

Vulnerability of Agricultural Female Labourer and Deprivation of thier Basic Labour Rights

UTKARSH KUMAR SINGH

BBA, LL.B.(HONS), 4th year
Amity Law School, Amity University, Noida (U.P.) India

ABSTRACT

India is a country of rich culture and varied heritage, at the time of independence of India in the year 1947, the main source of income was through agriculture and almost 45% of the income of country was through agriculture. In Farming activities, big farmers often engage agricultural labourers to reduce their workload and also to perform work more systematically and timely. These agricultural labourers are mostly unorganised almost 93% workforce engaged in agricultural activities are unorganised in India. These labourers are both men and women and are certainly exploited by their employer because they are unorganised and don't have a right to collective bargaining. This paper focuses on the vulnerability of agricultural female labourers *i.e.* how vulnerably they are treated in the society and how they are deprived of their basic labour rights. They are discriminated based on gender in the payment of wages for the work performed by them and also face various problems in performing their work. The paper focuses on the status of the female agricultural labourer in India, Judicial headway *i.e.* precedents of the Supreme Court, constitutional provisions for their protection, laws made for their welfare and various social security schemes. The paper is an endeavour to analyze the social-economic status of the female agricultural labourer and also problems faced by them in their employment.

Key Words : Female Agricultural labourer, Vulnerability, Constitutional provisions, Social-economic Status

INTRODUCTION

The agricultural sector is the largest employer of women. Majority of the female workforce (84 %) works in rural India. A very large share (73 %) of this female workforce toils in the agricultural sector, mostly (96 %) in rural areas. In most farming systems, females participate in all phases of agricultural production, although their roles (including decision-making) and control over resources and incomes varies greatly from place to place. Rural Women form the most important productive work force in the economy of majority of the developing nations including India. Agriculture sector employs 4/5th of all economically active women in the country. 48% of India's

self-employed farmers are women¹. Women are the backbone of the rural and national economies. They comprise 41% of the world's agricultural labour force, Women's work is equally wide-ranging and multifaceted that continues throughout the year, and they perform multiple tasks in the realm of agriculture. Women's original knowledge and skills are vitally compulsory for the food production and sustainable agriculture². In general, the largest proportion of rural women worldwide continues to face deteriorating health and work conditions, limited access to education and control over natural resources, insecure employment and low income. This situation is due to a variety of factors, including the growing

1. Dr .D.Swamikannan and C.Jeyalakshmi "Women Labour in Agriculture in India: Some Facets", International Journal of Business and Economics Research, November 2015
2. Rabail Gandhai, " Role of rural women in agriculture", Pakistan Observer, March-27-2016

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competition on agricultural markets which increases the demand for flexible and cheap labour, growing pressure on and conflicts over natural resources, the diminishing support by governments for small-scale farms and the reallocation of economic resources in favour of large agro enterprises³. Ninety-three per cent of India's labour force is in the unorganized sector; 55% is self-employed; and only 13% is in regular wage employment⁴. The concentration of rural women in agriculture are not only reflects the poverty and landlessness but also extremely limited options. The poor rural women have to be content with low paid jobs in agriculture as alternative supplementary occupations are just not available⁵. Mostly Female engages themselves in fields to help their families as their engagement can reduce work load of the male members of the family.

Objectives:

1. To study Social Economic Status of Female Agricultural Labour
2. To identify problems faced by female agricultural labour
3. To find about various social security schemes made for their welfare
4. To study about enforcement of different legislations and case laws on agricultural labours.

METHODOLOGY

This study is based on primary data and also uses secondary data like articles, books, magazines, Journals, Newspapers, Articles, Judicial Precedents, and online instruments. The primary data was collected in February 2020 through Interviews and observation by the researcher. For collection of primary data interviews were scheduled by the researcher with agricultural labours and questions related their personal and work profile was asked. Since most of the labours are illiterate so they were unable to fill questionnaires there questions were asked by the researcher and answers were noted for the same. Many respondents were unable to respond

therefore the researcher has to observe them. The questions were asked according to the objectives of the research relating to marital status, education, family, employment schedule, wages, etc. Samples were collected randomly and with utmost care and the main samples were from villages of western Uttar Pradesh. Total number of samples was 40 from 8 villages and 1 town of western UP. These 8 villages are Baruki, Ihabas, Khanpur, Rasulpur (Muzaffarnagar), Dariyapur, Amarpur, Hastinapur (Meerut), Sanolli, Gangoh (Saharanpur). These seven villages are from three districts named as Muzaffarnagar, Saharanpur and Meerut in appropriate proportions.

