

Gender Discrimination Regarding Work and Wages in Agriculture Sector of Punjab

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Jaspreet Kaur
Researcher,
Dept. of Economics,
Punjabi University,
Patiala, Punjab, India



Anil Kumar Verma
Principal (Retd.),
Dept. of Economics
Govt. Brijindra College,
Faridkot, Punjab, India

Abstract

Today, women play a significant role in agricultural management and production activities in addition to their household responsibilities. She is the cornerstone of the agricultural labour force. She does the most tiresome and stiff tasks in agriculture, livestock farming and households. The present study was conducted in the villages of two districts namely Hoshiarpur and Bathinda of the Punjab state. In this study researcher have discussed the role of women and nature of disparity among them in Bathinda and Hoshiarpur is a pre-condition to analyze the work-participation rates at the district level. A sample of 320 rural farm women laborers from both districts who were involved in various agriculture operations was selected for this study. An interview schedule was used to collect the information required to fulfill the objectives of the study. Apart from interviews, field observations were also made to observe the participation of women in the farm activities. The data collected was analyzed by using simple mean frequencies, percentages and tests of analysis. It is identified that there are number of determinants of female labor force participation in agriculture sector of Punjab. The results revealed that female labourers are being discriminated on the basis of working hours and wages. They are paid less wages as compared to men. Even when they wanted to work for longer hours they were not preferred by the landlords. Employers like to provide more work to the male labourers as per their perception that men have higher productivity than women.

Keywords: Female labourers, Agriculture Sector, Women Participation.

Introduction

Women play an excellent role within the growth and development of the society and creating it a complicated and fashionable society. Educating the women is of great importance which needs to be followed in the society to bring women empowerment and development of society. Without education and females' direction no development is feasible within the family, society and country. There is a notable locution by the Young that, "You educate a man; you educate a man. You educate a woman; you educate a generation."

Government of India has enforced numerous effective laws relating to safety and direction of the females. In the Panchayati Raj system around 33 percent of the seats are reserved for women thus women are being more conscious and come forward to fight for their rights. In the past few millenniums, various changes have been occurring in the status of women in India. There has been promoting the equal sex rights to a great extent in the recent decades. There has been heaps of improvement within the standing of the females in India after the independence.

Women have paid the highest price due to patriarchal values which induced devaluation of women in agriculture has led to a new violence in the form of female feticide. Gender discrimination is the main reason behind it. Women centered agriculture systems are also more productive. We need to strengthen women's role in agriculture sector both to remove hunger, poverty and to empower women. We need to redefine development by giving emphasis to women. This is the Gandhian approach to equitable sharing of prosperity by involving the poor in development.

Review of Literature

Ovung (2019) have noticed women participation in agriculture among the Lotha Nagas with reference to Jhumming. Researcher observed that Women farmers are the primary labour force in Jhumming and perform the activities in farms like preparation, sowing, weeding, harvesting, threshing, storing and marketing. Men only work in services that are physically demanding and seasonal in nature.

It has been found that in spite of their major contribution, they were not considered equal to men. Social rituals are the prime cause of gender gap. They suggested in their study that economic empowerment should be given to the women that is only possible by giving ownership of assets to women for enhancing their self-confidence and by providing equal access to production and marketing services.

Hema srikumar and Saranya (2019) attempted to generate database on participation of tribal women in agriculture in Nilgiris district. Researchers find out the participation of tribal women in different farm operation and analyze the constraints faced by farm tribal women in participation of agriculture operations and developmental programs for their livelihood. They perform various activities in agriculture such as field preparation, intercultural practices, weeding and harvesting etc. Rural women the most important work force in the economy. It has been concluded that today women play a vital role in agricultural management and perform production activities in addition to their household responsibilities.

A strategy has suggested by authors which will enable the women to perform parallel tasks without gender discrimination in the process of national development.

Meena (2018) conducted the study about role of women in agriculture and its allied fields. Author explained that women are the backbone of the development of rural and national economies. It has been found that rural women performed numerous labour-intensive activities such as weeding, hoeing, grass cutting, picking, cotton stick collection, separation of seeds from fiber, keeping of livestock and its other activities like milk processing and preparation of ghee. It is concluded that women have a decisive role in ensuring food security and preserving natural resources. Rural women are involved in the integrated management and use of diverse natural resources to meet the daily household requirements. Researcher steered that associate degree comprehensive transformative agricultural policy ought to aim at gender-specific intervention to lift productivity of tiny farm holdings, integrate girls as active agents and interact men and women in extension services with gender expertise in specific activities.

Objective of the Study

To examine the gender discrimination regarding work and wages in agriculture sector of Punjab.

Methodology**Locale of the study**

The locale of the study is the Hoshiarpur and Bathinda districts of Punjab, agriculturally the most developed state of India.

Sampling Design

The four stage random sampling technique was used to select the sample for the study. District was the first stage of the sample while block and village were the second and third stage of the sample respectively. The respondents such as the male and the female labourers/farmers become the fourth and ultimate stage of the sample of the study.

Selection of the Districts from the Study Area

Punjab state is divided into 22 districts. These districts are further divided into Tehsils and Blocks for the purpose of good governance. The field work for the research work will be conducted in two districts, viz. Hoshiarpur and Bathinda.

The selection of these two districts has been made in the following manner:

1. District having Maximum sex ratio.
2. District having Minimum sex ratio.

Selection of the Respondents

Finally, the ultimate respondents for the study, viz. the local women agricultural labourers and farmers were randomly selected. A total sample of 320 respondents was taken in the sample scheme. Respondents belonging to 80 farm families comprising of different agricultural and allied activities and 80 non-farm families comprising of landless female/male labourers working in agriculture and allied activities on a wage basis will be selected randomly from each district.

