

## **Introduction**

### **Block 1**

Units in the Block 1 deal with the gender and crop agriculture. Block has four Units. Unit 1 titled as Role of women in agriculture in which the role of women in Post harvest processing and value addition; feminization of agricultural labour: paid and unpaid work, employment, migration are dealt. Unit 2 titled as Access to resources, services and institutions has elaborately explained the women's land rights, linkages with extension activities, education and research, market. The author discussed the reasons for lack of benefit women receive from extension activities. Unit 3 is titled as Differences in roles and activities. Unit 4 also discussed the role of men and women in crop agriculture. The final and fourth Unit of this block is National Agriculture Policy for Women.



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## **Course Introduction**

Course MGSE-004 “Gender Issues in Agriculture, Rural Livelihoods, and Natural Resource Management” has three blocks. All these three blocks covers agriculture and its allied sectors of Animal Husbandry/ Livestock, Natural Resource Management and Fisheries. Block 1 titled as “Gender and Crop Agriculture” deals with Agriculture sector where it has four Units. The first three Units are about role of women in agriculture (including Post harvest processing and value addition; feminization of agricultural labour: paid and unpaid work— employment, migration), Access to resources, services and institutions (including women land rights, linkages with extension, education and research, market) and Differences in roles and activities. The last and fourth Unit in this block is National Agriculture Policy for women. Block 2 is “Gender and Livestock and Natural Resource Management”. Like agriculture sector, first three Units in this block deals with the role of men and women in Livestock management and access to resources, services and institutions. The last two Units are about Natural Resource Management and Common Property Resources. In the Unit 9, the author not only defined Common Property Resource Management, he also discussed the role of community and local institutions for preserving and sustaining Common property resources. Based on various studies, he has argued that the women and marginalized are affected largely due to decline of CPR. The final and third block in this Course is “Gender and Fisheries”. All three Units in this Block elaborately dealt with the role performed by the women in fisheries sector and whether women could able to access services, resources and institutions are not.

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## UNIT 1: ROLE OF WOMEN IN AGRICULTURE

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### Structure

- 1.1 Introduction
- 1.2 Objectives
- 1.3 Gender Roles
- 1.4 Women Labor
- 1.5 Role of women in Agriculture
- 1.6 Obstacles in Women growth and empowerment
- 1.7 More work less pay or no pay
- 1.8 Women and Agro Biodiversity conservation
- 1.9 Cafeteria for women in Agriculture
- 1.10 Summing Up
- 1.11 Glossary
- 1.12 Answers to Check your progress exercises
- 1.13 References
- 1.14 Questions for reflection and practice

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### 1.1 INTRODUCTION

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***“In order to awaken the people, it is the woman who has to be awakened. Once she is on the move, the family moves, the village moves, the nation moves.”***

**(Pandit Jawaharlal Nehru)**

Women are an integral part of agricultural production systems in India and considered the backbone of agricultural workforce. The key roles that the women play in agricultural development and their contributions in the field of agriculture and allied sectors, food and nutritional security are now greatly realized. Besides, women, comprising of the majority of agricultural labourers, are also putting their efforts not only in terms of physical output but in terms of quality and efficiency in improving the overall agricultural production system. However, though agricultural technology is gender neutral, it is not resource-neutral implying socio-economic considerations in technology generation and transfer. Many a times the role of

women as producer of goods has been underestimated and has been considered as playing a supplementary role rather than the main role. This mystification has to be changed and the society needs to treat the women as agents of change.

In this Unit, the status of women in labor market, their role and contribution to agriculture, obstacles in the growth and certain schemes promoted by the Government and other agencies to empower them in the field of agriculture are discussed. This unit also brings to light and instills a sense of confidence among women in a male dominated society and their worth in the society.

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## **1.2 OBJECTIVES**

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After studying this Unit, you would be able to

- discuss the women's contribution in agriculture;
- explain the role played by the women in agriculture; and
- examine the work participation rate (WPR).

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## **1.3 GENDER ROLES**

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Gender roles are the roles played by the men and women in both public and private spheres. Women's role in agriculture related and allied activities well documented by the researchers. Women are responsible for the half of the world's food production. They contribute from preparing land for cultivation to crop harvesting, livestock rearing, home gardening, fuel and fodder collection and the collection of minor forest produce for the livelihood and food security. In South East Asia, Women contribute 90 percent of their labour for rice cultivation. In Thailand women are extensively engaged in agriculture as they carry out about 50 percent of the work involved in field crop cultivation, horticulture, plant protection, harvesting, and almost 80 percent in soil improvement about 90 percent of the work in inland fishing and almost all the work in food preservation and food processing, as well as in mulberry tree cultivation and silk worm raising.

Women's knowledge on agriculture and food production is vast. As we can see in this Unit, women contribute range of activities in agriculture. As we have seen in course MGS-001, the discipline of Gender and Development Studies clearly defined the gender roles. Because of role differentiation in the society by men and women, their needs are also differs. Integrating needs of the men and women in the planning, policies and programme are important. (Gopalan A and

S.N. Saha, Gender in Agriculture Developed under AP CESS Research Scheme, Hyderabad: National Academy of Agricultural Research Management, Augsut, 2003)

The following case study will give you the overall picture of women's contribution in productive and reproductive work

**Box 1 Let the spirits soar high**

Aravind is a daily wage earner in Shahjahanpur, and has his wife and four children to look after. To supplement his meager income, he occasionally sells vegetables in the open market after procuring from the mandi. Recently, he planted potatoes on his 2 bighas of land. Everything seemed to be in order till he fell ill a couple of months ago. The onus of running the household fell on his wife, Sukhdevi. Her workload increased manifold. From daily chores to tending a patient at home, from feeding children to working in the field, the list of diverse work she performs during the day is back-breaking and exhausting. Rather than give up, she took the challenge in her stride. Taking advice from her ailing husband, she will get the desired work done at the farm with the help of hired labour.

Adopted from Khandelwal, ashok and shipra Deo, 2013

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**1.4 WOMEN LABOUR**

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As per census 2011, India's population is estimated at 1.21 billion. The distribution of country's population in rural and urban areas was found to be 833.5 and 177.1 million respectively. Thus, the census in 2011 reflected an increase of 181.96 million persons over the population in 2001 census. Out of these 181.96 million persons added to the population in 2001, the increase in male population was 90.97 million as against 90.99 million in female population. This implies an overall growth rate of female population (18.3 per cent) which is higher than males (17.1 per cent). Subsequently, the sex ratio had also slightly improved in 2011 (i.e. from 933 to 943) compared to 2001 census. While there has been an appreciable gain in the overall sex ratio, the decline in child sex ratio (0–6 years) by 13 points from 927 in 2001 to 914 in 2011 is a matter of serious concern.

Such recent changes in the population dynamics are very important to appreciate the role of women. Women within the family combine and play an indispensable role in agriculture and

become more responsible in improving the quality of life especially in rural areas. However, their contributions often remain concealed and need to be properly exposed.

During the census 2011, few additional details are also made available in the dimensions related to spread of workers in the total population in rural and urban areas (Table 1).

**Table 1.1 Number of workers in India (Census 2011)**

(million)

| Worker Category | No. of workers    | Non- workers      | Total              | WPR (%) |
|-----------------|-------------------|-------------------|--------------------|---------|
| Rural           | 348.6<br>(72.37)  | 484.9<br>(66.53)  | 833.5<br>(68.86)   | 41.8    |
| Urban           | 133.1<br>(27.63)  | 243.9<br>(33.47)  | 377.0<br>(31.14)   | 35.3    |
| Total           | 481.7<br>(100.00) | 728.8<br>(100.00) | 1210.5<br>(100.00) | 39.8    |

Source: Census of India

Note: WPR - Work Participation rate is the number of workers per 100 populations

Out of the total population of 1210 million persons, the rural population was 833.5 million (68.86 per cent) and the remaining 377 million persons (31.14 per cent) live in urban areas. Thus, almost two-third of population is still found in rural areas. Among the total workers of 481.7 million, the number of workers in rural areas was about 348 million (72.37 per cent) and the remaining 133 million workers (27.63 per cent) were in urban areas. The work participation rate was about 42 per cent in rural areas as against only 35.3 per cent in urban areas.

The details of work participation rate between men and women (Table 2) would indicate that the work participation was higher in case of men compared to women and comparatively, the participation rate has declined among women in 2011 against 2011 census period.

**Table 1.2 Work Participation Rate (%) between male and female population**

| Sex           | 2001 census | 2011 census | % change |
|---------------|-------------|-------------|----------|
| Male          | 51.7        | 53.3        | +1.6     |
| Female        | 25.6        | 25.5        | -0.1     |
| Total Workers | 39.1        | 39.8        | +0.7     |

Source: Census of India

The above changes must be interpreted very carefully. Given a rise in population of women in the country, there is slight decline in the work participation rate and that decline is only because of reduction in marginal workers. The details could be well understood by looking also Table 3.1 below.

**Table1. 3 Type of workers in India and their percentage share**

| Worker Category         | 2001 | 2011 | % change |
|-------------------------|------|------|----------|
| <b>Main Workers</b>     |      |      |          |
| Total                   | 77.8 | 75.2 | -2.6     |
| Male                    | 87.3 | 82.3 | -5.0     |
| Female                  | 57.3 | 59.6 | 2.3      |
| <b>Marginal Workers</b> |      |      |          |
| Total                   | 22.2 | 24.8 | 2.6      |
| Male                    | 12.7 | 17.7 | 5.0      |
| Female                  | 42.7 | 40.4 | -2.3     |

Source: Census of India

In terms of workers, the work force is further classified as main workers<sup>1</sup> and marginal workers<sup>2</sup>. Among the women population, as per 2011 census, women-main workers constituted about 60 per cent and the remaining 40 per cent were classified as marginal workers. Comparing the year 2011 census data with 2001 data, there is 2.3 per cent increase in women-main workers and the men main workers on the contrary showed 5 per cent decline. Thus women are gradually being recognized as main workers, which is a good sign of development.

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1 Main Worker: Persons who 'worked' for 6 months or more during the reference year

2 Marginal Worker: Persons who 'worked' for less than 6 months

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## 1.5 ROLE OF WOMEN IN AGRICULTURE

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Agriculture in India still plays a primary role in ensuring food and livelihood security and sustainable economic development. This sector provides both direct and indirect employment opportunities. The sector is now however confronted with many challenges like degradation of natural resources, inadequate availability of labour particularly during peak agricultural operations, vulnerability to erratic monsoons leading to unemployment and severe pressure on land owing to increasing population and consequent demand for higher levels of food production. Besides, the contribution of agriculture to the Gross Domestic Product (GDP) at constant price declined to 14.1 per cent (2012-13) from 53.71 per cent during 1950's (Government of India, 2012). Despite, these unfavourable developments, this sector still provides livelihood to majority of population. In terms of sectoral shares in employment, agriculture share in employment declined from 59.9 per cent at the beginning of decade to 53.2 per cent at the end of the decade. However, this figure is still very high compared with the share of agriculture in other countries in the region.

Growth in agriculture, vis-à-vis in crops, depends on expansion of area and increased productivity of cultivable land through technological interventions. Considering the various limitations in expansion of available cultivable area, the long term growth in agriculture is possible only through practicing more self-sustained technologies, not jeopardizing the strength in the country. Such progress is unfortunately seen with more replacement of labour especially men.

The work activities of women in rural areas revolve around land and other resources. In addition to this, every family household requires to perform minimum household activities (chores), mostly undertaken by the women in the family. In any rural household, the agricultural activity is thus considered the most important because it fetches direct monetary benefits to the family besides creating employment. In majority of the agricultural households, the agricultural production depends entirely on the use of family labor, predominantly women. In many of the rural households, women are also considered in the decision-making process towards harvesting of crops, purchase and sale of animals, choice of crop in specific land and even construction of farm buildings.

Among the various cultivation operations, field operations like sowing or transplanting, weeding, harvesting etc. involve engagement more number of women labourers. For instance, the engagement of women agricultural labour in rice production activities has been found high in transplanting, weeding and harvesting.

We will elaborately look in to women's contribution in Production process. Pre-sowing activities consists of land preparation, preparation of compost and farm yard manure, seed selection, seed preparation, seed management, seed sowing, nursery preparation, sowing seeds in nursery, nursery maintenance, transplanting seedlings from nursery to main farm, fertilizer application. If we look in to all these activities of pre-sowing, women contribute most of the activities, except ploughing of lands. Once the pre-sowing activities are over, women's contribution to post sowing activities like weeding, scaring of birds, preparation of manure, hybridation of cotton and sunflower and handpicking of worms and insects are also done by the women.

By looking at the above activities one can easily come to the conclusion that female labour in agriculture is very significant than male labour. Not only in pre-sowing and post sowing periods, female labour activities are intense during harvest also. It starts with harvesting crop. After harvesting the crop, women carry the bundles of harvested crops to thrashing floor. In the post harvest process, women contribute numerous activities to make the harvested crop in to final one. It comprises preparation of thrashing floor, hand threshing, threshing with machine, winnowing, grading, processing and vending of agricultural commodities, care of storage structure, separating seeds, drying and clearing of produce, treating seeds and grains.

#### **Box 1 Case study 1**

Women from State of Kerala developed indigenous methods of selecting and preserving seeds for sowing next season. From the harvested grains they set apart the required quantity of seed material that will be sufficient for next seasons' planting of sowing. The grains are cleaned carefully by winnowing. During winnowing process, the off-colour, under sized and chaffy grains are segregated and removed. The selected grains are sundried for two or three days. Once they are convinced that the moisture content has reduced to sufficient level in the grains, they store them as seeds in mud container. A few women also select their seeds by collecting healthy ear heads. For example, Ragi ear heads with well- formed grains are selected during the harvest

and kept aside as seed materials for subsequent seasons' planting. Women have devised simple and scientific methods for seed preservation for sowing next seasons. For almost all foods grains whether cereals or minor millets, the selection and preservation methods are similar. Only Dolichus SPP and red gram are coated with red clay and dried under the hot sun for two three days. The red clay, according to the women, act as pest repellent. The seeds of all grains are under the sun once in a while on a full moon day. The confidentially say that the seed viability will not be affected even for two years if they are well dried and kept in airtight containers. The seeds of the vegetables are mixed with burnt ash and then sun dried. Fruits of few vegetables are left on the plant itself to get fully ripened. Certain vegetable seeds are kept on the rooftops to dry the seeds. Women also grow vegetables in small piece of lanes for household consumption. Seeds are considered as sacred. The seeds are generally kept in the attic of house where gods and goddess pictures are kept. Women do not touch the seeds during menstruation.

Ref Gopalan A and S.N. Saha, Gender in Agriculture Developed under AP CESS Research Scheme, Hyderabad: National Academy of Agricultural Research Management, Augsut, 2003

#### **Box 2 Voices from the field**

1. Land (like other productive assets) is an opportunity for change. It is a way to have access to other resources, such as water, seeds, new technologies and bank loans.
2. When we earn our own money, we are less frightened of arguing with our husbands, on spending decisions.
3. If our husbands want us to eat, then we eat, it totally depends on them. If the land were in my name, he would no longer beat me, and he would take care of the children as well.

Source: ILC and IFAD, 2004 and Khandelwal, ashok and shipra Deo, 2013

## **Check Your Progress Exercise 1**

**Note:** i. Use this space given below to answer the question.

ii. Compare your answer with the one given at the end of this U nit.

1. Define gender roles.

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2. Analyze the Work Participation Rate of men and women according to Census 2011.

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## **1.5 OBSTACLES IN WOMEN GROWTH AND EMPOWERMENT**

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One of the means of reducing drudgery in agricultural operation is to mechanize. Castillo (1977)<sup>3</sup> argued that even such mechanization is favoring operations performed mainly by men while the other operations were still operated by women manually. This adds the burden to women labour while they work both on-farm and off-farm. Much of the technological advancements had created more employment for men and even displaced female labour in agriculture. Moreover, the structural changes in the cropping pattern for instance i.e. from food crops to cash crops and use of mechanized inputs in farms have resulted withdrawal of female agricultural labour force and have created employment structure more biased towards male labour force. Besides, studies have shown that the female labour absorption capacity of crops has significantly declined due to a shift in cropping pattern i.e. from paddy to coconut or rubber in states like Kerala. It is found that the shift in one acre of paddy to coconut could result in a decline in female employment by 43 human days.