The data collected through these respondents are

Details of the respondents	
Place(District)	No. of Respondents
Muzaffarnagar	18
Meerut	13
Saharanpur	09
Total	40

shown in form of Pie chart representation in the Empirical data analysis section.

Position of women in Indian Society:

Women are the epitome of strength, love, sacrifice and courage. The role of women in today's world has changed significantly and for better. Women are now self-sufficient, well aware and financially independent. They have attained immense success in every field, whether it is sports, politics or academics⁶. In rural India in the agriculture and allied industrial sectors, women account for as much as 89.5% of the labour force. In overall farm production, women's average contribution is estimated at 55% to 66% of the total labour. According to a 1991 World Bank report, women accounted for 94% of total employment in dairy production in India. Women constitute 51% of the total employed in forest-based small-scale enterprises⁷. The status of Indian women

3. <https://www.greenfacts.org/en/agriculture-iaastd/l-2/9-women-agriculture.htm> Last visited on 07-05-2020

4. C.SVenkataRatnam, Industrial Relations 721-722(Oxford University Press, New Delhi),2014

5. Lilly. P. V. "Role of women in agriculture- A case study of female agricultural labourers in palakkad district of Kerala " Thesis. Department of Economics, Dr. John Matthai Centre Thrissur, University of Calicut, 2000

6. <https://karam.in/role-women-todays-world/> last visited at 07-05-2020

7. https://en.wikipedia.org/wiki/Women_in_India#Workforce_participation last visited at 18-04-2020

has radically changed since independence. Both the structural and cultural changes provided equality of opportunities to women in education, employment and political participation. With the help of these changes, exploitation of women, to a great extent was reduced⁸. India is ranked 105 amongst 128 countries in its Education for All Development Index. Among SAARC nations, India stands third behind Sri Lanka, and Maldives. India still has one of the lowest female literacy rate in Asia. As per the India's last census in 2011, the female literacy stands at 65.46% compared to 82.14% of males⁹. According to OXFAM 2018, agriculture sector employs 80% of all economically active women in India; they comprise 33% of the agriculture labour force and 48% of the self-employed farmers. In spite of their large contribution women continue to remain invisible in the rural economy of India. According to the United Nations Food and Agricultural Organisation, if women had the same access to productive resources as men, they could increase yields on their farms by 20-30%¹⁰.

Women as a agricultural labour:

Women form an integral part of the Indian workforce. According to the information provided by the office of Registrar General and Census Commissioner of India, As per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million, respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers of the remaining female workers, 8.5 million are in household Industry and 43.7 million are classified as other workers¹¹.

The Female agricultural labour in India is unorganised which increases the chance of their exploitation also their employment period is not fixed, it totally depends upon cropping season. Since they are not organised therefore they don't have a right of collective bargaining and due

to which they always has to work according to the terms and conditions of the employer. Female agricultural labour get less wages for the same work performed by men *i.e.* wages discrimination. They perform the same work but are paid less because they are unorganised and cannot have any to right to bargain. In India agriculture is the main source of income for most of the rural families and it is the most common job which does not requires any skills for the labours and due to the rapid rise in population the number of agricultural labourers has also increased, therefore the female agricultural labourers are forced to work for less wages. In 2011, women formed 75 per cent of the agricultural sector workforce. In rural India, around 80 per cent of women depended on agriculture for their livelihood. They formed about 33 per cent of cultivators and 47 per cent of agricultural labourers. In India, work of a woman agricultural labourer or cultivator is limited to less-skilled jobs like sowing, transplanting, weeding and harvesting. Many women also participate in agricultural work as unpaid subsistence labour¹². In India, 85% of rural women are engaged in agriculture, yet only about 13% own land. Economic Survey 2017-18 says that with growing rural to urban migration by men, there is 'feminisation' of agriculture sector, with increasing number of women in multiple roles as cultivators, entrepreneurs, and labourers¹³.

