

## A QUALITATIVE STUDY ON WAGE DISCRIMINATION AMONG WOMEN AGRICULTURAL LABORERS

Anusuya Kamath\*<sup>1</sup>, Veena B.K.\*<sup>2</sup>

\*<sup>1</sup>Research Scholar, Assistant Professor, School Of Social Work, Roshni Nilaya,  
Mangaluru, Karnataka, India.

\*<sup>2</sup>Research Scholar, Srinivas University, Mangaluru, Karnataka, India.

### ABSTRACT

A Woman is the Backbone of the family. Gender discrimination is a social evil in all the sectors of the society. We find this discrimination in the work sector also, where for the equal work done by male and female the wages paid to them are unequal. The study concentrates more in agricultural sector. The males are paid more than the female workers for the same work done. Objectives of the study are; To know the respondent's opinion about unequal wages. To find out the reasons for disparity in wage structure of respondents. To learn about the work reliance of respondents in spite of low wages. Researcher did study in Belman Village Karkala Taluka and interviewed 20 women agricultural workers. 20 respondents were selected using Convenient Sampling. Questionnaire and Interview methods were used to understand the demographical data prepared by the researcher. As modern society has made clear, women have ability to perform with equal skill and success in virtually every endeavor engaged in by men including employment, athletics, academics and politics. Though now-a-days the government policies, rights have come into picture still we find gender discrimination. Here women should be empowered in all spheres in the society.

**Keywords:** Women, Gender Discrimination, Agricultural Laborers, Unequal Wages, Rights, Women Empowerment.

### I. INTRODUCTION

A woman is the precious creation of God. The domicile part of women in our society is that she plays a vital role in human progress and has a significant place in the society. The situation of women today is far better than, that, what it was few years back. She is an important part not only in the family but also she plays a vital role in the society. Women in ancient India were held in high esteem. The position of a woman in the Vedas and the Upanishads was that of a mother (Maata) or goddess (Devi). In the Manusmriti, woman was considered as a precious being. In the early Vedic age, girls were looked after with care. The practice of polygamy deteriorated the status of woman. A woman plays various roles as a daughter, sister, wife, mother and she shoulders her responsibility with soul and heart. A women never has a retirement always works for the family betterment. She performs the dual role as a homemaker as well as a professional by balancing to satisfy each and everyone around her.

The history of agriculture in India dates back to the Rig-Veda. Today, India ranks second worldwide in farm output. Agriculture and allied sectors like forestry and fisheries accounted for 13.7% of the GDP (gross domestic product) in 2013, about 50% of the workforce. The economic contribution of agriculture to India's GDP is steadily declining with the country's broad-based economic growth. Still, agriculture is demographically the broadest economic sector and plays a significant role in the overall socio-economic fabric of India. We observe women working in different fields as a teacher, doctor, lawyer, architect and so on. A Woman is also a part of the agriculture sector too. They are the main upholders of knowledge on crop varieties. Agriculture helps the women to become financial stable and to make her own decisions.

From ancient times of India we can see the practice of gender discrimination. Gender discrimination is a social evil in all the sectors of the society. Though in Indian Constitution a woman has been given the equal rights still there is an existence of gender discrimination. We find this discrimination in the work sector also, where for the equal work done by male and female, the wages paid to them are unequal. This unequal wages we can see more in agricultural sector. The males are paid more than the female workers.

## II. LITERATURE REVIEW

**Lilly. P. V.** in her Case study, in sample areas of Palakkad district brings out various problems faced by the female agricultural laborers are the work which they are performing is unorganized in nature, seasonal unemployment, low wages, poverty, lack of basic amenities, they don't have their own land, more of household responsibilities, female workers are restricted to take decisions related to economic matters in their own family and also they were been ill-treated. The illiteracy and poverty are the main factors which made them to repress from overall development.

**Prof. K.A Rajanna** his study analyses that the agriculture work is one of the major sector which helps the rural people to develop their economic status. But the women agricultural workers socio-economic conditions become a poor because there is discrimination of wage payment, and there is unsatisfactory in working conditions so on therefore the study suggested to improve the socio economic conditions of the female agricultural workers and uplift their status in society.

**S. D. Dinesh kumar** his study indicates that women have a multi-dimensional role and play significant role in agriculture. Women contribute about three-fourth of the labour required in the field. The majority of rural women spread their livelihood by working on land in a number of ways. The contribution of female labour is towards agricultural production beside their usual domestic work always more than the male labour in all types of land holdings. Based on that, the status of rural women is improving day by day. Even though, most of the contributions made by women in the farm sector are unaccounted and they are not directly paid. The wages paid to the female agricultural laborers are much below the prescribed rates also and the wide spread disparities in wages much to the disadvantages of them. Thus a rural woman, though in reality is an equal partner of man in agriculture, suffers from many handicaps which still their effective participation in the development process. The study attempt to find out the socio-economic status and the present conditions of the women agricultural laborers in the selected rural areas of Cuddalore District.