One of the major obstacles faced by farm-women is also lack of improvised knowledge on farming.

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## **1.6 MORE WORK LESS PAY OR NO PAY**

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Women are almost half of the adult population. They constitute one-third of the labour force but consume two-thirds of the world's working hours and yet earn only one tenth of the income and own only one per cent of world property (United Nations, 1975)<sup>4</sup>

Female hourly wage rates in agriculture vary from 50 per cent to 75 per cent of male rates, and are insufficient to overcome absolute poverty (Planning Commission). Most of the works performed by women in agriculture on family enterprises are unpaid work. Though the

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3 Castillo, C.T (1977), The Changing role of women in rural societies: A summary of trends and issues, Seminar report No.12, Agricultural development Council, New York

4 United Nations (1975), World conference of the United Nations Decade for Women: Equality, Development and Peace Document A/CONF.94/19. Nairobi, Kenya.

work participation rate is an important measure to assess the gaps and to verify whether it has narrowed down between genders, the remuneration and advancement gap between male and female workers still exist and always the women workers are the losers.

In various estimates on cost of cultivation of agricultural crops, both men and women labour wages (often disparity persists in wage rate) were considered and man equivalent is estimated based on the wage rate. In such estimates, since the wage rate paid for women, for equal hours of work is less than men, one man day is equated with one-half times the work of women. In order to remove such disparity, the hours of work has to be considered while fixing the wages irrespective of the gender.

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## 1.7 WOMEN AND AGRO BIODIVERSITY CONSERVATION

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The concept of bio diversity vis-à-vis agro-biodiversity is not new. Agro-biodiversity encompasses the variety and variability of animals, plants and micro-organisms that are necessary for sustaining key functions of the agro-ecosystem, including its structure and processes for, and in support of, food production and food security (FAO, 1999). Loss of agro-bio diversity is often portrayed mainly as environmental problem rather than social, political and economic reasons. Moreover among the various reasons, human activity plays a significant role as it can shape, conserve and protect the diversity. A farm in Indian situation earlier was a mix of many diversified enterprises along with crop. This traditional agricultural practice and production environment could achieve some type of balance in terms of land utilization, man power usage, soil health retention, risk bearing etc. However, modern agriculture, owing to intensive, mono cropping and specialized crop cultivation, much of these farm diversities have been lost. For instance, looking at macro level, among the selection of food grain crops, domination of major cereal crops in the cropping pattern could be seen at the loss of crops like jowar, bajra etc. (Table 1).

**Table 1.5 Change in Cropping Pattern Index**

**Base 1965-66=100**

|       | Early Green Revolution<br>(1966-67) | Green Revolution<br>(1986-87) | Post – Green Revolution<br>(2010-11) |
|-------|-------------------------------------|-------------------------------|--------------------------------------|
| Rice  | 98.07                               | 102.17                        | 96.99                                |
| Wheat | 100.80                              | 161.97                        | 188.08                               |

|               |        |        |        |
|---------------|--------|--------|--------|
| Jowar         | 100.74 | 79.41  | 32.26  |
| Maize         | 104.23 | 108.56 | 142.95 |
| Bajra         | 100.90 | 82.87  | 63.68  |
| Other cereals | 97.08  | 58.74  | 21.77  |
| Pulses        | 96.07  | 89.73  | 93.49  |
| Food grains   | 98.85  | 97.28  | 88.30  |

Source: Own estimation from secondary data

Taken 1965-66 as base year, cropping pattern index was estimated in three time periods namely early green revolution, green revolution and post-green revolution. Among the cereals crops, the area index under wheat (100.80 to 188.08) and maize (104.23 to 142.95) had increased and the traditional food grain crops like jowar, bajra and other minor cereals have lost their area. The overall shift in area towards non-food grains is also observed, as the overall food grain index moved from 99 in 1966-67 to 88.30 in 2010-11. The above changes have some serious implications as there exist a possibility of losing crop diversity. This could also lead to monoculture and dominance of only a few cereal crops and even genetic erosion of land races (or loss of agro biodiversity) of few traditional crops (Nautiyal and Kaechele, 2006; and Maikhuri, *et.al.*, 1997). Moreover, cultivation of traditional crops and land races require a clear understanding of the socio-economic characteristics of farmers (Prakash *et.al.*, 2004). Sometimes, payment for agro biodiversity conservation services (PACS) may be essential as market-based instruments that can increase the private benefits (Narloch *et.al.*). Collective action institutions are very important for technology transfer in agriculture and natural resource management among small holders and resource dependent communities (Mahendra Dev, 2012).

Another aspect in biodiversity is the management of insects, especially beneficial insects in agriculture. Many insect species are becoming extinct because of habitat loss, injudicious application of pesticides and climate change (Murugan, 2006). Biodiversity including that of insects should be preserved or even enhanced for its own sake and ecological services like natural control of crop pests (Noordijk *et.al.*, 2007). In a study conducted between mixed farming and sole crop farming in food production, the mixed crop cultivation showed a greater species-richness in terms of birds and insects. Mixed cropping also proved economically,

environmentally and ecologically sound than sole cropping to the farmers and facilitated sustainable crop yield (Raghavendra *et. al.*, 2010).

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## **1.8 CAFETERIA FOR WOMEN IN AGRICULTURE**

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Mainstreaming gender is an important component of the Policy Framework for Agricultural Extension (PFAE) developed by the Ministry of Agriculture, Government of India.

The Centre developed a cafeteria for the Ministry of Agriculture for offering it to states to guide the development of new programmes for women in agriculture.

New Programmes for women in agriculture should be developed based on the following key principles identified in the cafeteria.

- New programmes that are proposed should expand their definition of agriculture beyond crop production and should be based on site specific needs assessments.
- New projects that are proposed should build on groups, networks, organizational capacity and resources already in place and functioning from existing project initiatives and should take on and build on lessons from existing projects.
- Apart from extending agricultural technologies on production and post harvest to women farmers, new programmes should concentrate their efforts in providing crucial back-up services and support (backward and forward linkages) to help women groups to successfully adopt new techniques, crops and enterprises to increase their incomes and employment opportunities.
- New programmes should be planned with adequate resources for mobilizing women, forming groups, improving capacity and capability in technical, organizational and commercial (business/micro-enterprises) sectors and support systems (credit, raw material and markets).
- These should be prepared jointly in consultations with other organizations (public, private and voluntary) that can potentially complement and supplement the efforts of the state Department of Agriculture.

**The following technological options are also available for women to reduce drudgery**

### **Technological Option for farm women**

| <b>Operation</b>   | <b>Traditional Technology</b>                       | <b>Improved Technology</b>                                |
|--------------------|-----------------------------------------------------|-----------------------------------------------------------|
| Field Preparations | Desi plough, single tine kudal, khurpi, spade etc., | Tractor, Power tiller, rack, power-operated leveler etc., |

|                                |                                                                                                                            |                                                                                                                                                                       |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sowing in upland rice          | Broadcast sowing, hand dropping of seeds behind the plough                                                                 | Pora sowing Animal or power operated seed drill<br>Use of transplanter                                                                                                |
| Transplanting Manuring         | Pushing seedlings in mud<br>Head loading of farm yard manure in hilly areas                                                | Direct sowing<br>Use fully decomposed, farm yard manure, Incorporating legumes in crop rotation                                                                       |
| Fertilizer application weeding | Manual broadcast<br>Manual by khurpi or kudal                                                                              | Use of fertilizer drill<br>Use of herbicides<br>Use of improved tools like rotary weeder and wheel hoes                                                               |
| Plant-protection               | Spraying/dusting                                                                                                           | Use of granular chemicals<br>Mixing of chemicals with sand or urea<br>Use of resistant varieties<br>Use of improved duster or motorized sprayer<br>Low volume sprayer |
| Harvesting                     | Use of local sickle                                                                                                        | Mechanical harvester like reaper<br>Use of improved serrated sickle                                                                                                   |
| Threshing                      | Manual operation by hitting the bundle against any hard surface are trampling under the feet of human beings in rice crops | Use of thresher either power or manually operated<br>Maize and sunflower shelter<br>Ground nut decorticator                                                           |
| Winnowing                      | Under naturally blowing winds                                                                                              | Use of power or manually operated winnower                                                                                                                            |
| Seed treatment                 | Hand mixing                                                                                                                | Manually operated seed treatment drums                                                                                                                                |

|                        |                              |                                                                                                                                |
|------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Fodder fuel collection | Manually from distant places | Growing fodder crops in crop rotations<br>Use of dual purpose varieties for grain, fodder and fuel<br>Adopting social forestry |
|------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------|

Ref Gopalan A and S.N. Saha, **Gender in Agriculture Developed under AP CESS Research Scheme, Hyderabad: National Academy of Agricultural Research Management, Augsut, 2003**

## Check Your Progress Exercise 2

**Note:** i. Use this space given below to answer the question.

ii. Compare your answer with the one given at the end of this U nit.

1. Discuss the efforts of government for mainstreaming agriculture

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### 1.9 SUMMING UP

The importance and need for management of human resources in agricultural development has been well recognized in almost all the agriculture dominant countries. Such awareness has made possible to bring prominence of the role of women in increasing food production and improvement of rural households.

### 1.10GLOSSARY

**Mono cropping:** Monocropping is refers to the practice of growing only one type of agriculture product in a large area of and, year after year. In industrial crop production, monocropping is used to facilitate planting and harvesting across large pieces of land ( as well as the application of pesticides and fertilizers), often using specialized farm equipment. These techniques reduce the amount of human labour required for production, which drives down industrial crop process by

eliminating labour costs. However, monocropping ultimately imposes additional costs on society (e.g. environmental damage and human health threats). Monocropping became prevalent in industrialized countries in the 1940s and 1950s, as farming became more commodity-based and less subsistence –based, and as smaller family farms were consolidated into larger, industrial operations.

**Crop Rotation:** It is the successive cultivation of different crops in a specified order on the same fields, in contrast to a one-crop system or to haphazard crop successions.

Throughout human history, wherever food crops have been produced, some kind of rotation cropping appears to have been practiced. One system in central Africa employs a 36-year rotation; a single crop of finger millet is produced after a 35-year growth of woody shrubs and trees has been cut and burned. In the major food-producing regions of the world, various rotations of much shorter length are widely used. Some of them are designed for the highest immediate returns, without much regard for the continuing usefulness of the basic resources. Others are planned for high continuing returns with protected resources. The underlying principles for planning effective cropping systems began to emerge in the middle years of the 19th century.

**Bio-diversity:** Biological diversity or biodiversity refers to the variety and variability of life on earth. Bio-diversity is expressed at three levels on earth; genetic diversity; species diversity and eco system diversity. Its direct and indirect services are crucial for the sustenance of life on this planet. Bio diversity ensures food, fuel, shelter, medicines and other resources, which are vital for our survival. Most of the crops pests are controlled by a variety of other organisms, including insects, birds and fungi; which are certainly superior natural pesticides than their chemical equivalents. The pesticides which are extensively used are really harmful to human beings

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## 1.11 ANSWERS TO CHECK YOUR PROGRESS EXERCISES

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### Check Your Progress Exercise 1

1. Gender roles are the roles played by the men and women in both public and private spheres. Women's role in agriculture related and allied activities well documented by the researchers. Women are responsible for the half of the world's food production. They contribute from preparing land for cultivation to crop harvesting, livestock rearing, home gardening, fuel and fodder collection and the collection of minor forest produce for the

livelihood and food security. In South East Asia, Women contribute 90 percent of their labour for rice cultivation. In Thailand women are extensively engaged in agriculture as they carry out about 50 percent of the work involved in field crop cultivation, horticulture, plant protection, harvesting, and almost 80 percent in soil improvement about 90 percent of the work in inland fishing and almost all the work in food preservation and food processing, as well as in mulberry tree cultivation and silk worm raising. Women's knowledge on agriculture and food production is vast. As we can see in this Unit, women contribute range of activities in agriculture. As we have seen in course MGS-001, the discipline of Gender and Development Studies clearly defined the gender roles. Because of role differentiation in the society by men and women, their needs are also differs. Integrating needs of the men and women in the planning, policies and programme are important.

2. In terms of workers, the work force is further classified as main workers and marginal workers. Among the women population, as per 2011 census, women-main workers constituted about 60 per cent and the remaining 40 per cent were classified as marginal workers. Comparing the year 2011 census data with 2001 data, there is 2.3 per cent increase in women-main workers and the men main workers on the contrary showed 5 per cent decline. Thus women are gradually being recognized as main workers, which is a good sign of development.

#### **Check Your Progress Exercise 2**

- Mainstreaming gender is an important component of the Policy Framework for Agricultural Extension (PFAE) developed by the Ministry of Agriculture, Government of India.

The Centre developed a cafeteria for the Ministry of Agriculture for offering it to states to guide the development of new programmes for women in agriculture.

- New Programmes for women in agriculture should be developed based on the following key principles identified in the cafeteria.
- New programmes that are proposed should expand their definition of agriculture beyond crop production and should be based on site specific needs assessments.

- New projects that are proposed should build on groups, networks, organizational capacity and resources already in place and functioning from existing project initiatives and should take on and build on lessons from existing projects.
- Apart from extending agricultural technologies on production and post harvest to women farmers, new programmes should concentrate their efforts in providing crucial back-up services and support (backward and forward linkages) to help women groups to successfully adopt new techniques, crops and enterprises to increase their incomes and employment opportunities.
- New programmes should be planned with adequate resources for mobilizing women, forming groups, improving capacity and capability in technical, organizational and commercial (business/micro-enterprises) sectors and support systems (credit, raw material and markets).
- These should be prepared jointly in consultations with other organizations (public, private and voluntary) that can potentially complement and supplement the efforts of the state Department of Agriculture.

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### **1.13 QUESTIONS FOR REFELCTION AND PRACTICE**

1. Describe how women as laborers contribute to agricultural development
2. Explain how women play a multi-dimensional role
3. What is empowerment?. How this helps in overcoming the obstacles in women growth?
4. Why there exists disparity in wage rates between men and women? What suggestions you would make to remove such disparities?
5. Explain how the policy framework should be designed to address the overall issues in gender disparity?