Challenges faced by women agricultural labour:

Differences in wages:

The female agricultural labourers' faces discrimination in payment of the wages for the work performed by them, men are paid more than female labourers for the same work performed. It is because women are considered as weak and helpless. There are various laws for the protection of women from this discrimination yet it still exists. The constitution of India provide Directive Principles of State policies in which it is the duty of the state to provide equal wages for equal

8. <http://www.yourarticlelibrary.com/women/status-of-women-in-modern-india/47637> last visited at 18-04-2020

9. <https://www.female-rights.com/india/> last visited at 18-04-2020

10. <https://finovation.co.in/female-participation-in-agriculture-in-india/> last visited at 18-04-2020

11. <https://labour.gov.in/womenlabour/about-women-labour> last visited at 19-04-2020

12. <https://www.downtoearth.org.in/news/agriculture/hard-work-but-low-wages-for-women-farmers-61656> last visited at 19-04-2020

13. <https://www.oxfamindia.org/women-empowerment-india-farmers> last visited at 21-04-2020

work but they are paid 22 per cent¹⁴ less than male workers.

Unorganised labour :

The unorganised labour is the most exploited because they don't have a right of collective bargaining and therefore they have to work on the terms and condition of the employer even if they are unreasonable like long working hours and less rest period.

Employment and working conditions:

The agricultural labourers have to face the problems of unemployment and underemployment. For a substantial part of the year, they have to remain unemployed because there is no work on the farms and alternative sources of employment do not exist¹⁵.

Indebtedness :

Most of the agricultural labourers suffers from indebtedness, this is due to the lack of banking facilities in rural areas due to which they go to local money lenders for loans and these money lenders charges hefty interest on the money.

Seasonal employment:

The agricultural labour does not get work for the whole year. According to the Second Agricultural Labour Investigation Society, a Seasonal labour gets an average of 197 days of work in a year. Similarly, child labour gets 204 days and women get 141 days of employment. Thus, their average annual income is very lower¹⁶.

Legal provisions for female agricultural labour:

The Equal Remuneration Act, 1976 ("Equal Remuneration Act"):

We time again come across discussions and instances of pay discrimination, where women workers

are getting paid lesser than their male counterparts. This is a story across the globe, even in developed nations. Article 39 of our Constitution directs that States shall, in particular, have policies towards securing equal pay for equal work for both men and women. Under the Equal Remuneration Act, Employers shall pay equal remuneration to its male and female employees who are carrying out the same or similar work also employers cannot discriminate between men and women while recruiting unless there is a restriction under the law to employ women in certain industries¹⁷.

Payment Wages Act 1936:

The main objective of the Act is to avoid unnecessary delay in the payment of wages and to prevent unauthorized deductions from the wages. Every person employed in any factory, upon any railway or through sub-contractor in a railway and a person employed in an industrial or other establishment. The State Government may by notification extend the provisions to any class of persons employed in any establishment or class of establishment. The benefit of the Act prescribes for the regular and timely payment of wages (on or before 7th day or 10th day of after wage period is greater than 1000 workers) and Preventing unauthorized deductions being made from wages and arbitrary fines¹⁸.

Minimum Wages Act 1948:

The Minimum Wages Act came into existence to safeguard the interests of the workers engaged in the unorganized sector. This Act provides for fixation and revision of minimum wages of the workers engaged in employment. Under this Act, both central, as well as State Government, are responsible, in respect of scheduled employments within their jurisdictions to fix and revise the minimum wages and enforce payment of minimum wages¹⁹.

14. <https://www.downtoearth.org.in/news/agriculture/hard-work-but-low-wages-for-women-farmers-61656> last visited at 21-04-2020

15. <https://www.jagranjosh.com/general-knowledge/problems-of-agricultural-labour-in-india-1446806332-1> last visited on 23-04-2020

16. <https://www.allexamnotes.com/2017/04/agricultural-labor-problems/> last visited on 23-04-2020

17. <https://sheroes.com/articles/5-laws-every-working-woman-should-know-about/MTI1NA==> last visited at 25-04-2020

18. <https://www.netlawman.co.in/ia/payment-wages-act-1936> last visited at 25-04-2020

19. <https://www.legalbites.in/law-notes-object-validity-features-minimum-wages-act-1948/> last visited at 25-04-2020

Workmen compensation Act 1923:

The Workmen Compensation Act, 1923 is an enactment that was issued by the trial Government and was implemented by various State Governments which gives social security to workers. This security is offered by the law for people who work. The passing of the Act put a stop and offered a relief for workers who would have gone through court processes that are often expensive, an effort to seek compensation whenever they acquired an injury during employment²⁰.

