the rate of work is arbitrarily rate paid by the landlord in payment; so their work is exploited. It may also be appropriate to mention here that the payment of salary to female agricultural labourers is not time and regularly. Thus, the female agricultural labourers suffer from double exploitation, one gets paid less and the other side is not paid on time and regularly.

The perception of equal pay for the same work is morally appropriate and necessary and if seen in practical terms, female agricultural labourers do not less work than male labourers, so it is also necessary from practical point of view that they should be given equal pay with

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men the has also passed equal pay for equal work therefore, it is also necessary from the legal point of view that equal pay for female is given for equal work .thus the concept of equal pay for equal work is appropriate and necessary even from ethical, practical and legal perspectives, despite exploitation of female agricultural labourers with do not paying them like men .the problem here is that female labourers are not paid equal pay like men but the wages they receive are less than rate prescribed by the government .therefore, despite the implementation of the equal pay Act, a supplement of the study of the conclusion presented by the study is confirmed that female labourers are given lesser salary than men .This type of conclusion was found in studies by Kamala Mankekar that the wages received by the female labourers are less than 20% to 40% compared to men.

It is also worth mentioning here that in addition to equal pay, these female agricultural labourers are victims of physical labour and mental psychological exploitation . This situation is more serious than economic exploitation .Most of the female agricultural labourers, whose percentage is 95, have experienced mental agony and inferiority on being given less salary than males, despite working like men .This situation is unethical, anti-social and illegal, as well as inhuman. Even after the right to equality given by the Indian constitution, the male is still not ready to accept equality of female. One reason for this is that female agricultural labourers are not too conscious about their rights . An important problem related to the condition of working of female agricultural labourers is also not that the landlords call upon the female labourers to work casually on the increase in the work and at any time their convenient without any prior notice, refuse to come. It was like most of the female labourers while it often does not happen with male labourers. Most female labourers, whose percentage is 80, admitted that they were employed by employers at random and they were accidentally separated from work. There are very few female labourers with whom this does not happen. It is also considered for the fact that additional work is done by female labourers for additional payment made by the landlord. Very surprising facts come out in this regard, most female labourers, whose percentage is 97 additional payment are not made for the additional work. That is a handful of female agricultural labourers are given additional payment for additional work. Thus it is clear that most female agricultural labourers taken by the employers in addition to the prescribed work and almost all the female labourers accepted that no additional payment was made to them for extra work. This is another grimick adopted by the owner of exploitation of labourers of female labourers.

One of the major problem of female agricultural labourers is that mostly they do not have their security arrangements done by the owners while doing agricultural work, because of this, they have to go through accident too many times . It is the complaint of most female agricultural labourers that for them there is no security arrangement done by the owner in place of work . Therefore it is clear that female agricultural labourers have to work in an environment of insecurity to feed their families.

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In the traditional Indian society, the working area of female is usually going to work within the wall of the house but because of economic difficulties or because of other problems, women have to work then working outside their village is generally not considered good. Secondly, responsibility for the day to day domestic tasks is because of them, so it is not possible to do work outside the village. Female agricultural labourers belong to the lower economic class of society, so many times there are many economic pressure on the family, in such a situation, they have to be forced to work even outside the village. It is clear from this that most female labourers do not go out of their village for work, whose percentage is 95, but 5% female labourers go to work in nearby villages in special circumstances where it is possible to return home in the evening but in general, female labourers consider working right in their village.

The financial condition of female labourers is not very good, sometimes they have to take loan even if they need to. Therefore, it is also important to know which means these female labourers have access to credit? generally it is believed that agricultural labourers work where, the land owner provide them loan when they need, sometimes at very low rate of interest and sometimes without interest. The means of attaining most of the labourers are moneylenders whose percentage is 39.5. Approximate 20.5% arrange loan from her relatives and friends and only 1% from bank while 35% of female labourers do not take loan. The most notable fact is that only 4% of female labourers receive a loan from their employer, whom they benefit from their work.

Female agricultural labourers were mostly working as labour because of low economic condition of their family. Because they want to raise the level of living of their family, along with improving the financial condition of their family, so most of the female agricultural labourers want to continue working as labourers even after improving the economic condition of their family. But there are very few female agricultural labourers who do not want to work as labour after improving the financial condition of their family. Here the question arise that, where most female has started working as agricultural labourers due to weak economic conditions, why should they also work as labourers after reforming the economic condition of the family.

In a very large number of female agricultural labourers, they are also willing to work because of improving the financial condition of their families so that they can further improve their family and to give good education to their children. There are very few female agricultural labourers who want to keep working with the point of time spent and many other reasons. It is thus clear that most female labourers are conscious about their economic progress so that they work as labourers after reforming the financial condition of family and will pay attention to education of children, that means they will not work. So

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female agricultural labourers, where they are aware of the financial progress of their family, are aware of the future of their children, therefore, instead of working with their children they would like to develop their personality properly by educating them.

CONCLUSION-

On the basis of full explanation under the research paper presented in respect of the conditions and problems of working of female agricultural labourers, it can be said that very few female labourers from the point of view of the duration of work in the whole year for less than 6 months get to work in a year. Most female labourers have to work more than 10 hours per day in terms of working hours per day. As for as daily wages are concerned, most female labourers are paid less than the fixed rate by the government every day and their labour is greatly exploited. In the case of nature in terms of wages payment of item of nature, it is seen that most female labourers receive cash wages. In the daily, weekly and monthly nature of salary payment, most of them are paid in weekly form.

In relation to the rate work of volume or the rate of work hours in relation to salary payment, it is seen that most female labourers get salary according to the hours or day of work. In terms of irregularity and time constraints in salary payments, most labourers are not regularly paid on time. In relation to equality and inequality in female male pay, it is seen that most female agricultural labourers are not paid equal pay as men, which means they are given less salaries than men. Due to which female agricultural labourers experience mental pain and inferiority complex. In the matter of hiring or removal by the owners, most of the female labourers have admitted that they are kept accidentally anywhere on the job and they are removed from the work without any prior notice. No additional payment is made to the female labourers on the extra work from the scheduled work and there is no arrangement for the safety of female labourers at the work place. Most of the female labourers declare their inability to work outside the village. Regarding the availability of loan of agricultural female labourers, it is found that most female labourers get the from the moneylenders only. Female labourers have express their desire to work even after improving the economic situation, it is clear that most female labourers want to continue to work even further to improve the financial condition of their family and provide quality education to their children.

Despite the many governmental arrangements, the condition of welfare and security of female agricultural labourers and economic condition is very pathetic. For this, it is not right to blame the government system, but it is also an important reason for the labourers not being to aware of their position. Thus, where government is required to make the implementation of its programs and functions more effective, on the other hand female



agricultural labourers themselves being aware of their status and rights and setting up their labour organizations, through their rights. There is a dire need to fight..

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