Results and Discussion**Extra Work and Extra Wages**

Female labourers wanted to work for longer hours if they were paid for it. Although they were sacrificing their time that they could spend with their family and children, yet they were not paid for extra work. The distribution of female labourers according to the extra work and extra wages for extra work is given in Table 1.

A glance at table 1 provides information that about 80 percent of female labourers have to work extra in Bathinda while the corresponding proportion in case of Hoshiarpur is 48.12 percent. The significant difference is indicated by the chi-square value of 35.31. 5 percent of female labourers in Hoshiarpur and 9.37 percent of female labourers in Bathinda reported that they have not paid for their extra work. It means the female labourers have to work for more than 8 hours a day. The significant value of chi-square i.e. 2.3 indicates the different trend of wage rates for extra work in both districts.

Table 1 Distribution of Female Labourers according to the Extra Work and Extra wages for Extra Work

District	Extra Work		Extra Wages For Extra Work	
	Yes	No	Yes	No
HOSHIARPUR	77 (48.12)	83 (51.88)	8 (5)	152 (95)
BATHINDA	128 (80)	32 (20)	15 (9.37)	145 (90.63)
PUNJAB	205 (64.63)	115 (35.94)	23 (7.19)	297 (92.81)
Chi-Square	35.31		2.3	

Source: Field survey 2018-19

Note: the figures given in parentheses represent percentage

The distribution of female labourers according to the extra work and extra wages for extra work is given in Figure 1.

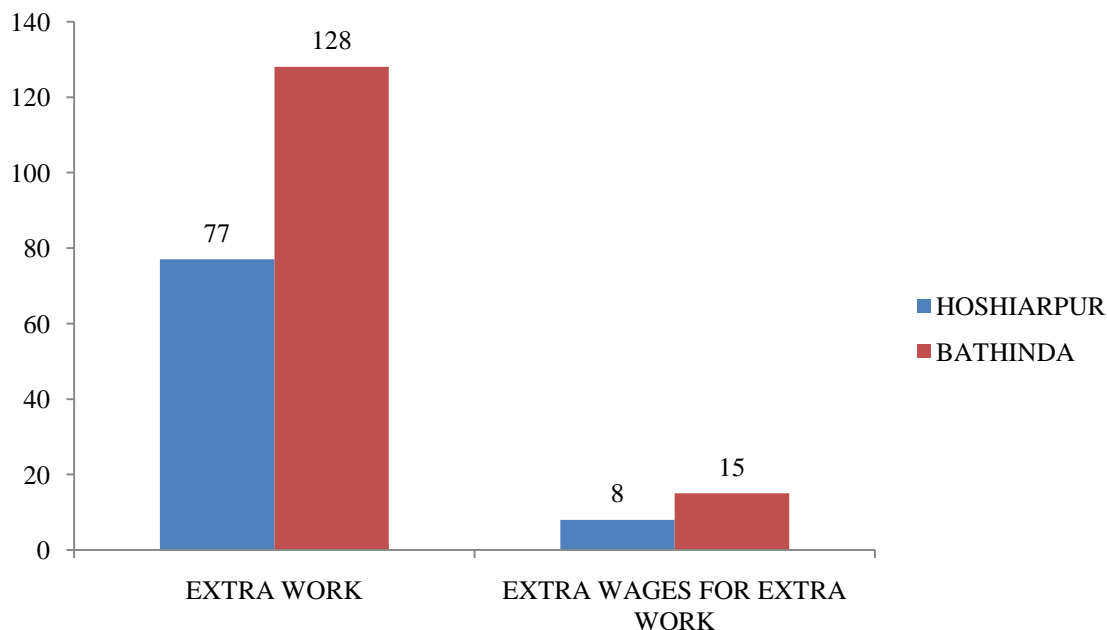


Figure 1 Distribution of Female Labourers according to the Extra Work and Extra Wages for Extra Work Discrimination Regarding Work and Wages

Female labourers are being discriminated on the basis of working hours and wages. They are paid less wages as compared to men. Even when they wanted to work for longer hours they were not preferred by the landlords. Employers like to provide more work to the male labourers as per their perception that men have higher productivity than women. The data about discrimination against female labourers regarding working hours and wages has been presented by Table 2.

Table 2 provides information regarding working hours and wages that 31.25 percent of female labourers have reported discrimination in

working hours in Hoshiarpur while this proportion is 36.25 percent in case of Bathinda. But there is no significant difference in working hours of male and female labourers as indicated by the insignificant chi-square value of 0.89 in both districts. 65 percent of female labourers in Hoshiarpur and 61.87 percent of female labourers in Bathinda reported wage discrimination between male and female labourers. There was existence of wage discrimination against the female labourers regarding wages in Punjab. But the insignificant value of chi-square i.e. 0.34 indicates that there were not any significant difference of wage discrimination between male and female in both districts.

Table 2 Discrimination against Female Labourers regarding Working Hours and Wages

District	Discrimination in Working Hours		Wage Discrimination between Male and Female	
	Yes	No	Yes	No
HOSHIARPUR	50 (31.25)	110 (68.75)	104 (65)	56 (35)
BATHINDA	58 (36.25)	102 (63.75)	99 (61.87)	61 (38.13)
PUNJAB	108 (33.75)	212 (66.25)	203 (63.44)	117 (36.56)
Chi-Square	0.89		0.34	

Source: Field survey 2018-19

Conclusion

Female labourers wanted to work for longer hours if they were paid for it. Although they were sacrificing their time that they could spend with their

family and children, yet they were not paid for extra work. Female labourers are being discriminated on the basis of working hours and wages. They are paid less wages as compared to men. Even when they

wanted to work for longer hours they were not preferred by the landlords. Employers like to provide more work to the male labourers as per their perception that men have higher productivity than women.

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