ILO Fundamental Conventions for Protection of Female Workers:***Right of Association (Agriculture) Convention, 1921 (No. 11):***

The General Conference of the International Labour Organisation, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Third Session on 25 October 1921, and Having decided upon the adoption of certain proposals with regard to the rights of association and combination of agricultural workers, which is included in the fourth item of the agenda of the Session, and Having determined that these proposals shall take the form of an international Convention, adopts the following Convention, which may be cited as the Right of Association (Agriculture) Convention, 1921, for ratification by the Members of the International Labour Organisation in accordance with the provisions of the Constitution of the International Labour Organisation²¹.

Safety and Health in Agriculture Convention, 2001 (No. 184):

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 89th Session on 5 June 2001, and Having decided upon the adoption of certain proposals with regard to safety and health in agriculture, which is the fourth item on the agenda of the session, and Having determined

that these proposals shall take the form of an international Convention; adopts this twenty-first day of June of the year two thousand and one the following Convention, which may be cited as the Safety and Health in Agriculture Convention, 2001²².

Right to Organise and Collective Bargaining Convention, 1949 (No. 98):

The General Conference of the International Labour Organisation, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and Having decided upon the adoption of certain proposals concerning the application of the principles of the right to organise and to bargain collectively, which is the fourth item on the agenda of the session, and Having determined that these proposals shall take the form of an international Convention, adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Right to Organise and Collective Bargaining Convention, 1949²³.

Judicial headway (Role of judiciary):***D.N. Banerjee V. P.R. Mukherjee²⁴:***

Chandrasekhar Aiyer, J. observed that in the ordinary or non-technical sense, according to what is understood by the man in the street, industry or business means an undertaking where capital and labour co-operate with each other for the purpose of producing wealth in the shape of goods, tools, etc and for making profits. The concept of industry in this ordinary sense applied even to agriculture, pisciculture and so on and so forth, it is also clear that every aspect of activity in which the relationship of employer and employee exists or arise does not thereby become an industry as commonly understood.

Banglore Water Supply and Sewage Board Vs. A. Rajappa²⁵:

This case is a landmark judgement under Industrial Disputes Act, 1947, which provides clarity on the term

20. <http://www.legalserviceindia.com/legal/article-992-an-overview-on-workmen-compensation-act-1923.html> last visited at 26-04-2020

21. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C011 last visited at 28-04-2020

22. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C184 last visited at 28-04-2020

23. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098 last visited at 29-04-2020

24. AIR 1953 SC 58

25. AIR 1978 SC 548

“industry” and its scope. In this case the honourable court established the triple test for the scope of “industry”, In triple test three measures were checked for any undertaking to be an industry (a) systematic activity

(b) co-operation between employer and employee

(c) production and distribution of goods and services calculated to satisfy human wants and wishes.

*In Oliga Tellis and others v Bombay Municipal Corporation*²⁶

The Supreme Court linked the right to life to right to livelihood. If right to livelihood is not treated as a part of the constitutional right to life, then the easiest way of depriving a person of his right to life would be to deprive him of his means of livelihood.

*Bandhua Mukti Morcha V. Union of India*²⁷ :

In this case, the basic question involved was bondage and rehabilitation of some labourers and Justice P.N. Bhagwati observed, “It is the fundamental right of everyone in this country to live with human dignity, free from exploitation. The right to live with human dignity enshrined in Article 21 derives its life breath from the Directive Principles of the State Policy and particularly clause(e) and (F) of Article 39 and Article 41 and 42 and atleast, therefore it must include protection of the health and protection of the workers men and women of the tender age of children against the abuse, opportunities and facilities for children to develop in a healthy manner and in condition of freedom and dignity, educational facilities, just and humane conditions of work and maternity relief. These are the minimum requirements which must exist in order to enable a person to live with human dignity, and no state has the right to take any action which will deprive a person of the enjoyment of these basic essentials”.