**Table 1 Number of workers in India (Census 2011)**

|                 |                |              |       | (million) |
|-----------------|----------------|--------------|-------|-----------|
| Worker Category | No. of workers | Non- workers | Total | WPR (%)   |

|       |                   |                   |                    |      |
|-------|-------------------|-------------------|--------------------|------|
| Rural | 348.6<br>(72.37)  | 484.9<br>(66.53)  | 833.5<br>(68.86)   | 41.8 |
| Urban | 133.1<br>(27.63)  | 243.9<br>(33.47)  | 377.0<br>(31.14)   | 35.3 |
| Total | 481.7<br>(100.00) | 728.8<br>(100.00) | 1210.5<br>(100.00) | 39.8 |

Source: Census Report, Government of India

Note: WPR - Work Participation rate

**Table 2 Work Participation Rate (%) between male and female population**

| Sex           | 2001 census | 2011 census | % change |
|---------------|-------------|-------------|----------|
| Male          | 51.7        | 53.3        | +1.6     |
| Female        | 25.6        | 25.5        | -0.1     |
| Total Workers | 39.1        | 39.8        | +0.7     |

Source: Census Report, Government of India

**Table 3 Type of workers in India and their percentage share**

| Worker Category         | 2001 | 2011 | % change |
|-------------------------|------|------|----------|
| <b>Main Workers</b>     |      |      |          |
| Total                   | 77.8 | 75.2 | -2.6     |
| Male                    | 87.3 | 82.3 | -5.0     |
| Female                  | 57.3 | 59.6 | 2.3      |
| <b>Marginal Workers</b> |      |      |          |
| Total                   | 22.2 | 24.8 | 2.6      |
| Male                    | 12.7 | 17.7 | 5.0      |
| Female                  | 42.7 | 40.4 | -2.3     |

Source: Census Report, Government of India

**Table 4. Change in Cropping Pattern Index**

**Base 1965-66=100**

|  | Early Green Revolution<br>(1966-67) | Green Revolution<br>(1986-87) | Post – Green Revolution<br>(2010-11) |
|--|-------------------------------------|-------------------------------|--------------------------------------|
|--|-------------------------------------|-------------------------------|--------------------------------------|

|               |        |        |        |
|---------------|--------|--------|--------|
| Rice          | 98.07  | 102.17 | 96.99  |
| Wheat         | 100.80 | 161.97 | 188.08 |
| Jowar         | 100.74 | 79.41  | 32.26  |
| Maize         | 104.23 | 108.56 | 142.95 |
| Bajra         | 100.90 | 82.87  | 63.68  |
| Other cereals | 97.08  | 58.74  | 21.77  |
| Pulses        | 96.07  | 89.73  | 93.49  |
| Food grains   | 98.85  | 97.28  | 88.30  |

Source: Own estimation from secondary data



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## UNIT 2 ACCESS TO RESOURCES, SERVICES AND INSTITUTIONS

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### Structure

- 2.1 Introduction
- 2.2 Objectives
- 2.3 Defining “Access and Control”
- 2.4 National Commission for Women
- 2.5 Why the right to access?
- 2.6 Access to Resources – Land
- 2.7 Access to services and Institutions
- 2.8 Millennium Development of Goals
- 2.9 Summing up
- 2.10 Glossary
- 2.11 Answers to check your progress
- 2.12 References
- 2.13 Questions for reflection and practice

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### 2.1 INTRODUCTION

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**“Women needed opportunity, not charity – They want chance, not bleeding hearts”**

*(Prof. Mohammed Yunus, Nobel Laureate)*

Gender inequality is quoted as one of the reasons for restricted access to resources and curtailment of development opportunities among mankind. The major issues in gender inequality are that women are not empowered. Women empowerment could be achieved by promoting access to various available resources, improving women capability and providing adequate means to use these productive assets. Ensuring access to and control over productive resources like land, livestock, markets, credit, modern technology, formal employment, etc. to rural women are considered to be the prima-face for even eradicating household poverty. Access

to and control over major economic and financial resources is thus critical in enabling rural women's economic empowerment, improving their food security, and even improving their overall livings in rural communities. If women's access to productive resources were the same as men's, the women's contribution could reduce the total number of people suffering from hungry by 12 to 17 percent (FAO, 2011a). Achievement of gender equality in distribution of economic and financial resources has also proved to create positive multiplier effects for a range of key development goals, including poverty reduction and the welfare of children (United Nations, 2009).

Numerous studies have also concluded that rural women around the world, unfortunately, are having only limited access to productive resources and services. In India for instance about 35 per cent rural households are de facto female headed, from widowhood, marital breakdown or male migration (Government of India, 1998). Moreover, when men shift to urban or for seeking non-farm rural livelihoods, more and more households and its family members depend on women for managing family and agriculture and thus forcing women to bear the full burden of family subsistence. According to Agricultural Census (Government of India, 2003), women have owned only 7 per cent of the total agricultural land. Absence of such rights and consequently lack of access to various institutions and other services, women are unable to effectively put into use whatever resources available with them or at their supervision.

The Hindu Succession Act has been amended in 2005, which gives equal rights to men and women in matters of inheritance of both self-acquired property and joint family property. Despite such reforms and development, the implementation from retrospective effect is still pending. Similarly, in the case of redistribution of land, there existed many shortcomings and as a result women did not find much gain through such policy measures.

Given the above background, in this Unit, various issues of access to resources, services and institutions by women are discussed. The National Commission for Women and its role in protecting the rights of women is first highlighted. The current status of access to resources, services and institutions are also discussed. This unit also suggests few measures to be taken to improve the access of women towards resources, services and institutions.

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## **2.2 OBJECTIVES**

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After studying this Unit, you should be able to

- analyze the issues related to access and control over resources for women;
- examine the role of national commission for women; and
- explain the current status of access and control over resources for women.

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## **2.3 DEFINING ‘ACCESS’ AND ‘CONTROL’**

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The framework developed by the Gender and Development (GAD) experts to measure gender equality has one important indicator “access and control” over resources. By measuring access and control over resources, one can come to the conclusion whether resources are redistributed or not. Srilatha Batliwala et al defined “access and control”. According to them “ In the context of material, human and intangible resources, access refers to opportunity available to use resource. For example do women get opportunity to access common property resources available in the village? Do they get chance to conduct self help group meetings in the common place of village? If they have access to resources, will they able to control over resources? When we come to define control over resources, it is more complex than defining access. According to Srilatha Batliwala et.al, Control over resource is the bargaining power to define or determine the use of that resource.

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## **2.4 NATIONAL COMMISSION FOR WOMEN**

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The National Commission for Women (NCW) was constituted on 31<sup>st</sup> January, 1992 as a statutory body at National level, in pursuance of the National Commission for Women Act, 1990, to safeguard the interests of women. It has a wide mandate covering almost all aspects of women’s development namely to investigate and examine the legal safeguards provided for women under the Constitution and other laws and recommend to Government various measures for effective implementation. It reviews the existing provisions of the Constitution and other laws affecting women and recommend amendments to meet lacunae if any, inadequacies or shortcomings in such laws. The Commission looks into complaints and takes suo - moto notice of matters relating to deprivation of women’s rights, etc. and brings to limelight the issues with appropriate authorities; take up studies/research on issues of relevance to women, participate and

advise in the planning process for socio-economic development of women. Besides, the Commission evaluates the progress made thereof; inspect jails, remand homes etc. where women are kept under custody and seek remedial action wherever necessary.

However, deeply concerned with rising trends of social intolerance and more particularly crimes against the women, the National Commission for Women formed an Expert Committee on June 2102. This Expert Committee comprising of a panel of experts deliberated and recommended valuable suggestions for re-orienting/ re-strategizing the education system in India for a multi layered, multi-dimensional transformation in the mindset of the society towards equality and equity vis – a - vis gender.

The Committee has recognized that three distinct aspects of education, from gender perspective, need to be addressed. Firstly, it is essential to understand gender education and its outreach and means/methods of sensitization and spreading awareness regarding gender rights, equity and equality as enshrined in the Constitution, to all. Secondly, education should be more of a moral value based education system that also inculcates right ethics and morals based on righteousness of conduct and sense of responsibility of every action. Thirdly, it is essential to sensitize and even educate policy makers (legislators), implementing agencies (Executive/Police), Adjudicators, Media and other stakeholders to ensure that woman or a girl in the country gets her due.

The Expert Committee has made the following recommendations addressing to the different social strata and institutions to improve the gender equality. The Committee recommended that Government plays a prime role by complying with National Education Policy wherein the factors indicated on gender sensitivity be compulsorily implemented. It also suggested that a task force be formed for change in syllabus to inculcate gender sensitivity and awareness of laws relating to the protection of women/human rights. The Committee suggested that prime responsibilities must be bestowed with educational institutions and recommended to have value/moral education, discussions on gender and introduction of sexuality among students especially boys in harmony with the culture and intellectual level of the student, pre-marital counseling, gender equality awareness programs, formation of Gender Clubs etc. Few suggestions were also made by the

Expert Committee at non-formal levels especially to drop outs youths and for the parents. Thus the members in other social strata namely Policy makers and Executives, Police and Media are also motivated to improve the status of Gender equality.

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## **2.5 WHY RIGHT TO ACCESS?**

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In the section 2.3 we have defined “access and control over resources”. This section will examine the reason for access and control over resources. Women’s right for an equal access to and subsequent control over the various economic and financial resources is one of the basic requirements for achievement of any gender equality and women empowerment. Here access to economic resources refers to access to various factors of production. Such factors of production can be divided into two as immovable or fixed assets like land, housing, infrastructure and also some commonly owned resources in the village communities and movable or current assets like productive equipment or tools, livestock and even technology.. On the other hand, access to financial resources refer to availability of monetary resources which could be distributed through government spending, direct financial flows through credit and development assistances by the public and private agencies like banks, cooperatives, development departments in the form of subsidies or through institutions like Self Help Groups. Such access to economic and financial resources has also implications for women’s economic roles in sustaining livelihoods, in labor markets and in the economy as a whole. However, women face various constraints that limit them to access to resources which in turn could lead to limited decision making powers due to unequal power relations within the household (IFAD, 2009). Although women are involved and control production, they often do not own these means of production (Galab and Rao 2003; Shicai and Jie, 2009). Ensuring equal right to access to resources is thus a necessary condition for any women empowerment. Various factors (socio-political and economic) are responsible for denying the women’s right to access to economic and financial resources. It is worthwhile to consider all these factors to achieve any transfer of rights and access to resources by women.

### Check Your Progress Exercise 1

**Note:** i. Use this space given below to answer the question.

ii. Compare your answer with the one given at the end of this unit

1. What are the major mandates of National Commission for Women (NCW)

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2. Why an Expert Committee was formed by NCW during June 2012?

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### 2.6 ACCESS TO RESOURCES – LAND

Right to land or land right is legally and socially recognized entitlements to land and is enforceable through legitimized external authority. Such rights in land could be ownership and/or rights associated with different degrees of freedom to lease out, mortgage, bequeath and sell land. The ownership rights combined with the right to exercise control over the land constitute effective land rights.

Gender disparity in access to land and other assets are due to reasons like discriminatory inheritance practices followed from generation to generation, unequal access to land markets and gender biased land reform policies.

Why access to land to women is insisted? Legitimate access and insistence of access to land vis-a-vis other resources is important for the following reasons:

- Right to land protects an individual especially women against undesirable miseries like homelessness and destitution. In India land and income generation based on such land is

considered to be a secured livelihood in rural areas. It is also the single most important source of security for poor rural women.

- In many of female - headed households, the access to land and earning capacity of the household is directly linked
- Ownership of land and land rights is a pre-condition for acquiring other inputs like credit, technology. Owing to lack of legitimate rights to women and migration of men in search of jobs (out-migration), many arable lands are not put into fullest use. Awarding land rights to women would ensure that they have access to credit and other facilities and subsequently could increase the productivity of the lands they manage.
- Land titles can make it easier for women to adopt improved technology and enhance their motivation to do so, thereby increasing the productivity of the land they cultivate.
- Rights over land are an important determinant of social status and political power and granting land rights to women is an important means of empowering them.

No doubt some progress has been made in the country in improving the access to land and other assets to women through legislative reforms. However, full implementation still suffers basically from women's lack of knowledge of their entitlements. Hence continued efforts are needed to create awareness, promote and enforce gender sensitive legislation, make judicial systems more accessible and responsive to women and provide legal aid to women seeking to claim such rights (United Nations, 2009)

#### **Box 1 case study Niger and the Pilot Project for Land Security**

Women in Niger are essentially protected by the country's law, not only in political, civil and economic terms, but also with regard to access to natural resources, including land. In the past the regulations and customs governing Nigerien rural land tenure in practice ensured equitable access to land for family members through the joint nature of family holdings. However, there has been a break-down in this traditional system as a result of the pressure on land, which has led to a weakening of rules and regulations by introducing the privatization of land within farms, which have thus become more fragile. Since the start of the 1980s, Niger has been undertaking a participatory, iterative process intended to guarantee more secure access to land for farmers, including women and other vulnerable groups. The 1993 Rural Code is based on decentralized land management through the establishment of land commissions at regional, departmental,

communal and local levels. These commissions have the tasks of preventing and managing conflicts and identifying constraints regarding land tenure with a view to finding solutions. Technical and financial partners have supported this process and helped to develop approaches intended to improve the land tenure situation.

#### Pilot Project for Land Security

It was in this perspective that the Pilot Project for Land Security (PPSF) was implemented by Collaborative Action on Land Issues (CALI) – an initiative financed by the Belgian Fund for Food Security (BFFS) – and executed by the Project for the Promotion of Local Initiative for Development in Aguié (PPILDA) of IFAD and the International Land Coalition (ILC). PPSF has the objective of trying out and analysing a methodology to support all the landowners in Dan Saga, and providing a flexible mechanism for the acquisition of land titles that is accessible to vulnerable farmers and is suitable for large-scale replication.

The pilot project had two phases. The first focused on: (i) the carrying out of two surveys, one in Dan Saga, which led to better knowledge of the environment and above all the identification of the various types of land transaction and how they were changing, and the other at the administrative level in order to see the origins of the land tenure situation from an institutional viewpoint; (ii) the allocation of title deeds on the basis of the formulation of applications, surveys of fields, boundary marking and the establishment of a land map of Dan Saga; (iii) the holding of exchange and coordination workshops; and (iv) the equipment of Rural Code institutions, in order to make them operational. After these results had been achieved, the second phase of the project was implemented, not only to make the Local Land Commission (COFOB) functional, but first and foremost to make the benefits of the first phase permanent and capitalize on them with a view to their popularization.

#### Women and the PPSF experience

Women have 174 fields (inherited and purchased) of the 1,271 plots surveyed, reflecting the still small proportion of women who inherit or purchase farmland. Moreover, women's fields are

smaller, with 1.001 hectares on average, while more than 62 per cent of women have only 0.59 hectares. With an average of 2.06 hectares and 7 people for family plots, an imminent breakdown in the present production system can be anticipated, as has happened in the south of the region, where women are now being excluded from fields and farming. This phenomenon of the defeminisation of farming has led in some places to family disputes and a mass release of young married women from the confines of the home under the stimulus of their mothers, who can no longer bear to look on at the wretched situation of their married daughters who have no individual gamana fields. The mothers' recourse to renting land for their daughters has been their alternative solution. The agrarian system is constructed to meet the collective and individual needs of household members. The exclusion of one group in order to prioritize another is anticipated neither by custom nor by religion, the two elements in the name of which these discriminatory changes are carried out, condemning certain categories of the population, women in this case, to greater vulnerability.

#### Recommendations to ensure better access to land for women

In view of the encouraging results of the pilot scheme, replication of the Dan Saga experiment could be envisaged, albeit not as a carbon copy, and particularly not with regard to the material, financial and human resources from which the latter benefited. The following recommendations have been drawn up concerning better access to land for women:

- Identification of localities with land insecurity as priority zones for land security action;
- Broad dissemination of the sections of the Rural Code concerning natural resource management through its local structures (Municipal Land Commissions [COFOCOMs] and COFOBs);
- Carrying out of a survey to define the land tenure situation and the causes of land insecurity in the areas in question;
- Reporting of the survey results to the general population in the presence of the departmental and regional government authorities and technical officers;
- Consensual decision-making in favour of the process (survey, land registration, definition of area, mapping);
- Commitment of the local population regarding its involvement and participation (physical and financial) in the process;

- An information and awareness campaign concerning the beneficial nature of the process and the advantages for each farmer in knowing the various types of land transaction;
- Major involvement of women in plot identification operations so that they can defend their rights;
- Definition of the roles of each stakeholder and the period of intervention;
- Involvement of women and young men from the village who lack education or have only basic literacy training, and their training regarding the process of acquiring certificates of registration (title deeds) with a view to building up local expertise in this connection.

Adopted and adapted from *Strengthening Women's Access to Land into IFAD projects: Experiences from the field* Report prepared by F. Carpano, Land Tenure Consultant, March 2011

[http://www.ifad.org/english/land/women\\_land/WomenAndLand\\_SynthesisReport\\_Eng.pdf](http://www.ifad.org/english/land/women_land/WomenAndLand_SynthesisReport_Eng.pdf)  
accessed 28th May, 2014

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## 2.7 ACCESS TO SERVICES AND INSTITUTIONS

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Perpetuation of poverty in a country could be due to many reasons. The social norms and practices, more particularly, the discriminatory practices of gender and other social status result in sustenance of such ills in any society. Such norms and practices also create barriers to upward mobility, constraining women's ability to participate in economic opportunities and to benefit from and contribute to economic growth. It also restricts women's effective participation in political processes or civil action to curb such ills in the society. Policies and programs to mitigate such social discriminations depend on improving the outreach of services to this neglected gender.

Women in general are denied of full access to various services and institutions that provide such services. In any country the Government provides major services (public services) and it is the responsibility of these agencies and institutions providing such services to reach the people

without disparity. For instance, women's full access to health care services and information allows them to maintain their health and wellbeing of not only woman herself but also the entire family or household.

Among the various services and access to these services by women, access to credit and empowerment of women through the concept of Microfinance and Self-Help Group is well documented in the country. Microfinance is a type of financial service provided by banks to individuals or groups who would otherwise have no other means of access to these financial services. Micro finance through Self Help Group (SHG) has been recognized internationally as the modern tool to combat poverty and for rural development. One of the main objectives of financial services is to empower women and making women a large proportion of microfinance beneficiaries. Microfinance provides women the financial backing and thus could actively participate in economic growth. Such assistance gives them confidence, improves their status and makes them more active in decision-making, thus encourage ultimately gender equality.