**Dr. D. Swamikannan and C.Jeyalakshmi** the study highlights that the female work participation rate has drastically declined and this means that the female workers are moved from agricultural activities to non-agricultural activities. Besides, laborer is a wage differences for the same type of between male and female workers which discourages the female workers to involve in agriculture.

## III. METHODOLOGY

**Study design:** This study is a Descriptive Research Design.

**Settings:** Rural Community

**Universe:** Researcher did study in Belman Village Karkala Taluka and interviewed twenty women agricultural workers.

**Sampling:** Twenty respondents were selected using Convenient Sampling.

### Tool of Data Collection

Questionnaire and Interview methods were used to understand the demographical data prepared by the researcher.

### Scope of the study

This study has helped the researcher to learn the women's position in the agricultural sector. This study has also helped the researcher to bring equality in the women and men for their equal work to equal wages. Furthermore, the study is also helps to the policy makers, planners, researchers and agriculturist.

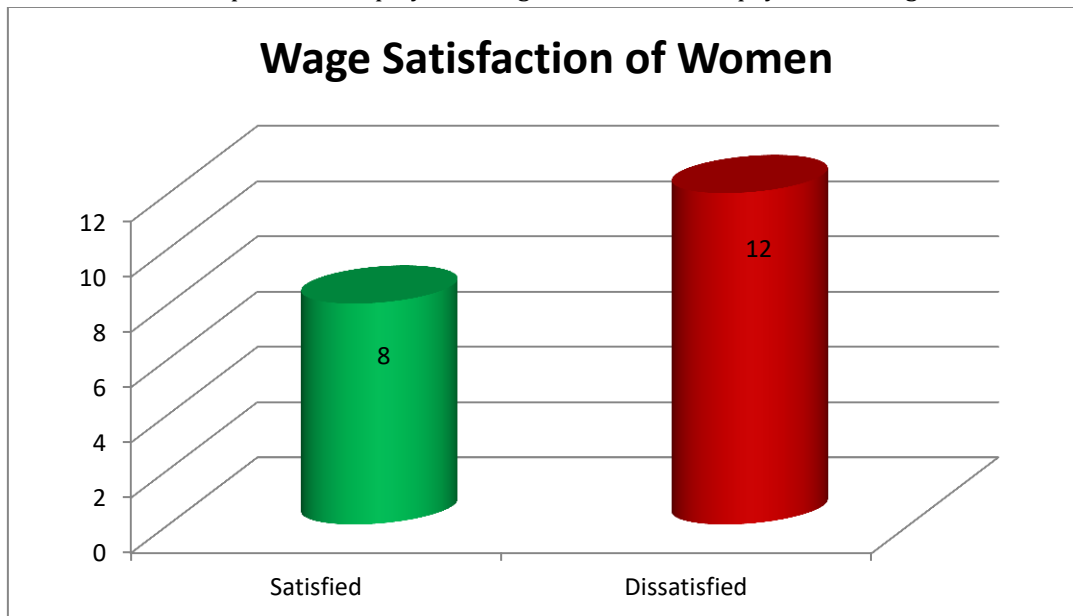
### Objectives of the study:

1. To know the respondent's opinion about unequal wages.
2. To find out the reasons for disparity in wage structure of respondents.
3. To learn about the work reliance of respondents in spite of low wages.
4. To implement the measures to improve the status of women agricultural labour.