*Hari Nagar Cane Farm v. State of Bihar*²⁸ :

In this case the question arose whether the agricultural operation carried on by the two companies

constituted an “industry”? Both the companies were involved in agricultural operations and were registered under the Indian Companies Act. While the former was formed to produce sugarcane, wheat, paddy and other articles for sale, the latter was engaged in the production of sugar for its own consumption. On a dispute having arisen between the workers and the Companies, the State of Bihar made a reference to the Industrial Tribunal. The Companies questioned in a writ petition, under Article 226 of the Constitution, before the Patna high Court the jurisdiction of the State of Bihar to make a reference on the ground that the agricultural operations carried on, by them did not constitute “industry”. The High Court dismissed the petition and held that the activity carried on by them was an “industry” and, therefore, the reference was valid.

*Vishakha Vs. State of Rajasthan*²⁹ :

In this case Supreme Court held that sexual harassment of working women amounts to violation of rights of gender equality. As a logical consequence it also amounts to violation of the right to practice any profession, occupation, and trade. The judgment also laid down the definition of sexual harassment, the preventive steps, the complaint mechanism, and the need for creating awareness of the rights of women workers.

Constitutional provisions:

Fundamental Rights (Part III) of the Constitution of India

Equality before law(Article 14)³⁰ :

The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.

Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth(Article 15)³¹ :

(1) The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, and

26. AIR 1986 SC180

27. AIR 1984 SC 802

28. AIR 1964 SC 903

29. AIR (1997) 6 SCC 241

30. Article 14 of Constitution of India 1950

31. Article 15 of the constitution of India 1950

place of birth or any of them

(2) No citizen shall, on grounds only of religion, race, caste, sex, place of birth or any of them, be subject to any disability, liability, restriction or condition with regard to

(a) Access to shops, public restaurants, hotels and palaces of public entertainment; or

(b) the use of wells, tanks, bathing Ghats, roads and places of public resort maintained wholly or partly out of State funds or dedicated to the use of the general public

(3) Nothing in this article shall prevent the State from making any special provision for women and children

(4) Nothing in this article or in clause (2) of Article 29 shall prevent the State from making any special provision for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the Scheduled Tribes.

Equality of opportunity in matters of public employment(Article 16)³² :

No citizen shall, on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them, be ineligible for, or discriminated against in respect of, any employment or office under the State.

Directive Principles of the state policy (Part IV) of the Constitution of India:

Certain principles of policy to be followed by the State (Article 39):

The State shall, in particular, direct its policy towards securing

(a) That the citizens, men and women equally, have the right to an adequate means to livelihood³³.

(d) That there is equal pay for equal work for both men and women³⁴.

Provision for just and humane conditions of work and maternity relief (Article 42)³⁵ :

The State shall make provision for securing just and

humane conditions of work and for maternity relief.

Fundamental duties Article 51-A(e)³⁶ :

It shall be the duty of every citizen of India to renounce practices derogatory to the dignity of women.

Reservation of seats (Article-243D)³⁷ : (Gram Sabha)

Seats shall be reserved for

(3) Not less than one third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every Panchayat shall be reserved for women and such seats may be allotted by rotation to different constituencies in a Panchayat.

Social security schemes:

The workers in the unorganized sector constitute about 93% of the total work force in the country. The Government has been implementing some social security measures for certain occupational groups but the coverage is miniscule. Majority of the workers are still without any social security coverage³⁸.

Pradhan Mantri Shram Yogi Maandhan:

Pradhan Mantri Shram Yogi Maandhan is a government scheme meant for old age protection and social security of Unorganized Workers (UW). Unorganized Workers (UW) are mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio- visual workers or workers in similar other occupations. it is a voluntary and contributory pension scheme under which the subscriber would receive a minimum assured pension of Rs 3000/- per

32. Article 16, Constitution of India

33. Article 39(a), Constitution of India, 1950

34. Article 39(d), Constitution of India, 1950

35. Article 42, Constitution of India, 1950

36. Article 51A(e), Constitution of india, 1950

37. Article 243D(3), of Constitution of India, 1950

38. <https://www.india.gov.in/spotlight/rashtriya-swasthya-bima-yojana> last visited on 07-05-2020

month after attaining the age of 60 years and if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension. Family pension is applicable only to spouse. The scheme is a tribute to the workers in the unorganized sectors who contribute around 50 per cent of the nation's Gross Domestic Product (GDP). The applicants between the age group of 18 to 40 years will have to make monthly contributions ranging between Rs 55 to Rs 200 per month till they attain the age of 60³⁹.