In India, Self Help Group's linkage program has been active since 1992 and passed through stages of pilot (1992-95), mainstreaming (1995-1998) and expansion phase (1998 onwards) and emerged as the one of the biggest micro-finance program in terms of outreach. There were 7.9 million savings-linked SHGs and 4.854 million credit linked SHGs groups by March 31, 2012 with a total savings of Rs. 6551.41 crores. An important feature of this program is its popularity among women. About 90 percent of SHGs comprised of only women members (NABARD, 2012-13).

Gender-based discrimination is found to be qualitatively different from other forms of discrimination because it involves intra household distinctions in assigning value to people and allocating resources accordingly (World Development Report, 2000-01). This empowerment is enhanced by scaling up social institutions, increasing the capacity of women and the socially disadvantaged to engage society's power structure and articulate their interests and aspirations.

Social institutions also influence the roles that women could play. Prevailing traditions, customs and social norms in a region can limit the women's access to labor market, removing wage disparity and positioning of women in the administration in the management hierarchy. Better

education, access to health services and other services favor women's chances to effectively participate and compete in the labor market. But in many countries, the social norms and other taboos prevent women to acquire the needed education. For instance, in a society where girl children are married even at the age of below 18 years or where the girl children are not even permitted to go to schools, can hinder the access. In some societies, girl children are considered as liabilities to the household as the parents have to pay dowry when the girl is getting married as against boys who bring wealth to the family by receiving dowry. In some of the societies lower values and importance assigned to girl children and women lead to foeticide and infant mortality. More autonomy to women could increase the child survival.

Another important component in access to services and institutions is the technology itself. Technologies are the practices or techniques, tools or equipment, know-how and skills or combination of all the above mentioned elements that are aimed to achieve higher productivity, minimize production and processing costs and used to save scarce resources or inputs such as labor or energy (<http://teca.fao.org/technologies>). In the absence of legitimate rights to land or secured tenure, the adoption decisions of most of the agricultural technologies become a constraint. Moreover, memberships in Water User Associations (WUA) and Farmer Producer Organizations (FPO) are often limited to land owners especially rests with men thus effectively excluding most of the women. In terms of mobilization of labors for labor intensive inter-cultural operations and other management practices, the men have better control over women but not vice-versa. Rural women are seldom considered as one of the primary users of the technology. Besides, customs, traditions, religious beliefs and social norms widely vary across regions and villages and restrict women's activities and their ability to access to use new technologies and information.

Other rural institutions like as farmer-based organizations, community-based organizations, cooperatives, water user associations, informal networks and various forms of collective action for agricultural and rural activities are more gender biased leaving women to play only minimal roles. Though measures are taken to include or represent women as members in such institutions, the conditions prevailing in the society force the women not to fulfill such representations. Hence programs and activities are to be targeted more exclusively for women. Such approaches provide an opportunity to improve their skills and access to new means of information and public sponsored support services.

## Check Your Progress Exercise 2

**Note:** i. Use this space given below to answer the question.

ii. Compare your answer with the one given at the end of this unit

1. Why access to resources is important for women?

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2. How Microfinance and Self-Help Group (SHG) ensure access to credit?

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## 2.8MILLENNIUM DEVELOPMENT GOALS

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At the Millennium Summit in September 2000, as per the UN Millennium Declaration, the member nations committed to a new global partnership for achieving 8 goals (Millennium Development Goals) with time bound targets. India as member country commits itself to achieve these goals. These Millennium Development Goals (MDGs) are the world's time-bound and quantified targets for addressing basic human rights to health, education, shelter, and security. The goals are

Goal 1 Eradicate Extreme Hunger and Poverty

Goal 2 Achieve Universal Primary Education

**Goal 3 Promote Gender Equality and Empower Women**

Goal 4 Reduce Child Mortality

Goal 5 Improve Maternal Health

Goal 6 Combat HIV/AIDS, Malaria and other diseases

Goal 7 Ensure Environmental Sustainability

Goal 8 Develop a Global Partnership for Development

Among the 8 goals, promoting gender equality and empowerment of women (Goal 3) is more relevant to this study module though other goals also influencing the overall welfare of the women in the country. Certain indicators are prescribed by the United Nations Development Group to measure the current status and the improvement there from.

The indicators are

Ratio of girls to boys in primary, secondary and tertiary education (Gender Parity Index), ratio of literate women to men, 15 to 24 years old, share of women in wage employment in the non-agricultural sector and proportion of seats held by women in national parliament

As per UNDP report ([www.in.undp.org/content/india/en/home/mdgoverview](http://www.in.undp.org/content/india/en/home/mdgoverview)) India missed the 2005 deadline of eliminating gender disparity in primary and secondary education. However, the country has hastened progress and the Gender Parity Index (GPI) for Gross Enrolment Ratios (GER) in primary and secondary education has risen. Given current trends, India is moderately or almost nearly on track. However, as the Government of India MDG Report 2009 notes, “participation of women in employment and decision-making remains far less than that of men, and the disparity is not likely to be eliminated by 2015.” Achieving GPI in tertiary education also remains a challenge. In addition, the labor market openness to women in industry and services has only marginally increased from 13-18 percent between 1990-91 and 2004-05. Thus India is on-track for Primary and Secondary education but the performance with respect to higher education is rather slow.

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## **2.9SUMMING UP**

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Irrespective of caste, creed, religion, color and gender the Indian Constitution guarantees justice and equality in all the segments of our society. Since Independence, to safeguard the interests of women, a number of legislations have been enacted by both Central and State Governments. Subsequently, various amendments were also made in the existing laws with a view to handle even atrocities and crimes against women. Despite these measures, the crime against women and gender inequality is prevailing in the society. Reducing such gender-based social barriers requires a mindset change of deep-rooted beliefs against this vulnerable group and more concern on appropriate gender roles, as well as taking stringent action to ensure greater gender equity.

No doubt increasing the participation and involvement of the women in development and reducing social barriers are important and they act as complements to creating an environment in which they have greater opportunity and security. Added to this, to bring about gender equality, policymakers need to focus their actions on five clear priorities namely reducing the mortality of girls and women; eliminating gender disparity in education; increasing women's access to economic and productive resources and thus earnings and productivity; giving women equal rights in households and societies and preventing transmission of gender inequality across generations. Though economic growth per-se is not sufficient to promote gender equality, the outcomes of such growth will be acceptable only when they are accompanied by equal rights to access to resources by women as that of men.

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## 2.10 GLOSSARY

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**Gender Parity Index:** It is ratio of girls to boys in primary, secondary and tertiary education.

**Micro Finance:** Microfinance is a type of financial service provided by banks to individuals or groups who would otherwise have no other means of gaining financial services.

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## 2.11 ANSWERS TO CHECK YOUR PROGRESS

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### Check Your Progress Exercise 1

1. National Commission for Women has a wide mandate covering almost all aspects of women's development namely to investigate and examine the legal safeguards provided for women under the Constitution and other laws and recommend to Government measures for their effective implementation
2. With rising trends of social intolerance and more particularly crimes against the women, the National Commission for Women formed an Expert Committee on June 21 2002

### Check Your Progress Exercise 2

1. Legitimate access and insistence of access to land and other resources is fundamentally important for women empowerment. Land rights protects an individual especially women against undesirable miseries like homelessness and destitution. Similarly, these rights

also provide the women to access other resources like credit, market and other services and effectively use the productive resources at their control.

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## 2.13 QUESTIONS FOR REFLECTION AND PRACTICE

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1. Explain in detail about National Commission for Women, its objectives and its role in bringing gender equality
2. “Access to resources is fundamental to achieve efficient use of available resources” – Justify this statement with the current situation of women's access to such resources
3. Explain how the Micro finance and SHG could address overall issues in gender disparity?
4. What is Millennium Development Goal? Trace its purpose and how far India in promoting Gender Equality and Women Empowerment?



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## UNIT 3 Differences in Roles and Activities

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### Structure

3.1 Introduction

3.2 Objectives

3.3 Roles and Activities

3.4 Women's role and activities in Agriculture, Industry and Service Sector

3.5 Women's role and activities in other fields

3.6 Gender Analysis and gender mainstreaming

3.7 Gender Development Index

3.8 Summing up

3.9 Glossary

3.10 Answers to check your progress

3.11 References

3.12 Questions for reflection and practice

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### 3.1 Introduction

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*“A woman is the companion of man gifted with equal mental capacities. She has the right to participate in the minutes details of the activities of man. She has the same right of freedom and liberty as he”*

**(Mahatma Gandhi)**

Gender is a concept that deals with roles and activities and indicates the relationship between men and women. Women play many different roles and their roles played within family or outside vary across nations. Traditionally, women roles were confined to home and they were taking care of the children. However, woman as a gender in the development of the nation has been recognized only during the last three decades in many countries. Women now play different

roles and perform varying activities. Their increasing roles and activities outside home thus brought many tangible changes in the form of division of labor and their earnings changed over even the male dominance in most of the societies. Thus, women's changing roles and activities influence their ability to be educated, to earn, to struggle for equal ownership rights and be a major participant in decision making both at family and outside. Today, the changes in socio-economic, cultural and political environment also impact increasing participations of women in many spheres. Such participation of women is also one of the factors responsible for any autonomy that is deeply sought.

Moreover, women nowadays participate in many activities like education, media, art, culture, sports, service sector, politics, science and technology etc. Effective participation of women in these spheres is an important element to eliminate gender disparity.

The major focus of this unit is to learn and understand the major roles and activities that women play in different sectors of the economy and also in other fields, importance of gender analysis and the need to empower women to perform their roles for the betterment of the society.

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### **3.2 OBJECTIVES**

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After studying this Unit, you would be able to

- discuss role and activities of women in agriculture and other fields and sectors;
- define the significance of gender analysis and gender mainstreaming; and
- analyse the need for empowering women.

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### **3.3 ROLES AND ACTIVITIES AND GENDER NEEDS**

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Women constitute almost half of the world's population and are the most underutilized human capital. The economic contributions of women fall short of their potentials mainly due to improper recognition of their roles and activities. Even when women work for same hours as that of men, they earn less than men due to wage differences.

Gender role is referred to learned behaviors of men and women in a given society or community. It is the distribution of roles and responsibilities conditioned by age, class, race, ethnicity,

religion and by the geographical, economic and political environment. More specifically, in rural livelihood the roles played by both men and women are multi-dimensional and dynamic and are impacted by various policies, the institutional mechanisms and the rules as well as the gender relations institutionalized in households, communities, and beyond. Rural women's roles and status in agriculture, as well as their roles in off-farm activities and employment, vary widely from region to region (FAO, 2011).

Moreover, differences in gender roles could also occur in response to changing economic, natural or political circumstances, including development efforts. At household level, the roles played by gender can be broadly classified as productive and non-remunerative. Productive role implies the role played by the individuals (mostly by men) who work for wages or salary which can be exchanged for a value. Non-remunerative roles (mostly played by women) are the tasks performed to maintain or develop the productive role. This distinction has to be changed as women can also play both productive role and become earning member in the household.

Thus in any society or community men and women play multiple roles. The major roles that women normally perform are reproductive. Men perform both productive and community politics. Men are able to focus on productive role and could play their multiple roles sequentially. Contrarily, women have the capability to play their roles simultaneously and even balance time, energy and other claims for each of them. Henceforth, when women and men perform differing roles, they also have differing gender needs.

Understanding such gender needs is fundamental to formulate development policies for each sex. The disparity in access to resources, health (women and girl children are more subject to malnutrition than men), education (the literacy levels of women are less than men), food, wages etc. necessitates formulating many policies and programs exclusively for women development.

Moreover, the traditional and fundamental views of possession of goods alone translate into well-being to all household members were challenged by Sen (1998). Sen argues that possession is different from the ability to benefit from the characteristics of these goods. The possession of the commodity or the utility does not act as a proxy for well-being, but rather what the person actually succeeds in doing with these goods and their characteristics. For example, a land owned

by male head in the family does not automatically guarantee the well being of women, unless the right to use it is extended to women. Sen (1990) earlier argued that household gender relations profoundly affect the intra-household distribution of commodities and the ability of each gender to use particular commodities. Both women and men collaborate to bring wealth into the family, but that the division of wealth is a source of conflict. In many cases, wealth is not divided as per the share brought-in by each of the household member. Rather, division is determined by relative power. In most households, thus men hold more power than women resulting in more control over assets and expenditure by men. Understanding this is fundamental to study gender roles.

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### **3.4 WOMEN'S ROLE AND ACTIVITIES IN AGRICULTURE, INDUSTRY AND SERVICE SECTORS**

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Women play various roles in major sectors of the economy. Women's roles in agricultural households for instance can be affected by three distinct decision making units. Firstly, the role played by woman as the coordinator of production endowments and consumption for the entire family members. Second, the role played by women in substitution of labor force (hired) with that of their own labor. Thirdly, the decisions with regard to introduction of individualistic bargaining or collective coordination of the family, which preserve the distinct endowments of the individuals in the family and possible differences in preferences or needs of every member in the household.

Rural women also perform numerous labor intensive activities in agriculture. Women are engaged in collection of wood (a major fuel source for cooking), fetch clean drinking water, upkeep of livestock and its other associated activities like feeding, milking and processing of milk. It is thus evident that the women are playing a dominant role in the agriculture, livestock production and in overall management activities. Unfortunately, the women engaged in such activities are uneducated, unskilled and tradition-bounded; therefore their productive capacities are also low and referred as unskilled labor. Though rural women also help to produce and their role is instrumental in production of the cereals, legumes and vegetables, their economic contributions are considered only secondary or sometimes even become unaccounted. Thus agriculture sector is underperforming because women, who are often a crucial resource in agriculture, face constraints or limitations that reduce their potentials to express and ultimately the productivity.

Thus women in agriculture play a major and crucial role in translating agricultural production into food and nutrition security not only for the well-being of their own families but also for their communities. When women could earn an income, it is more likely to be spent on food and children's needs. Moreover, women are more responsible than men for selecting and preparing food (utilization and nutrition) for their families as well as for the care and feeding of their children. They manage households and keep engaged in livelihood strategies and income generating activities to support their families and their communities.

While performing such roles and performing activities at household, farm and allied activities, women are prone to drudgery. In order to reduce farm women's drudgery, Family Resource Management Component had been included in the All India Coordinated Research Project (AICRP) on Home Science to collect the relevant ergonomical data relating to farm women for designing women friendly equipment. These components aim at identifying the maximum drudgery prone activities performed by the women workers in household, farm and allied fields and their impact on women's health and efficiency. The project also focuses on collecting the relevant ergonomics data for designing women friendly technologies. Based on the study, the different farm activities performed by women, average time spent and other ergonomical information are estimated and shown in Table 1.

**Table 3.1 Drudgery prone activities performed by Farm Women**

| <b>Farm Activities</b>         | <b>Percentage of performers</b> | <b>Performance frequency score</b> | <b>Time spent (Hrs/yr)</b> |
|--------------------------------|---------------------------------|------------------------------------|----------------------------|
| Weeding                        | 54                              | 1.55                               | 234                        |
| Cutting/uprooting              | 55                              | 1.02                               | 218                        |
| Transplanting                  | 57                              | 1.01                               | 186                        |
| Cleaning                       | 51                              | 1.27                               | 52                         |
| Sowing                         | 49                              | 1.03                               | 49                         |
| Bunding                        | 46                              | 0.96                               | 66                         |
| Removing stalks                | 39                              | 0.97                               | 72                         |
| Picking                        | 33                              | 1.02                               | 83                         |
| Winnowing                      | 34                              | 0.97                               | 40                         |
| Collecting and bringing fodder | 39                              | 4.45                               | 481                        |
| Cleaning shed                  | 43                              | 4.81                               | 137                        |
| Milking                        | 44                              | 4.47                               | 335                        |
| Collecting dung                | 39                              | 4.78                               | 144                        |
| Feeding animals                | 43                              | 4.82                               | 166                        |
| Processing milk                | 45                              | 4.43                               | 168                        |

Source: Report of National Task Force on Technological Empowerment of Women in Agriculture, National Commission for Women, 2004, New Delhi, pages 22-23

It could be seen from the Table 1. that women perform various farm activities. Among these, collection and bringing fodder to animals, milking, cutting and weeding are the highest physiological activities performed by women. The performance frequency score also indicate the more frequent operations engaged by women. Thus, as per report of the task force, the total cardiac cost of work was highest for weeding activity followed by collecting and bringing fodder, transplanting, washing clothes and fetching water. The highest physiological cost for weeding is followed by collecting and bringing fodder and fetching water. Score for rated perceived exertion for collecting and bringing fodder, weeding, transplanting and fetching water were thus found very high, indicating that the women experience a lot of difficulties in performing these activities.