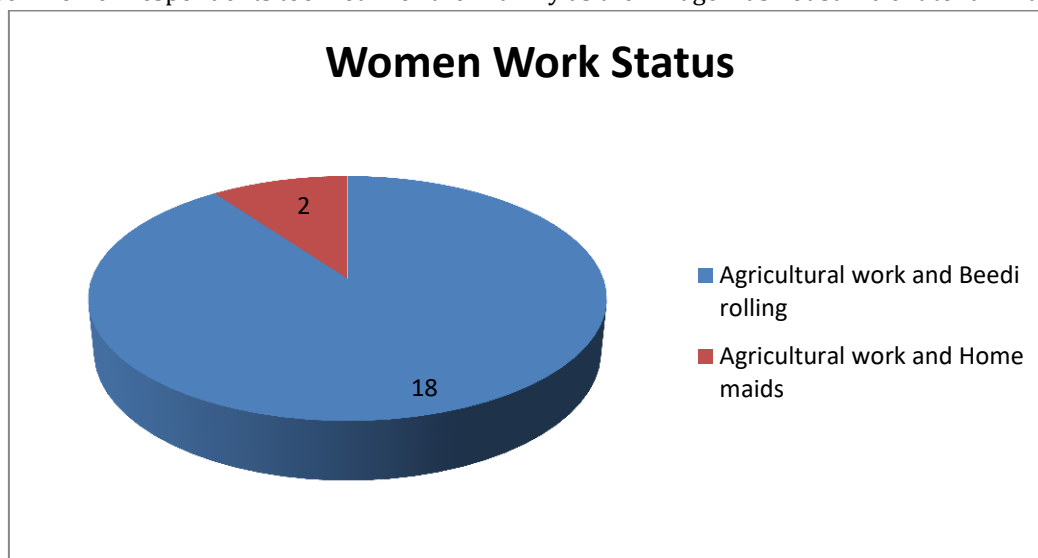
## IV. FINDINGS

- Only two women are having their own small farms and during the rainy season they also go for work in others field.

- Eighteen women don't have farms of their own so they go to work in others field.
- Two women along with farm work they also work as home maids.
- Fifteen women expressed that they are working as much as the male worker but they have been paid less wages.
- Eight women respondents are not aware of equal wage system in their field.
- In this village, male workers are getting paid nearly 500 to 600 rupees per day whereas eighteen women workers get their wages paid half of the male workers.
- Two women workers are getting only 4 to 5 kgs grains in the form of wage.
- All Women workers accepted that employers doing discrimination in payment of wages.



- Eight respondents think that it is natural to be paid less than male workers. They are satisfied with their wage. This shows that they are not aware of the government Act pertaining to their rights.
- Twelve women are not satisfied with their wage although their work load is similar to male worker.
- Eighteen women respondents expressed that it is very difficult to lead their life with less payment of wage.
- Two women respondents protest against the employer about inequality in wage payment. But it was of no productive result.
- Twelve women respondents do the saving by being a member in Self Help Groups (SHG's).
- Eighteen women respondents took loan for their family as their wage was not sufficient to fulfill their needs.



- Eighteen women are engaged with both agricultural and beedi rolling. This states that for majority women agricultural laborers get paid with less wages and with this small amount of money they cannot bare their day-to-day expenses of their family and so they have taken up beedi rolling work as well.

#### **V. IMPLICATIONS OF THE STUDY**

- To give awareness about the rights of the women
- To improve the status of the women in society
- Educate the women on Equal remuneration Act 1976
- Conducting income generating activities to women groups for economic development.

#### **VI. CONCLUSION**

Agriculture is the main occupation in India. A woman in agriculture plays a prominent role. As the modern society has made clear, women have ability to perform with equal skill and success in virtually every endeavor engaged in by men including employment, athletics, academics and politics so on. Although now-a-days the government policies, rights have come into picture still we find gender discrimination. Here women should be empowered in all spheres in the society.

#### **VII. REFERENCE**

- [1] Kuldeep Singh, Labour Problem and Solution, Lion Art Printer, Mumbai.
- [2] Lloyd. G. Reynolds, Labour Economics and Labour Relations, Prentice Hall India Private Limited, New Delhi.
- [3] Lilly. P. V. "Role of women in agriculture- A case study of female agricultural laborers in Palakkad district of Kerala " Thesis. Department of Economics, Dr. John Matthai Centre Thrissur, University of Calicut, 2000.
- [4] K.A Rajanna, Status and Problems of Women Agricultural Labourers: A Case Study ; Associate Professor and Co-ordinator, Department of P.G Studies in Economics, I.D.S.G Govt. College, Chikkamagaluru, Kuvempu University, Karnataka, India. E-mail: drkarajanna@yahoo.com.
- [5] S. D. Dineshkumar Socio-Economic Conditions of Women Agricultural Labourers in Cuddalore District; International Journal of Humanities & Social Science Studies (IJHSSS) A Peer-Reviewed Bi-monthly Bilingual Research Journal ISSN: 2349-6959 (Online), ISSN: 2349-6711 (Print) ISJN: A4372-3142 (Online) ISJN: A4372-3143 (Print).
- [6] Dr.D.Swamikannan and C.Jeyalakshmi Women Labour in Agriculture in India: Some Facets; Volume: 1; No: 1; November-2015. pp 22-28. ISSN: 2455-3921.
- [7] Bayakethotadinda. www.bayakethotadinda.blogspot.in
- [8] Journal of Rural Development, Kurukshethra, January-2008