Grant in Aid on Child and Women Labour:

Under this Scheme, Voluntary Organizations/NGOs were being provided funds by way of grants-in-aid to take up action-oriented projects for the benefit of women labour. Projects relating to awareness generation campaigns for women labour under this Scheme. The focus of the Scheme was awareness generation among women labour, in the area of wages, like minimum wages, equal remuneration, etc. to disseminate information on various schemes of Central/State Government Agencies available for the benefit of women labour.

This Scheme was introduced with the intention of furthering Government's policy of helping women workers become aware of the rights and opportunities available to them under various Schemes of the Government. As per the provisions of the Scheme, grants-in-aid was being provided as 75% of the total cost of the project. However, the projects relating to studies entrusted to various institutes were funded in full, *i.e.*, 100%⁴⁰.

Mahatma Gandhi National Rural Employment Guarantee Act :

On September 5th 2005 with assent of the president of India a new policy came into existence which worked towards providing livelihood security in rural areas of India. It started with the name "NREGA" which stood for National Rural Employment Guarantee Act and then an additional letter "M" was prefixed making it "MNREGA" Mahatma Gandhi National Rural Employment Guarantee Act. MNREGA is an employment scheme which provides social security by

guaranteeing a minimum of 100 days paid work per year to all the families whose adult members opt for unskilled labour-intensive work. MNREGA has been criticized for making agriculture less profitable as landless labourers are lazy and they don't want to work on farms as they can get money without doing anything through minimum money guarantee at NREGA work sites.

Krishi Shramik Samajik Suraksha Yojana:

The Scheme devised by LIC in consultation with the Ministry of Labour envisages the subscribers to pay Rs. one per day as premium, while the Central government would contribute double that amount. It will be open to agricultural labourers in the age group of 18-50 years. In case of natural death, accidental death/injury or partial or permanent disability before attaining age of 60 years, the subscriber or his nominee would receive a lump sum payment ranging between Rs.20,000/- to Rs. 50,000/-. On surviving up to 60 years, the subscriber would receive monthly pension ranging from Rs. 100 to Rs.1900 and in case of death the family would receive a lump sum payment ranging between Rs. 13,000 to Rs. 2.50 lakhs depending upon the age of entry to the scheme⁴¹.

Atal Pension Yojana (APY):

The Government announced the introduction of universal social security schemes in the Insurance and Pension sectors for all Indians, specially the poor and the under-privileged, in the Budget for the year 2015-16. Therefore, it has been announced that the Government will launch the Atal Pension Yojana (APY), which will provide a defined pension, depending on the contribution, and its period. The APY will be focussed on all citizens in the unorganised sector, who join the National Pension System (NPS) administered by the Pension Fund Regulatory and Development Authority (PFRDA). Under the APY, the subscribers would receive the fixed minimum pension of Rs. 1000 per month, Rs. 2000 per month, Rs. 3000 per month, Rs. 4000 per month, Rs. 5000 per month, at the age of 60 years, depending on their contributions⁴².