Women, compared to men, are also exposed to more work hazards. Women, while working especially in agriculture, also subject to various health hazards. Most of the women are employed in low-skilled, poorly paid activities and they are often exposed to health hazards. The following are the magnitude of various health hazards faced by farm women when engaged in agricultural operations (Table 2.).

**Table3.2 Nature and Magnitude of health hazards**

| <b>Farm Activities</b>     | <b>Health hazard reported (%)</b> |
|----------------------------|-----------------------------------|
| Transplanting              | 50.0                              |
| Harvesting                 | 26.5                              |
| Threshing                  | 50.0                              |
| Drying                     | 33.0                              |
| Par boiling                | 67.0                              |
| Cleaning of livestock shed | 47.0                              |
| Fodder collection          | 23.0                              |
| Milking                    | 27.5                              |

Source: DARE/ICAR Annual Report 2003-2004, page 174

It could be seen from the Table 2. among the various health hazards, the magnitude of hazard reported was highest when women do par-boiling of rice and other agricultural commodities. Though the modern rice mills have replaced the traditional method of par boiling, the practice even followed by small volume of producers.

In view of the critical role of women in the agriculture and allied sectors as producers, concerted efforts have to be taken such that the various welfare programs should be contemplated and to reach them in proportion to their numbers. The programs for training women in soil conservation, social forestry, dairy development and other occupations related to agriculture like horticulture, livestock, fisheries etc. have to be expanded to benefit women workers in the agriculture sector.

Women can also take initiative and can play a pivotal role in controlling environmental pollution. The woman is the key to provision of health services for the family and society. She is the key agent who can provide child care, hygiene, and nutrition for the entire family. Women play a vital role in the promotion of environmentally responsible behavior in the residential setting and also in activities related to preservation of natural resources (Anita, 2012).

Women play a significant role in watershed development activities also. Their role in watershed projects is mainly to increase wages through the watershed earth works. Their active participation in the watershed areas through SHGs resulted in better performance of the project and has also empowered the women especially their economic status (Johnson et.al, 2013).

Women's role in industry and service sector is also commendable. Women contribute to industrial production. Over 200 million women are employed across all industry sectors, with half of this number in developing countries. Essentially, the women of the nineties have created niches of their own and perform multiple roles as mother, wife and executive thus creating a space for themselves in family, society and workplace (Parikh, 2001). Such participation of women in the industrial development sustains not only their family livelihood but also contributes to socio-economic progress. In the industrial and service sector, there is an increasing number of highly educated women occupying decision-making positions. The creativity and talents of these women are an invaluable resource, which can and should be developed both for their own self-realization and for the benefit of society as a whole. The status of employment in different activities is shown in Table 3.

**Table 3.3 Women in Public and Private Sectors by Industrial Activity, 2004**

| Sl. No | Industrial activity                                     | Women Employment (in '000) |                  |                   |
|--------|---------------------------------------------------------|----------------------------|------------------|-------------------|
|        |                                                         | Public                     | Private          | Total             |
| 1      | Agriculture, Forestry, Fishing and Hunting              | 47.7                       | 411.0            | 458.7             |
| 2      | Mining and quarrying                                    | 66.0                       | 7.3              | 73.3              |
| 3      | Manufacturing                                           | 81.5                       | 867.9            | 949.4             |
| 4      | Electricity, gas and water                              | 49.7                       | 2.4              | 52.1              |
| 5      | Construction                                            | 62.6                       | 3.4              | 66                |
| 6      | Wholesale and Retail Trade, Hotels and Restaurants      | 14.0                       | 32.0             | 46                |
| 7      | Transport, Storage and Communication                    | 179.0                      | 10.4             | 189.4             |
| 8      | Financing, Insurance, Real Estate and Business Services | 206.0                      | 81.2             | 287.2             |
| 9      | Community, social and personal services                 | 2183.6                     | 628.8            | 2812.4            |
|        | <b>All Sectors (Total)</b>                              | 2890.0<br>(59 %)           | 2044.4<br>(41 %) | 4934.5<br>(100 %) |

Source: Statistics on Women in India 2010, National Institute of Public cooperation and Child Development, New Delhi, p.212

Between the two public and private sectors (Table 3), the private sector provided more employment to women especially in agriculture and manufacturing activities. However, the public sector provided higher employment avenues in activities like financing, insurance, real estate and business services and community, social and personal services. Among the nine industrial activities, the community, social and personal services provided more than 50 per cent of the employment for women. Thus, women play a significant role not only in agricultural and industrial sectors but also in service sector.

Besides, women are developing entrepreneurial skills and it is estimated that women entrepreneurs currently constitute about 13-14 per cent of the total number of entrepreneurs in India and the percentage is growing every year (Joshi, 2013).

### 3.5 WOMEN'S ROLE AND ACTIVITIES IN OTHER FIELDS

Gender inequality is seen in various sectors and it is more pronounced in politics. Women represent merely 22 per cent of lower houses in parliament around the world and in India this number is less than half at 10.8 per cent in the outgoing Lok Sabha (Shamika Ravi, 2014).

Women play significant role in politics, social reforms and local administrations. The participation of women in politics is not a new concept in India. However, the political role of women as a subject for research is only of recent origin in India (Kalpana, 1976). The roles they

played during Independence struggle were admirable. As early as 1917, there was women representation demanding political participation. Women in India got the right to vote in 1930. Their representation in the parliament, political parties and other decision making bodies remained low even after independence (Kaushik, 1996). The percentage of women in legislature remains still low, commensurate with their numerical strength. Thus, there is a gap between the formal ideas of women's participation and their meaningful use of power. The quest for greater political representation of women is, therefore, still relevant (Mehta et al: 2001)

The implementation of 33 per cent reservation for women at the grass root level has opened up new horizons for entry of women into local administration. Participation of women in Panchayat has been considered essential for enabling them to participate effectively and independently at grass root level. Women have come to positions in the local bodies as provisions have been made in the constitution (Palanithurai, 2001). Henceforth the representation of women in Panchayat Raj Institutions is gradually increasing. But the role played by women is still weak since they depend on patronage of male. However, women's independent role becomes pivotal in the process of change in rural areas. Fostering enough confidence in participation and decision making will help in community upliftment and achieving women empowerment and thus bringing them in main stream of national development.

### **Check Your Progress Exercise 1**

**Note:** i. Use this space given below to answer the question.

ii. Compare your answer with the one given at the end of this unit

1. Major roles and activities played by women

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2. Among the various industrial activities, which provided the largest employment for women?

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### **3.6 GENDER ANALYSIS AND GENDER MAINSTREAMING**

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Gender analysis is a tool to diagnose the differences between women and men in regard to their specific activities, conditions, needs, access to and control over resources, and ability to receive development benefits and participate in decision-making. Gender analysis provides a disaggregated data by sex. Such analysis helps in measuring impacts on programs when designed for both men and women. It also helps in understanding of the social construction of gender roles, how labor is divided and valued. The analytical process would also help in measuring the various development benefits and indicate that whether resources are effectively and equitably targeted. It identifies the varied roles played by women and men in the household, community, workplace, political system and economy. Besides, gender analysis could foresee and prevent negative impacts, if any, through development interventions targeting women or on gender relations. Through gender analysis, gender-sensitive planning for promoting gender equality could be possible.

Thus, gender analysis provides information about different perspectives, roles, needs and interests of both women and men and the status prevailing pertaining to the access and control over the resources. While implementing development programs, the impact of such programs or interventions on women and men could also be assessed and thus pave ways and means for reducing gender inequalities and promoting more equal relations between women and men. Thus gender analysis is the first step in promoting gender equality

Women in Development (WID) and Gender in Development (GAD) are also used in Gender Analysis. The Women in Development approach was developed during 1970s with the aim of designing many actions and policies to integrate women fully into development activities. Subsequently, the Gender in Development approach was developed in 1980s with the objective of removing gender disparities in social, economic and political equality between women and men as a pre-condition for achieving any people-centered development in the country.

Various constitutional provisions to protect the interest and rights of women and children (Item i) and also Laws related to women (Item ii) are listed below

### **1. Constitutional Provisions for Women and Children**

Article 15 – The State shall not discriminate against any citizen .... Nothing in this article prevents the State from making any special provision for women and children.

Article 15 (1) – prohibits discrimination against any citizen on the grounds of religion, race, caste, sex etc

Article 15 (3) – special provision enabling the State to make affirmative discriminations in favour of women

Article 21A - the State shall provide free and compulsory education to all children of the age 6-14 years in such manner as the State may, by law, determine.

Article 24 – no child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment.

Article 39 (a) – the State shall direct its policy towards securing all citizens men and women, equally, the right to means of livelihood.

Article 39 (d) – equal pay for equal work for both men and women.

Article 39 (e) - enjoins the State to ensure that the health and strength of workers, men and women and the tender age of children are not abused and that the citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

Article 39 (f) - enjoins the State to ensure that children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that the childhood and youth are protected against exploitation and against moral and material abandonment.

Article 42– the State to make provision for ensuring just and humane conditions of work and maternity relief.

Article 45 -the State shall endeavor to provide early childhood care and education for all children until they complete the age of six years.

Article 51 (A) (e) – to renounce the practices derogatory to the dignity of women.

Article 243 G - read with Schedule 11- provides for institutionalization of child care by seeking to entrust programs of women and child development to Panchayat (item 25 of Schedule 11), apart from education (item 17), family welfare (item 25), health and sanitation (item 23) and other items with a bearing on the welfare of children.

## **2. Laws related to women**

- Legal Practitioners (Women) Act, 1923
- Maternity Benefit Act, 1961
- Equal Remuneration Act, 1976
- Dowry Prohibition Act, 1961
- Pre-Conception and Pre-Natal Diagnostic Techniques Act, 1994 (PNDT) amended in year 2003
- Prohibition of Child Marriage Act 2006
- Crimes identified under IPC
- Immoral Traffic (Prevention) Act, 1956
- Dowry Prohibition Act, 1961
- Indecent Representation of Women (Prohibition) Act, 1986
- Commission of Sati (Prevention) Act, 1987
- Protection of Women from Domestic Violence Act, 2005

(Source: Annual Report 2012-13, Ministry of Women and Child Development, Government of India, p.169 and 170)

Another aspect in understanding gender roles is gender mainstreaming. Gender mainstreaming is the process of ensuring that women and men have equal access to and control over resources, development benefits and decision-making, at all stages of development process, projects, programs or policy. Gender mainstreaming was established as an intergovernmental mandate in the Beijing Declaration and Platform for Action in 1995 followed by Economic and Social Council (ESCOSOC) Agreed Conclusions in 1997. The mandate for gender mainstreaming was further strengthened in the outcome of the General Assembly special session to follow-up the Beijing Conference during June, 2000. Gender mainstreaming is not being imposed on governments by the United Nations. Member states have been involved in the intergovernmental discussions on gender mainstreaming since the mid 1990s and have, in consensus, adopted mainstreaming as an important global strategy for promoting gender equality. (United Nations, 2002)

Women specific projects are essential for gender equality. Targeted initiatives focusing specifically on women or the promotion of gender equality are important for reducing existing disparities, serving as a catalyst for promotion of gender equality and creating a constituency for changing the mainstream. It is important to understand that two strategies namely gender

mainstreaming and women's empowerment are not competing with each other but only complementary in the sense that gender mainstreaming must be carried out in a manner empowering women.

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### **3.7 GENDER DEVELOPMENT INDEX**

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To measure gender inequality requires a proper knowledge of the sources and the depth of such discriminations (Jütting and Morrisson, 2005). Such measures and any indicator that could capture various aspects of gender inequality are essential to frame policies. For instance Human Development Index focuses on life expectancy, educational attainment and income. There are also certain indicators that tend to focus on gender disparities related to access to education, health care, political representation, income etc. The aggregate indices that have received attention are Gender Development Index (GDI) and the Gender Empowerment Measure (GEM) developed by UNDP. The Gender Development Index is an unweighted average of three indices that measure gender differences in terms of life expectancy at birth, gross enrolment and literacy rates and earned income. The Gender Empowerment Measure is also an unweighted average of variables reflecting the importance of women in society. They include the percentage of women in parliament, the male/female ratio among the administrators, managers and professional and technical workers, and the female/male GDP per capita ratio calculated from female and male shares of earned income. Both of these indices measure the results of gender discrimination. But equally important is to understand its underlying causes. Another limitation of such index is that it does not measure the institutional frameworks that govern the behavior of people and hence the treatment of women.

The various other types of the indices along with scale used to measure such indices are shown in Table 4. Such indices would help to measure the other dimensions of the roles that the women play and the limitations faced by these women in performing their roles. However, more detailed analysis would be required to understand the underlying causes for such inactiveness.

**Table 3.4 Gender Development and Empowerment Index**

| <b>Index and their measurement scale</b>                                 | <b>Indicators</b>                                                                                                                                                                                                  |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Personal Autonomy Index<br>(Generally, Occasionally, Never)              | Visiting respondents' parental home, Visiting Hospital, Visiting village market, Helping a relative with money, Setting money aside for own use                                                                    |
| Family Decision Making Index (Wife Alone, Joint Decision, Husband Alone) | Children's education in school, Family planning, Family day-to-day expenditures, Going outside of home, Medical treatment, Entertaining guests, Buying respondent's traditionally favorite things                  |
| Economic Domestic Consultation Index<br>(Generally, Occasionally, Never) | Buying household furniture and utensils, Purchase of land, Education/expense of children, Purchasing Medical treatment of family, Purchasing women's clothes, Purchasing children's clothes, Purchasing daily food |
| Political Autonomy index<br>(Generally, Occasionally, Never)             | Voting according to own decision, Awareness of any political issue, Participating in any public protest, Campaigning politically, Contesting for elections                                                         |

*Note: Adapted from F. Handy and M. Kassam, ISTR conference, 2004, Canada.*

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### **3.8 SUMMING UP**

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It is not an exaggeration to conclude that women play major roles and hence are instrumental in development of the household, as a member of the family and for society and nation with their strength. At home, in order to alleviate the hidden hunger, women's access to productive resources such as land, credit and appropriate technologies has to be ensured. Capacity building for rural women to improve their participation at grassroots level, mobilization of funds, action programs and networking would further bring required awareness and impacts. Besides researchers and extension workers have to be sensitized on gender issues so that technologies appropriate to rural women are developed and effectively promoted. More information about women's economic role and quantification women's contribution in terms of the national income provides a guide for investments in rural development, and serves as a useful reference in monitoring and impact analysis and overall improvement in the roles and the activities.

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### **3.9 GLOSSARY**

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**Gender:** A concept that deals with roles and activities and indicates the relationship between men and women.

**Gender analysis:** It is a tool to diagnose the differences between women and men in regard to their specific activities, conditions, needs, access to and control over resources, and ability to receive development benefits and participate in decision-making.

**Gender Development Index:** It is an unweighted average of three indices that measure gender differences in terms of life expectancy at birth, gross enrolment and literacy rates and earned income.

**Gender Empowerment Measure:** It is also an unweighted average of variables reflecting the importance of women in society. They include the percentage of women in parliament, the male/female ratio among the administrators, managers and professional and technical workers, and the female/male GDP per capita ratio calculated from female and male shares of earned income.

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### 3.10 ANSWERS TO CHECK YOUR PROGRESS

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#### Check Your Progress Exercise 1

1. Women play major roles and activities related to three major sectors namely Agriculture, Industry and Service Sectors
2. Among the various industrial activities, Community, social and personal services provided major employment to women.

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### **3.12 QUESTIONS FOR REFLECTION AND PRACTICE**

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1. Explain in detail the various roles played by women
2. What you understand by gender analysis? Why and how it should be performed?
3. Explain in detail about Gender Mainstreaming
4. Discuss the various constitutional provisions and laws made to protect the interest of the women and children. Comment on its coverage and the implementation of such provisions.
5. Discuss the various indices developed to understand the roles and activities, empowerment of women.
6. What is your opinion about the current status of women and the roles they play in the economic development? If the existing provision is inadequate, suggest few measures to improve their role in the nation.

# Draft National Policy for Women in Agriculture (April – 2008)



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National Commission for Women  
4, Deen Dayal Upadhyaya Marg  
New Delhi – 110002

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## ANNEXURES

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| <b>II. Note on ‘Jai Kisan – Draft National Policy for Farmers</b>                                                                                                                 | <b>23-27</b> |
| <b>III. Table (1): Number of Workers by Usual Status and Annual Growth during 1983 to 2005</b>                                                                                    | <b>28</b>    |
| <b>Table (2) : Percentage of females of age 5 years and above usually engaged in domestic duties (principal status) and carrying out specified activities at all India level.</b> | <b>29-30</b> |
| <b>Table (3) : Percentage of females engaged in domestic duties at States/ UT level (according to usual principal status).</b>                                                    | <b>31</b>    |

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## **Draft National Policy for Women in Agriculture**

### **Preface**

In 2006, the National Commission for Women was asked by the Swaminathan Commission, which was then preparing a Draft National Policy for Farmers, to provide certain gender inputs in the Draft Policy. For this purpose, the National Commission for Women set up a sub-committee of experts(1) and with their help, prepared an extensive note(2) on the subject and sent it to Dr. Swaminathan as required . Even at that time, it had been felt that since it was part of the mandate of NCW to advise the Government on policy matters, we might further use the expertise of the sub-committee to prepare a full-fledged policy document on women in agriculture ourselves and submit the same to the Government for its consideration .

In the meantime, The National Policy on Farmers 2007 was finalized and published by the Ministry of Agriculture, GOI. On going through this document, we found that while some of the inputs provided by us had been accepted, the general nature of the policy document had left out or marginalized many of our crucial concerns regarding women farmers and agricultural workers. This is why it seemed to be a necessary exercise for us to supplement the National Policy for Farmers with a comprehensive document on the problems and needs of women in agriculture in the present time. Obviously these cannot and should not be separated from the general concerns in the agricultural sector, but gender inequities added to other social disadvantages generate certain specific problems and needs for women in the agricultural sector and these constitute the special focus of the present document produced through the joint efforts of the sub-committee.

Dr. Jayati Gupta of the Department of Sociology, Delhi School of Economics, Delhi University, had been a member of the Committee after it was formed. Her most untimely death last year after a brief illness, was a sad loss to us. But her invaluable contributions in the form of detailed notes on joint patta have been used extensively in this draft.

*Note: (1) and (2) is given in Annexure.*

## I) **BACKGROUND**

### 1. **Recognising Women as Farmers and Agricultural Workers**

Women's pivotal role in agriculture has never been recognized fully. They work as female agricultural labourers, as farmers, co-farmers, family labourers and (with male out-migration, widowhood etc.) as managers of the farm and farm entrepreneurs. Women in agriculture refer not only to women agricultural labourers and farmers but also to women working in the various sub-sectors of agriculture and allied non-farm work (3). Women constitute 40% of the agricultural workforce and this percentage is rising. Today, 53% of all male workers, but 75% of all female workers and 85% of all rural female workers are in agriculture. An estimated 20% of rural households are de facto female headed due to widowhood, desertion, or male out-migration. The increased feminization of agricultural work and labour must be taken into account in any policy document.

Women work extensively in production of major grains and millets, in land preparation, seed selection and seedling production, sowing, applying manure, fertilizer and pesticide, weeding, transplanting, threshing, winnowing and harvesting. In livestock production, fish processing, collection of non-timber forest produce etc. women have a very large role. In animal husbandry, women have multiple roles, ranging from animal care, grazing, fodder collection and cleaning of animal sheds to processing of milk and livestock products. Keeping milch animals, small ruminants and backyard poultry is an important source of income for poor farm families and agricultural labourers. Women also predominate in various artisanal productions such as weaving mats and baskets etc. Landless women agricultural labourers are involved in most of the agricultural operations. Women also augment family resources through tasks such as collection of fuel, fodder, drinking water and water for family chores and domestic animals. But they still remain largely unacknowledged as farmers and agricultural workers. Acknowledgement and evaluation of women's work in agriculture must form the basis of all policies and schemes in agriculture.

*Note: (3) is given in Annexure.*

## **2. The Agrarian Crisis and Its impact on Women**

After Independence, the main goal of the newly emergent Indian nation was to achieve economic self reliance. Agriculture and food security were considered an important corner stone for achieving this strategy since more than two thirds of the population depended primarily on this sector for its livelihood. Thus agriculture and its allied sectors were to be a main source of livelihood and a means of meeting their nutritional needs. Keeping this in mind, the primary strategy for agricultural development was based on increasing agricultural productivity through expansion of agricultural infrastructure (like procurement, irrigation etc), easy access to rural credit, subsidies for agricultural inputs and the protection of agricultural markets through the imposition of quantitative restrictions and import duties. At the same time the challenge of food security was to be met through the creation of a universal public distribution system which provided the needs of low productive areas facing regular food scarcities. The success of this strategy led to self-sufficiency in food and a strong agrarian base, although regional discrepancies in agricultural growth remained.

The impact of policy changes in the agrarian sector followed by structural adjustment has led to new challenges. According to the Approach Paper for the 11<sup>th</sup> Plan the growth rate of agriculture was about 2% during the 9<sup>th</sup> Plan and is expected to decline to 1.8% p.a. during the 10<sup>th</sup> Plan. Any statement of policy has to take into account this recent sharp decline in agriculture in our country. The National Policy on Farmers has talked of measures to counteract this, but the impact of this decline on women has additional dimensions. The increased feminization of agricultural work and labour mentioned in the earlier sub-section means concentration of women in a sector which is already experiencing severe decline. This has led to a feminization of poverty also.

The policy changes and their impact are characterized by the following features:

a) With the contraction within the agricultural sector farm employment has declined drastically. Change in the cropping pattern with the switch to commercial crops, export crops, horticulture and floriculture has reduced the demand for manual labour in which, women are engaged. This means that they are getting excluded from opportunities of livelihood in these new modes of agriculture. Further, diversion of land for non-agricultural purposes such as infrastructure development and setting up of SEZs is leading to widespread loss of livelihood which is not compensated by other employments that are generated, particularly in case of women. The dwindling of forests and erosion of access to the forests has led to loss of livelihood of women particularly from tribal, dalit, and pastoral communities, who are the main users of forests. Also, as a result of alienation from traditional natural resource assets such as land, forests, water etc. to which, women have had some access, their traditional skills in agriculture, its various sub-sectors and allied sectors have been made redundant instead of being utilized and upgraded.

b) **The high input costs of agricultural production** resulting from the withdrawal of subsidies on fertilizers, pesticides and agricultural credit are aggravating the problem. The entry of corporate agri-business in this sector has been increasing the prices of these inputs and leading to agrarian distress and farmers suicides. It is estimated that there have been approximately 16000 suicides by farmers per annum between 1997 and 2006. Two thirds of these suicides are by male farmers and this explains the growing number of female headed households in this sector. As a result of the early withdrawal of quantitative restrictions and import duties in agricultural products, there has been an influx of agricultural imports which has affected agricultural prices and real wages negatively. Women bear the brunt of this along with men.

c) **There has been a decline in food grain production and food crisis** resulting from a growing diversification of agriculture with the aim of meeting the demands of the world market. This has meant that the acreage under food crop production has sharply come down about 8 million hectares which has been diverted to export oriented crops. The per capita availability of food has declined from 177 kg per person per year in 1991 to 153 in 2003. The daily availability of food has declined from 485 to 419 grams per day in the

same period. This has led to increasing nutritional and health problems especially for women.

d) The decline in food grains could have been offset by the buffer stocks of the universal PDS system but this did not happen as this period has been characterized by a policy shift **from Universal to Targeted PDS**. It is now well known that faulty identification of BPL families and leakages to elite households are problems which targeted PDS has not been able to overcome. This has meant a sharp decline in consumption per capita from just over 2200 calories per day in 1987-88 to around 2150 in 1999-2000. The latest NSS survey suggests further declines in calorie consumption and the widening of the gender gap in malnutrition.

e) Another trend reflecting the agrarian distress in the post reform period has been the increase in **distress migration**. Price rise and lack of employment has led to increased migration from rural to urban areas and rural to rural areas. This has increased the workload of women as they are often left behind to take care of small children and old family members. Where woman migrate along with their families they have to face the double burden of taking care of the family and working on construction sites, brick kilns etc. We even find more and more women migrating on their own in search of domestic and other work. This makes them vulnerable to trafficking and other kinds of exploitation.

f) This crisis in the rural sector has further been aggravated by the decline in occupations associated with the allied sectors particularly with the **privatisation of the commons like forests and water**. Corporate farming has been threatening the livelihood of small and marginal farmers and non-farmers in the agricultural sector and particularly of women. Aggravation of conflicts around the commons with diversion of lands for non-agricultural purposes (such as SEZ) may increase displacement and forced migration. Livelihood of women particularly from tribal, dalit, fishing and pastoral communities will be affected by this. The reduced access to natural resources also means that women have to spend more time and labour for daily domestic work such as fetching of water and collection of fuel and fodder. This is having an adverse impact not only on their health but also on whatever educational opportunities they have.

g) The entry of **Corporate Retailing into agricultural marketing** has also led to decreasing incomes for the farmers. Big retailers are squeezing out the primary producers and small retailers from the market. Since women are actively involved in small enterprises selling produce, their livelihood may be adversely impacted by this.

h) Rising agrarian distress has also led to increase of **violence against women**. It must be remembered that apart from the problems of livelihood and employment, women anyway have to endure the inequities of a patriarchal system both in the family and in the world outside. When livelihood and employment have been threatened, the discrimination and violence perpetrated on women as women also tend to increase. The dowry system, female foeticide and infanticide and crimes like witch hunting continue undiminished even in the post globalization era because of these new factors affecting women's livelihood, health and educational opportunities.

## II) **OBJECTIVES**

- Having recognized the crucial and pervasive role of women in the agrarian sector,
- Having taken note of declining crop productivity in the country, de-regulation of agricultural markets, import of foodgrains at high prices and displacement as a result of urbanization and industrialization, as also the adverse impact of these on women in particular,
- Having noted gender based insertions into the National Policy for farmers, 2007 and having felt the need to have a full policy for women in the agriculture sector,
- Having reviewed existing approach/policy, strategies, priorities, institutional arrangements addressing gender concerns and inequities,

The National Commission for Women has prepared this draft National Policy for Women in the agricultural sector with the objectives of:

- ensuring women's access to and control over resources, namely land including land rights, water, pasture/forest/biodiversity resources including seed, fodder, fuel and raw materials for artisan products, to address their labour and livelihood issues ,
- recognizing single women such as widowed, abandoned , separated, unmarried women in women-headed rural households as well as other women in all rural households as farmers/agricultural workers and giving them equal wages for equal work as well as equal access to all benefits that may accrue to farmers/agricultural workers ,
- safeguarding the food security of the country by ensuring minimum support prices and other incentives for primary producers and at the same time, by providing sufficient foodgrains at affordable prices for all, so that malnutrition particularly among women and children may be eliminated,
- focusing on problems faced by women working in various sub-sectors in the agriculture sector (such as gathering of forest products, livestock keeping, fisheries, rural artisan work etc.) and to prepare policy initiatives to promote and encourage such activities,
- protecting , promoting and upgrading through appropriate training programmes traditional knowledge in agriculture, livestock breeding, fisheries, growing of medicinal plants etc. possessed by women;
- developing woman-sensitive agri-practices and technology in research and extension for better convergence and dovetailing of women-oriented schemes and programmes ,
- To ensure adequate and equal availability of services like irrigation, credit, insurance, technology, extension, information, training and markets for women in agriculture sector,

- To encourage primary producers in the agricultural sector to produce and market seeds, forest products, dairy products, livestock etc.
- To ensure that displacement of women and children or any loss of women's livelihood for reasons of development does not take place without the explicit consent of concerned women as well as men, and without acceptable and viable alternative livelihood being provided for them,
- To see that all laws such as the Recognition of Forest Rights Act, 2007, the Food Safety Act and the Bio-diversity Act etc. are formulated/ amended and implemented in a way that recognizes the interests of women primary producers .

### **III) POLICY DIRECTIONS**

#### **1. Natural Resource Assets**

##### **A) Land Rights**

1. In all legal measures on land rights, especially land reforms, there shall be special focus on the rights of women and single women headed households including widows, abandoned and deserted women. This shall apply in cases of both agricultural and homestead property.
2. All efforts shall be made to remove gender discriminatory provisions from all personal laws, both with regard to homestead and agricultural property.
3. Land titles will be held and recorded as joint pattas in the names of and with the signature and consent of both the spouses. The Land Revenue Act shall be amended to include the provision of joint pattas.
4. All land records shall be updated immediately after distribution of joint pattas and women shall be provided access to information about joint title to land and family property.

5. Legal guidelines for independent access and control over joint pattas in case of dissolution of marriage shall be worked out. In case of dissolution of marriage, maintenance shall be worked out to include women's right to joint patta.
6. The process of devolution of jointly held pattas shall be done in a manner which protects the right of daughters to parental property.
7. Transfer and sale of any common agricultural or homestead land, whether owned privately or collectively, shall be done with the prior and explicit consent of both spouses.

## **B) Displacement and Rehabilitation**

1. The government shall ensure that no agricultural land has been diverted for non-agricultural purpose, industrial or developmental project unless it has been demonstrated that such a project will serve a "public purpose". In any case of diversion, the least displacing option shall be adopted with a view to minimizing all displacement and with prior consent of affected people.
2. All land acquisition for development and commercial activities shall be undertaken in accordance with land use plans prepared by state governments. Women shall be given adequate representation and hearing in the preparation of these plans and their needs and interests shall be taken into consideration.
3. All processes of land acquisition for developmental or commercial projects shall require the explicit prior consent of affected women.
4. Gender concerns shall be prioritized and taken into account when environmental and social impact assessments are done of any land alienating projects. Women shall have equal right to compensation and rehabilitation in case of the sale or transfer or alienation of privately or collectively held land.
5. Women shall be recognized as "interested parties" and separate entities for any compensation and rehabilitation package. Care shall be taken to see that all widows, single, abandoned and separated women are also registered as separate entities.

6. The government shall ensure that the interest of all non-landed women (like labourers, pastoralists etc) and those women working in the allied sector (like livestock, forestry, fishing etc) and whose livelihood is connected to the land being diverted is protected. In case of common property resources alternative sites and rights to access will be provided to them.
7. The interests of women workers in the allied sectors shall be protected. Women shall be compensated for loss of access to common lands and non-farm livelihoods.
8. Basic social infrastructure shall be provided in all rehabilitation packages. It shall be mandatory for all rehabilitation packages to include the formation of a Mahila welfare fund to which contributions shall be made by both government and project holders.

#### **C) Seeds and Biodiversity**

1. The seed and biodiversity knowledge of women shall be recognized, documented, protected and integrated into agricultural research in the public domain.
2. *In situ* conservation of seeds and plant varieties shall be encouraged and promoted through women's self help groups and seed banks.
3. Priority shall be given to women and women's groups in the locality for participatory seed production and breeding.
4. Efforts shall be made to ensure that the seed and biodiversity knowledge of women remains in the public domain and is supported by a strong intellectual property rights regime that protects their rights and prevents monopolistic trade practices.

#### **D) Water**

1. The access of women farmers and agricultural workers, irrespective of caste and creed, to all sources of water, whether owned and managed by the state, local community and panchayat institutions, shall be ensured and prioritized for

- drinking, domestic and other purposes related to their work in agriculture and allied sectors.
2. To facilitate the conservation and equal distribution of all water resources, including ground water, panchayats shall promote the formation of women's groups and SHGs.
  3. Women agricultural workers from families of landless and small and marginal households shall have the first right over biomass augmented from watersheds.
  4. The allocation of water for non-domestic and non-agricultural activities (including allied activities) in rural areas shall be done with the prior and explicit consent of the local women users.