39. <https://maandhan.in/scheme/pmsym> visited on 07-05-2020

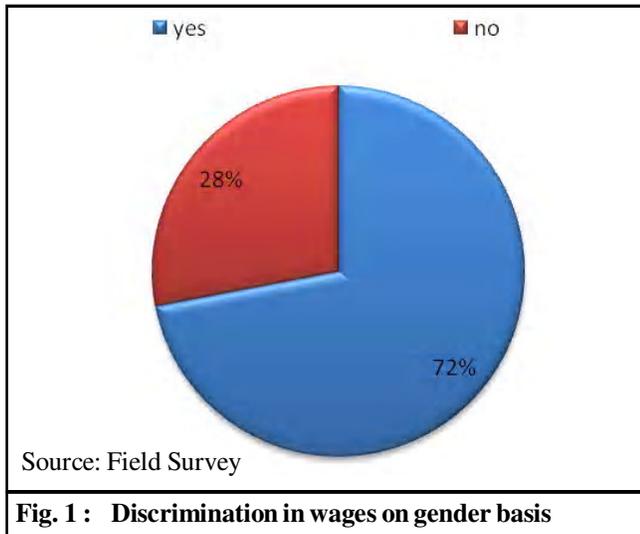
40. <https://labour.gov.in/schemes/grant-aid-child-labour-and-women-labour> last visited on 07-05-2020

41. <http://pibarchive.nic.in/archive/releases98/lyr2001/rjun2001/30062001/r300620012.html> visited on 07-05-2020

42. https://npscra.nsdl.co.in/nsdl/scheme-details/APY_Scheme_Details.pdf visited on 07-05-2020

RESULTS AND DISCUSSION

Fig. 1 shows the discrimination in wages on basis of gender in the form of pie chart. 72% female respondents agree that they are discriminated and paid less wages. Women are considered as vulnerable and therefore they are discriminated and paid less for the same work performed by men. This discrimination can be up to 50% of the wages and women are forced to work at these wages because they don't have any other option.



The Fig. 2 shows the Daily Working Hours of the respondents in the form of pie chart representation. 24% of the respondents work for 4 to 6 hours in a day, 65% of the respondents work for 6-8 hours in a day and 11% of the respondents work for 6-8 hours or above 8 hours in a day.

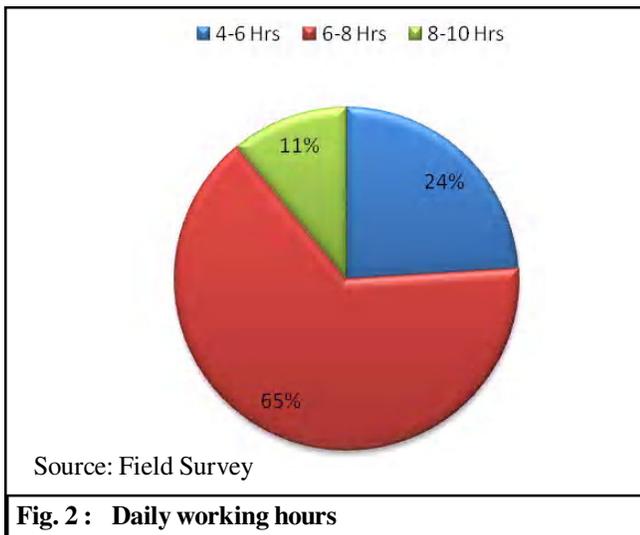


Fig. 3 shows the marital status of the respondents in the form of pie chart representation.

86% of the respondents are married and rest 14% of the respondents are not married or widowed.

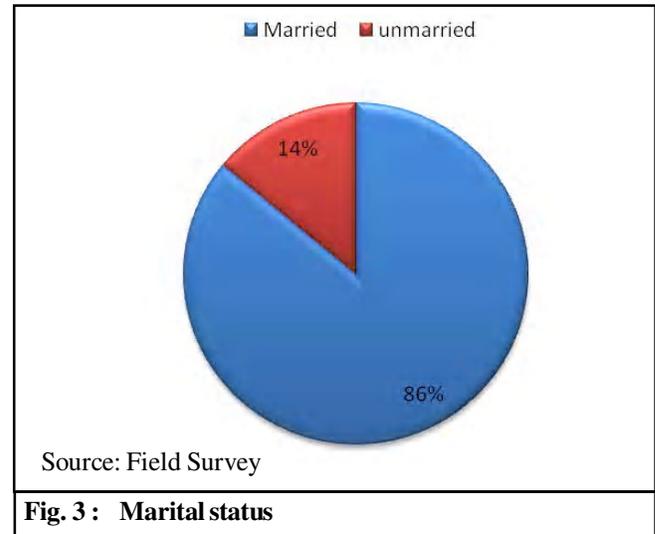
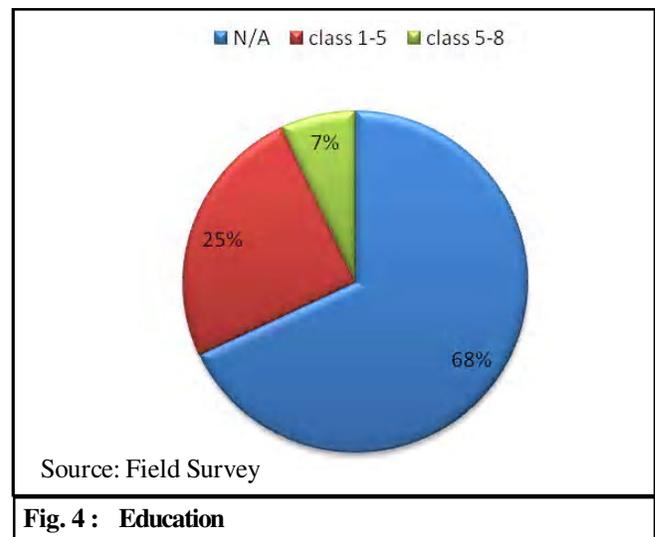