#### **E) Forest Rights**

1. The commitment of the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act 2007 to have all forest rights jointly registered in the names of both spouses shall be honoured.
2. All committees constituted under the existing forest laws, policies, rules or guidelines shall have a mandatory minimum women's representation of at least 33 per cent.
3. Special care shall be taken to ensure that forest rights for women from scheduled tribes, scheduled castes, denotified tribes and other women from traditional forest dwelling communities are maintained.
4. Women farmers and agricultural workers shall have the right to access, own and transport minor forest produce and fuelwood.
5. Women residing in or around the forested areas shall have protection against harassment, and sexual exploitation in order to ensure the unhindered exercise of their rights to collect fuelwood and minor forest produce.

6. Knowledge and conservation practices of women forest users shall be recognized upgraded and integrated into all programmes and schemes of forest protection and conservation.

## **2. Production System**

### **A) Production of Foodgrains**

1. In the context of the current food crisis primacy shall be given to the production of foodgrains by ensuring minimum support price, continuous and affordable supply of inputs, credit at minimum interests and the expansion of procurement, extension and other agricultural services.
2. All efforts shall be made to ensure food security and self reliance by expanding the coverage of the area under food crops. This shall be done by bringing dry lands and uncultivated lands under food production.
3. Women's cooperatives shall be given priority in leasing or sale of uncultivated lands for agro-forestry or integrated and biological farming
4. Technical and financial assistance shall be provided to adequate public investments in protective and micro-irrigation; land and soil conservation practices with a view to augment and increase the production of women farmers.

### **B) Labour and Livelihood**

1. Family labour and the unpaid work of women in all farm and non-farm activities shall be recognized and accounted for in Gross Domestic Product. All policies, research and evaluation activities of the state shall take note of such domestic and non-domestic activities supporting the agricultural sector.
2. Health care, childcare, and old age pension shall be provided to all women agricultural workers. All women agricultural workers shall be recognized and registered as workers for this purpose.

3. Seasonal and migrant women agricultural workers shall be accorded an appropriate status and given the same rights as other agricultural workers. Their rights shall be recognized in all policy statements, programmes and schemes.
4. Minimum and equal wages shall be enforced in all farm and non-farm activities in agriculture and allied activities. This shall be monitored by women representatives in panchayats.
5. In the context of the current food crisis primacy shall be given to the production of foodgrains by ensuring minimum support price, continuous and affordable supply of inputs, credit at minimum interests and the expansion of procurement, extension and other agricultural services. Landless women and workers with seasonal employment shall be given priority and provided opportunities for work throughout the year.
6. NREGA shall be reviewed to ensure that women's work in public worksites is recognized and minimum wages are paid to them.
7. Schemes shall be formed by state and central governments to subsidize and promote the formation of labour cooperatives and collective farming amongst women agricultural workers, especially the landless workers and marginal farmers.
8. The formation of cooperatives, group enterprises and SHG owned enterprises shall be promoted and subsidized in processing of agricultural produce.
9. Women agricultural workers shall be encouraged to undertake collective activities in non-farm sectors such as animal husbandry, forestry, and other activities through promotional schemes and subsidies.

### **C) Inputs for Agriculture and Allied Activities**

1. *Fertilizer and manures:* Public subsidies on chemical fertilizers and HYV seeds and pesticides shall be restored and additional support shall be given to women headed households, especially in areas where farmers suicides have occurred.

Production of vermi-compost and microbial fertilizers by women farmers and agricultural workers shall be promoted through SHG groups and SGSY schemes.

2. *Seeds and Nurseries*: Certified seeds shall be provided through the Krishi Vigyan Kendras. SHGs and SGSY groups shall be used and supported for women's nurseries for preparation of plantation materials.
3. *Bio Pesticides and Integrated Pest Management System*: Local units owned and run by women's groups, particularly landless women, shall be set up for production of bio pesticides. Training, infrastructure and working capital for integrated pest management systems shall be provided by the State Governments through different schemes and block development programmes.
4. *Water and Electricity Supply for Agriculture and Allied Activities*: Regulated and equitable supply of water and electricity shall be given to all women farmers at nominal rates. Single women headed households, small and marginal farmers, and landless women workers from allied sectors shall be provided water and electricity free of cost.
5. No Agency shall be allowed to impose user charges for water and electricity at rates higher than nominal rates set by the Government.

### **3. Agricultural Marketing and Trade**

#### **A) Policy Support for Market Protection**

1. Quantitative Restrictions and import duties shall be reinstated to ensure that agricultural markets are protected for women in trade and retail of agriculture and allied products.
2. APMC Acts shall be strengthened to ensure that markets for small farmers and women agricultural workers are protected from unfair competition by monopolies and corporations in retail and procurement of produce.

3. Speculation in the trade of food commodities essential to the health and nutrition of women shall be prohibited. This will help women in accessing food markets and essential commodities at affordable prices.

#### **B) Procurement of Agricultural Produce**

1. The scope and scale of FCI procurement shall be increased in order to ensure food security and self reliance in food. Public investment shall be made to expand the infrastructure of the Food Corporation of India in Central and Eastern India.
2. Linkages of the Food Corporation of India shall be made with women's SHGs for procuring agricultural produce from local mandis and areas where FCI does not have its own depots. Financial and infrastructural support shall be provided to these groups.
3. All- women mandis shall be set up in localities so that women primary producers can directly market their produce in urban and rural areas.
4. Coarse grains, cereals, pulses, oilseeds and other essential produce necessary for the sustenance, health and nutrition of women and children shall be brought under the procurement system. A minimum support price shall be administered for them.
5. A market price stabilization fund shall be created to counter the fluctuations of the open market. Budgetary support shall be provided for this purpose.

#### **C) Procurement of Produce of Allied Sector**

1. A Price Commission shall be set up to determine and administer minimum support prices for fodder, non timber forest produce, fish, poultry and livestock products.
2. Women's cooperatives and SHGs shall be formed and promoted to carry out procurement and trade in these products. They shall be linked to LAMPS and TRIFED in the forestry sector, and for dairy products with organizations like NDDB.

#### **D) Retail Marketing and Trade**

1. Policy and legislative support shall be provided to protect women vegetable and food grain retailers from unfair competition by emerging monopolies.
2. A universal public distribution system shall be set up to ensure that all families have an access to foodgrains at affordable rates. This shall be the first step to combat the grave threat to food security being faced by all rural and urban poor.
3. Markets shall be protected and food scarcity prevented by taking adequate steps against hoarding and monopolistic practices. Future trading shall be prohibited in all essential items and agricultural produce.
4. A network of women managed fair price shops shall be established to combat hunger and expand the scope and coverage of public distribution system to all hamlets and villages.
5. Women kisan haats shall be set up for direct marketing and retail by women producers.
6. Financial and tax incentives shall be provided to women retailers so that they can compete better in the market.
7. The market for semi-processed and processed agricultural produce and artisan products shall be supported by strengthening its linkages with the stores managed by KVIC and small scale industries cooperation.
8. The skills of women retailers shall be augmented through technical and credit support in all post harvest and processing operations. Women retailers shall be provided regular market information through field level schools and IT kiosks, and training in accounting, grading, packaging and other related activities.
9. Technical assistance shall be given to upgrade the practices of women retailers so that they can provide value added products at reasonable prices.

#### **4. Agricultural Organisation, Science and Technology**

##### **A. Debt Relief, Rural Credit and Investment**

1. Debt Relief Commissions shall be formed at the state level in order to help indebted families facing agricultural distress especially in areas where there are repeated farmer suicides.
2. Women headed households, where women have been abandoned, deserted or rendered homeless because of farmers suicides will be given special assistance to become debt free.
3. State governments shall take steps to regulate and give special subsidies to ease the debt of women farmers who have taken loans from money lenders and micro finance institutions in the informal sector.
4. All institutions and individuals providing credit to rural households shall be registered at the block level. They shall have to provide credit at an interest rate that is comparable with and not higher than that of rural public sector banks.
5. All women farmers and workers in the allied sectors shall be provided rural credit for productive activities at an interest rate of 4 per cent irrespective of the size of their landholding.
6. Easy loans and subsidies shall be provided to aid the subsistence of women farmers and agricultural workers in case of crop failure or natural disasters.
7. Access of women to rural credit shall be facilitated through simple documentation procedures where proof of residence should suffice to get a loan.
8. Diversified credit portfolios shall be developed to include consumption loans for education, health and other basic needs. This will be done on the basis of an integrated approach for overall credit requirements of the family.

9. SHGs who are willing to invest in agricultural marketing, post harvest operations and cooperative/group enterprises in allied sectors shall be given initial and working capital through soft loans.
10. A Gram Mahila Welfare Fund shall be formed in order to create common health, education and child care facilities at worker sites for women workers in agriculture and allied sectors.
11. Crop insurance schemes at nominal premium rates shall be universally implemented. Small and marginal farmers, and single women headed households shall be provided insurance free of cost if they are unable pay nominal premium.
12. In order to protect farmers from the fluctuations of world market prices in agriculture in allied sectors, a market price stabilization fund shall be created by the Central Government as a part of its planned budgetary fund.

**B. Agricultural Extension**

1. Transparent monitoring systems shall be set up to periodically review the working and impact of the agricultural extension system and government schemes on women farmers and agricultural workers.
2. A cadre of women agricultural extension workers shall be created in order to ensure that women farmers have greater access to technology and knowledge that will reduce their labour time while increasing their productivity.
3. Women's knowledge of agriculture and allied sectors shall be recognized and integrated into the agricultural extension service.
4. Women SHGs shall be linked with the agricultural extension service in order to expand its scale and scope, particularly in areas of seed production, nurseries, application and production of bio fertilizers and pesticides, veterinary services, and post harvest operations.

5. Initiatives shall be taken to promote vocational education amongst rural women so that they can be better integrated into the agricultural extension system.
6. The linkages between agricultural universities and extension services shall be strengthened with particular reference to women's concerns.

**C. Research, Science and Technology**

1. A gender audit shall be done for all existing research and development programmes in agriculture and allied sectors. Evaluation of new experiments like biofarms, integrated and organic farming shall be done in order to gauge their impact on women's labour and work.
2. Science and technology organisations shall encourage and promote grass roots innovations and the development of need based technologies which reduce the drudgery of women.
3. Women's knowledge of biodiversity in agriculture and allied sectors shall be recognised, integrated and upgraded in all research and development programmes. This will be done especially with respect to seed selection, storage, vegetable production, production of economic and medicinal plants, livestock rearing, food processing, nutrition, health, hygiene, sanitation and environmental protection.
4. The skills of women artisans shall be upgraded by undertaking programmes of creative grassroots innovations which blend modern day technologies with local knowledge and practices in production of seeds and agricultural inputs, renewable energy resources, and integrated nutrient and pest management.
5. The sustainable management and use of common property resources shall be upgraded through transfer and development of appropriate technologies. SHGs shall be linked to extension services in order to ensure appropriate technology transfer in areas of renewable energy, drinking water and the development of fuel and fodder.

6. State governments shall be encouraged to adopt suitable legislation for protecting biodiversity associated knowledge.



**Constitution of the Expert Group on Draft National Policy for Women in Agriculture.**

- |    |                                                                                                                                   |             |
|----|-----------------------------------------------------------------------------------------------------------------------------------|-------------|
| 1. | Ms. Malini Bhattacharya,<br>Member, National Commission for Women<br>New Delhi.                                                   | Chairperson |
| 2. | Ms. Smita Gupta,<br>Indian Institute of Public Administration<br>New Delhi.                                                       | Member      |
| 3. | Prof. Shakti Kak,<br>Director,<br>Centre for Jawahar Lal Nehru Studies,<br>Jamia Milia Islamia University,<br>New Delhi.          | Member      |
| 4. | Dr. Hema Pande,<br>Director,<br>National Research Centre for<br>Women in Agriculture,<br>Bhubaneswar.                             | Member      |
| 5. | Dr. Vandana Shiva,<br>NAVDANYA<br>New Delhi.                                                                                      | Member      |
| 6. | Prof. Kanchan Chopra,<br>Dept. of Agriculture & Rural Development<br>Institute of Economic Growth,<br>Delhi University,<br>Delhi. | Member      |
| 7. | Dr. Archana Prasad,<br>Reader,<br>Centre for Jawaharlal Nehru Studies,<br>Jamia Milia Islamia,<br>New Delhi.                      | Member      |
| 8. | Ms. Kusum Mishra<br>Deputy Secretary,<br>National Commission for Women<br>New Delhi.                                              |             |

**Note on 'Jai Kisan – Draft National Policy for Farmers**

1. The Expert Group met three times altogether on 7.8.06, 24.8.06 and 31.8.06. The members present at the various meetings were Vandana Shiva, Joyoti Gupta, Shakti Kak and Smita Gupta, apart from the convenor of the group, Malini Bhattacharya, other members of NCW and officers of NCW. Hema Pande sent her suggestions by e-mail. The group agreed with most of the points made regarding women farmers and farm labourers in the draft policy, but felt that some of the points need to be contextualized and elaborated with reference to a gender-specific perspective. Also it was felt that crucial areas have been left out and these needs to be included. So the group decided that in stead of giving our comments on the paragraphs on women as they appear in the draft policy, we should prepare an integrated note on issues that would cover all the points made in the draft policy and also take care of the additional points we would like to include. All the members were requested to provide some inputs on specific issues in between the meetings and these were then discussed at the subsequent meetings. The present note has been prepared on the basis of these inputs provided by members and the deliberations on these inputs.
2. **The new context of agriculture:** We felt very strongly that at the present moment, on account of changes in national and international economy and changes in international terms of trade, we are in the middle of a severe agrarian crisis. The distress in the countryside and the farmer's suicides that the draft policy refers to have to be seen in this context (2.1.3-2.1.5). Even for an understanding of the gender-aspect in the agricultural sector, this context has to be brought in. We propose that the draft policy should have a section on this. The needs of women farmers and farm workers as well as the peasantry as a whole at the present moment have to be seen in the context of the withdrawal of state intervention from the arena of food security, livelihood security and security of land rights, that is direct fallout of the above-mentioned changes. The two most vulnerable groups here are tribals and dalits with women and the girl-child bearing a disproportionate share of hunger and food shortage. With falling purchasing power malnutrition is becoming endemic in many regions. Targeting has seriously undermined the public distribution system and hence nutritional standards. Universal PDS has to be restored. We have felt that this whole issue of food security in the countryside should be addressed squarely by the draft policy. Education, health and services for women such as crèches also require adequate government investment (2.4.8.2.2) and a robust public system. Other issues impacting women like seed patents, marketing of agricultural and other produces, land alienation and dislocation about which we shall talk in the subsequent paragraphs, are all linked to the new context in agriculture in a similar manner and this is why this point should be included in the policy.

3. **Right to assets** : The draft policy only addresses land rights (2.4.8.2). Apart from land, the other two common resources in which women have had a major role to play are biodiversity and water. In addition is the issue of housing rights for women. In the new situation new patent laws, bio-piracy and privatization of seed production and conservation are jeopardizing women's seed rights. Similarly the privatization of water resources and their diversification from rural to urban sector and from agriculture to industry is leading to deprivation and back-breaking labour for women. So we would propose that the draft policy includes proposals to set up seed farms and seed banks in villages apart from state farms as proposed in the draft policy, to protect women's expertise in seed breeding and conservation, that community bio-diversity registers are maintained at the village level to document traditional knowledge a great deal of which lies with women and that conservation of water as a common resource is promoted at the village level and women are involved in its management as well.

We welcome the recommendation in the draft policy that joint *pattas* should be issued speedily (2.4.8.2.2), and at the same time propose that the draft policy identifies the factors which stand in the way of implementation of joint *pattas* and propose measures for removing these. For instance, making the joint title provision applicable to all *pattas* given earlier may be considered; women's signatures have to be made compulsory on the title; beneficiaries may be prioritized by making provision for single *pattas* for women who are deserted, widowed, divorced and single unmarried women of the household after exhaustion of joint *pattas* and where surplus land remains available for distribution; devolution of joint *pattas* may be clearly worked out so that the daughter's right to parent's property is equally protected; legal guidelines may be worked out for independent access and control over joint holding in case of dissolution of marriage .