Fig. 4 shows the educational status of the respondents in form of pie chart representation.

68% of the respondents are illiterate *i.e.* they have never gone to any school or institution, 25% of the respondents have elementary education *i.e.* class 1 to class 5 and 7% of the respondents have education of class 5-8.



The Fig. 5 shows the knowledge of respondents on social welfare schemes made by the government for the development of labours. None of the labourers have any

information on any social welfare scheme. Only some respondents have slight knowledge of MNREGA and Pension scheme of the government.



Source: Field Survey

Fig. 5 : Knowledge of any social welfare schemes

Fig. 6 records the knowledge of respondents for chemicals like insecticides and pesticides used on crops. 100% of the female agricultural labourer respondents do not have any information on these chemicals. They are only engaged at the time of cutting of the crops.



Source: Field Survey

Fig. 6 : Knowledge of chemical Pesticies/Insecticides to be used

Major empirical findigs:

- Majority of the respondents are discriminated on the basis of gender in wages.
- Majority of the respondents are uneducated and illiterate.
- Majority of the respondents work about 6-8 hours

in a day at the time of cropping season.

- Majority of the respondents do not have any information about any social welfare scheme launched by the government for their development and welfare.

- Most of the respondents are married and they work as agricultural labours but still don't have any knowledge about any chemicals or insecticides/pesticides used on crops.

Conclusion:

Women are mothers, daughters, sisters, and wives they are the caretaker of the family and are actually the leader of the family. They take care of all the members of the family whether elder or younger; they care to build the youth of the country. They are the most important pillar of every family from cooking and feeding children to working in fields they can perform every kind of job. Females are considered as a weaker section of the society because they are not independent and they depend on the male members of the family. It is true but it is also to be noted that they take care of the whole family from cooking, cleaning, and washing of clothes to helping their families in the fields. Female Agricultural labourers are the most deprived form of labourers because they are not organised and they are discriminated in wages for the same work performed by men. Since they are not organised therefore they don't have a right of collective bargaining and they are forced to work on the terms of the employer. Since agriculture is not a technical task and does not involve any technical skills, therefore, can be performed by any person and due to increase in population and simplicity of work there is an abundance of labour. So, they are forced to work for fewer wages as they don't have any other option. The majority of the women in rural India are still uneducated and illiterate and due to poverty they are forced to work for their families so they can earn more money, they work in the fields with their fathers and husbands to reduce their workload. Since they are uneducated and illiterate therefore they cannot perform any technical work, therefore, they prefer to work as labourers. The working hours of these female agricultural labourers vary because they have to complete their work at home and then work in the fields but average working hours for these women are about 6 to 8 hours in a day at the time of cropping season and rest of the year they don't get much employment. Also, these women face various problems while working in the fields, due to the rise in crime against

women in past years they are always afraid to be raped and attacked. These women are so deprived that they usually don't have any information on social welfare schemes of the government which are launched for their welfare. They don't know about any subsidy or help given to the labourers or any law which is made for their protection. They are actually the most vulnerable, unnoticed, and deprived section of the society which work very hard and are in need of the protection

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