The other issue pertaining to women's land rights is that of the vanishing of the commons as a result of privatization and taking over of land by large companies. This has led to a drastic decline in access to fodder, fuel, basic nutritional resources etc. As a matter of fact, the draft policy should mention not only the vanishing of the commons, but the massive phenomenon of land alienation in the agrarian sector. Instead of setting up rural technology parks (3.7.4.75), which would mean more acquisition of common land and acquisition of land from farmers just like handing over of lands to private mining interests, setting up of racing tracks, golf courses etc; our proposal is to preserve the commons wherever possible and to allow access to women so that these may be developed in a participatory manner to provide the women in the area with the resources mentioned above. Sometimes the government has used the concept of wasteland to acquire land for industries for example the Tatas being handed over such lands in Orissa. Environmental Impact assessment carried out by independent researchers have shown how such "wastelands were being used by hundreds of rural families for collection and cultivation of medicinal plants – a knowledge base and livelihood that has been destroyed. Perhaps there is a need to rework the concept of wasteland as developed under the colonial period in order to benefit the local needs of the farmer (3.2.5.47-48).

4. **Agricultural prices and cost of living**: While cost of food has risen drastically over the last 15 years, the prices of agricultural commodities have been falling systematically. We think that there are 3 factors behind this: a) withdrawal of government from procurement and guaranteed minimum support prices, b) removal of quantitative restrictions leading to dumping, and c) emergence of monopolies allowing agribusiness to dictate terms to farmers. The consequent distress has affected women in many different ways such as difficulty in providing the family with its minimum nutritional needs, migration among both males and females, cases of farmer suicide leading to an increase in destitute female-headed households etc. Unless the Government has an active policy for procurement of agricultural commodities and unless a policy in minimum support price is there, the agrarian crisis would be likely to continue jeopardizing livelihood of women farmers, as well as of peasants in general. Instead of a Gram Panchayat Mahila Fund (1.3.3.d), we may think of having a special Panchayat Fund for community activities involving both men and women.
5. **Displacement through land acquisition** This is a problem which specially affects women because it often tears apart family life and destroys a home environment that has been in place for generations. The increase in female migration in recent years is at least partly a result of land alienation and displacement and makes women vulnerable to crimes like trafficking and bonded labour. This is what forces women labourers to be at the mercy of contractors and to work for abysmally low wages in atrocious working conditions in an unfamiliar situation. The draft policy should address this problem and should propose measures for their protection. We suggest that wherever such displacement is taking place, women farmers should have a participatory role in the negotiations and there should be equity not just in the compensation being provided, but also in guarantees of future possibilities of livelihood from the project for which land is being acquired. Minimum wages have to be ensured for all work and gender-based wage differentials have to be removed.
6. **Credit and marketing for agri-products and agro-industries** We share the concerns voiced in the draft policy regarding access to institutional credit (3.1.27) and feel that the situation is particularly difficult for women. For one thing, women do not have title to land or homestead houses and this disqualifies them from institutional credit sources. They have a poor resource base and only traditional skills. Also, the overarching need for consumption loans by poor and needy families keeps them in total subordination to the powerful in the village. We propose that what is required is an integrated approach to the overall credit requirements of a poor family. Delinking of institutional credit from land title is essential. Again credit / bank portfolios have to provide for diversified activities and needs including consumption loans and loans against sudden calamities. There should be no collaterals for loans for women. Products made by women with local resources and traditional skills should be promoted wherever possible by providing training, credit and space for marketing for primary producers. A group-based approach to financing and appraisal of business activities may be taken. However private banks interest rates on such loans extended to groups need

to be regulated and kept in line with the interest rates of the national banks. Apart from this, we fully support what the draft says in 2.4.8.2.1.

7. **Tribal women** In section 2.4.8.3, the draft talks of tribal farmers. The role taken by women in agricultural activities of tribal communities is crucial. They are also some of the most affected by land alienation, poverty and displacement. We agree with most of the proposals in the section generally but would suggest inclusion of a paragraph on tribal women and their traditional knowledge and skills and their share of role in preserving bio-diversity. The need to provide necessary facilities for forest-producers by way of conserving forest resources to be accessed and used by them is crucial. Community management of seed, water and land in tribal areas needs to be protected and to prevent exploitation by contractors, facilities for production and marketing have to be provided. We agree that candle-making, tomato sauce-making and making of bead necklaces can be a total wastage of time and resources, but we would like to add that this cannot be remedied simply by providing market tie-ups so long as the local resources and skills are not tapped and local market demands are not addressed. Bio-diversity of tribal areas should be protected through participatory plant-breeding and seed management (2.4.8.3.6). Ecological/organic agriculture zones where ‘quality seeds’ may be produced by tribal women themselves should be developed. Also eco-friendly products by them may be procured, given market support and exempted from taxation.
8. **Knowledge and technology** Section 3.7.4.73 addresses this question, but it does not recognize the exceptional skills and knowledge women possess in food and agriculture. This, as well as the patriarchal bias in how ‘intellectual property’ is defined and used has to be recognized. Such traditional knowledge has often been the object of bio-piracy and needs to be protected. Systems of common intellectual heritage and rights have to be addressed for this. Where new technology is making traditional skills redundant, training has to be provided for women. It is certainly not our intention that women should be kept confined to traditional skills and expertise, or that preserving these should be seen as their responsibility only. Such restriction is also likely to make them vulnerable to exploitation by new organically-grown seed private companies. They should therefore have full access to new technologies, but the moot point is to see that they can use their traditional as well as new skills in a way that would help them to protect and improve their livelihood as well as their existing resources on their own initiative. We would also like to emphasize that technology that is appropriate for a particular economy and particular communities should be prioritized.
9. **Livestock** (3.5.9.0) Women’s crucial role as primary producers of milk and dairy products and the threat to their livelihoods through import of cheap subsidized buttermilk has to be recognized. Common land for grazing should be conserved. The cooperative model in livestock farming should be promoted.

10. **Personal laws** All personal laws should have a component of women's land rights.

*Malini Bhattacharya*  
(Malini Bhattacharya)  
Member, NCW  
7.9.06

Ms. Jayoti Gupta *Jayoti*

Ms. Vandana Shiva *Vandana Shiva*

Ms. Shakti Kak *Shakti Kak*  
8/9/06

Ms. Smita Gupta *Smita Gupta*

### Annexure: III

**Table 1: Number of Workers by Usual Status and Annual Growth during 1983 to 2005.**

|                                                                                                                                                                                                       |              | Employment (Millions) |         |           |         | Annual Growth Rate (Per Cent) |                    |                      |                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------|---------|-----------|---------|-------------------------------|--------------------|----------------------|----------------------|
|                                                                                                                                                                                                       |              | 1983                  | 1993-94 | 1999-2000 | 2004-05 | 1983 to 1993-94               | 1993-94 to 2004-05 | 1993-94 to 1999-2000 | 1999-2000 to 2004-05 |
| Rural                                                                                                                                                                                                 | Male         | 153.9                 | 187.8   | 196.7     | 219.0   | 1.91                          | 1.41               | 0.78                 | 2.17                 |
|                                                                                                                                                                                                       | Female       | 90.6                  | 104.7   | 104.0     | 124.0   | 1.39                          | 1.55               | -0.11                | 3.58                 |
|                                                                                                                                                                                                       | <b>Total</b> | 244.4                 | 292.5   | 300.7     | 343.1   | 1.72                          | 1.46               | 0.47                 | 2.67                 |
| Urban                                                                                                                                                                                                 | Male         | 47.2                  | 64.6    | 77.0      | 90.4    | 3.04                          | 3.10               | 2.98                 | 3.25                 |
|                                                                                                                                                                                                       | Female       | 12.2                  | 17.2    | 19.0      | 24.0    | 3.36                          | 3.08               | 1.65                 | 4.82                 |
|                                                                                                                                                                                                       | <b>Total</b> | 59.4                  | 81.8    | 96.0      | 114.4   | 3.10                          | 3.10               | 2.70                 | 3.57                 |
| Total                                                                                                                                                                                                 | Male         | 201.1                 | 252.4   | 273.8     | 309.4   | 2.19                          | 1.87               | 1.37                 | 2.48                 |
|                                                                                                                                                                                                       | Female       | 102.7                 | 121.9   | 123.0     | 148.0   | 1.64                          | 1.78               | 0.15                 | 3.78                 |
|                                                                                                                                                                                                       | <b>Total</b> | 303.8                 | 374.3   | 396.7     | 457.5   | 2.01                          | 1.84               | 0.98                 | 2.89                 |
| <b>Note:</b> Economic and Political Weekly, Volume XLII No 3, dated: January 20-26, 2007, titled: Growth of Employment (1993-94 to 2004-05): Illusion of Inclusiveness? By J. Unni and G. Raveendran. |              |                       |         |           |         |                               |                    |                      |                      |

| <b>Table (2) : Percentage of females of age 5 years and above usually engaged in domestic duties (principal status) and carrying out specified activities at all India level.</b> |                                                                 |               |                   |             |               |                   |             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------|-------------------|-------------|---------------|-------------------|-------------|
| S.No.                                                                                                                                                                             | Specified additional activities                                 | <b>Rural</b>  |                   |             | <b>Urban</b>  |                   |             |
|                                                                                                                                                                                   |                                                                 | with ss work* | without ss work** | all***      | with ss work* | without ss work** | all***      |
|                                                                                                                                                                                   | (1)                                                             | (2)           | (3)               | (4)         | (5)           | (6)               | (7)         |
| 1                                                                                                                                                                                 | Maintenance of kitchen garden, etc.                             | 18.2          | 14.3              | 15.2        | 6.4           | 3                 | 3.2         |
| 2                                                                                                                                                                                 | Work in hh.poultry, etc.                                        | 59.5          | 25                | 32.8        | 24            | 2.8               | 4.1         |
| 3                                                                                                                                                                                 | Either 1 or 2                                                   | 63.7          | 29.7              | 37.4        | 26.3          | 5.2               | 6.4         |
| 4                                                                                                                                                                                 | free collection of fish,etc.                                    | 22.6          | 14.4              | 16.3        | 4.5           | 1.1               | 1.3         |
| 5                                                                                                                                                                                 | Free collection of firewood,etc.                                | 56.7          | 34.6              | 39.6        | 18.6          | 5.3               | 6.1         |
| 6                                                                                                                                                                                 | Either item 4 or 5                                              | 59            | 36.2              | 41.4        | 19.7          | 5.6               | 6.4         |
| 7                                                                                                                                                                                 | <b>Any of items ,1, 2, 4 or 5[category-(4)]</b>                 | <b>86.1</b>   | <b>50.8</b>       | <b>58.8</b> | <b>35.8</b>   | <b>9.5</b>        | <b>11.1</b> |
| 8                                                                                                                                                                                 | Husking of paddy(own produce)                                   | 11            | 8.3               | 8.9         | 2.5           | 0.3               | 0.4         |
| 9                                                                                                                                                                                 | Grinding foodgrain (own produce)                                | 9.9           | 6.8               | 7.5         | 1.2           | 0.5               | 0.5         |
| 10                                                                                                                                                                                | Preparation of gur (own produce)                                | 0.3           | 0.3               | 0.3         | 0             | 0                 | 0           |
| 11                                                                                                                                                                                | Preservation of meat (own produce)                              | 0.7           | 0.9               | 0.9         | 0.1           | 0.1               | 0.1         |
| 12                                                                                                                                                                                | Making basket,etc.(own produce)                                 | 2.6           | 2.4               | 2.5         | 0.3           | 0.1               | 0.2         |
| 13                                                                                                                                                                                | <b>Any of items 8 to 12[category-(ii)]</b>                      | <b>17.4</b>   | <b>12.4</b>       | <b>13.5</b> | <b>3.2</b>    | <b>0.9</b>        | <b>1</b>    |
| 14                                                                                                                                                                                | <b>Any of items 1,2,4,5 &amp; 8 to 12[category-(i) or (ii)]</b> | <b>86.9</b>   | <b>53.5</b>       | <b>61.1</b> | <b>36.1</b>   | <b>9.9</b>        | <b>11.5</b> |
| 15                                                                                                                                                                                | Husking of paddy (acquired)                                     | 4             | 5.2               | 5           | 3.1           | 2.6               | 2.7         |
| 16                                                                                                                                                                                | Grinding foodgrain (acquired)                                   | 5.9           | 7.7               | 7.3         | 5.6           | 6.8               | 6.7         |
| 17                                                                                                                                                                                | Preparation of gur(acquired)                                    | 2.2           | 3.8               | 3.4         | 1.9           | 1.6               | 1.6         |
| 18                                                                                                                                                                                | Preservation of meat, etc.(acquired)                            | 2.7           | 4.8               | 4.3         | 2.4           | 2.8               | 2.8         |
| 19                                                                                                                                                                                | Making basket, etc.(acquired)                                   | 2.8           | 4.8               | 4.3         | 2.5           | 2.4               | 2.4         |
| 20                                                                                                                                                                                | any of items 15 to 19                                           | 8.3           | 11.6              | 10.9        | 7.3           | 8.6               | 8.5         |

|           |                                                                  |      |             |      |      |      |      |
|-----------|------------------------------------------------------------------|------|-------------|------|------|------|------|
| <b>21</b> | Any of items<br>1,2,4,5,8-12 & 15 to<br>19                       | 87.8 | 57.5        | 64.4 | 40.1 | 17.3 | 18.7 |
| <b>22</b> | Preparing cowdung<br>cakes                                       | 65.9 | 40.1        | 46   | 26   | 4.7  | 6    |
| <b>23</b> | Sewing, Tailoring, etc.                                          | 30.2 | 26.8        | 27.6 | 38.4 | 24.9 | 25.7 |
| <b>24</b> | Free tutoring of<br>own/others' children                         | 5.2  | 7.2         | 6.7  | 13.6 | 12.6 | 12.6 |
| <b>25</b> | bringing water from<br>outside hh. Premises                      | 54   | 41.7        | 44.5 | 31.5 | 19.3 | 20.1 |
| <b>26</b> | Bringing water from<br>outside village                           |      |             |      |      |      |      |
|           | a)Distance up to 1km.                                            | 1.3  | 0.8         | 0.9  | -    | -    | -    |
|           | b)Distance 2-5km.                                                | 4    | 0.3         | 0.3  | -    | -    | -    |
|           | c)Distance 6km &<br>above                                        | 0    | 0           | 0    | -    | -    | -    |
|           | d) All                                                           | 1.7  | 1.1         | 1.2  | -    | -    | -    |
| <b>27</b> | <b>Any of items<br/>1,2,4,5,8-12 &amp; 15-19<br/>&amp; 22-26</b> | 96.7 | <b>80.8</b> | 84.4 | 76.8 | 51.9 | 53.4 |
|           | <b>Percentage of<br/>women engaged in<br/>domestic duties .</b>  | 9    | 30.7        | 39.7 | 3    | 46.8 | 49.8 |

\* females engaged in domestic duties in principal status ( codes: 92 &93) but were workers in subsidiary status ( codes: 11 to 51).

\*\* females engaged in domestic duties in principal status ( codes 92&93) but were not workers in subsidiary status.

\*\*\*All females engaged in domestic duties in principal status irrespective of whether they were workers in subsidiary status or not.

#### **Note**

1.Usual Principal activity status:The activity status on which a person spent relatively longer time during the 365 days preceding the date of the survey.

2.Usual subsidiary economic activity status: A person whose usual principal status was determined on the basis of the major time criterion could have pursued some economic activity for a shorter time throughout the reference year of 365 days preceding the date of the survey or for minor period, which is not less than 30 days, during the reference year.

3.Category(i): Activities relating to agricultural production like maintenance of kitchen garden, work in household poultry, dairy, etc., including free collection of agricultural products for household consumption.

4. Category (ii): Processing of primary products produced by the households for household consumption.

5. Category (iii): Other activities for own consumption but resulting in economic benefits to the households.

**Source:** NSSO Report No.518(61/10/4); Participation of Women in Specified Activities alongwith Domestic Duties; 61st Round; July 2004- June 2005.

**Table (3) : Percentage of females engaged in domestic duties at States/ UT level (according to usual principal status).**

| S.No. | State/Uts          | Rural              |                   | Urban              |                   | Rural+Urban        |                   |
|-------|--------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------|
|       |                    | 15 years and above | 5 years and above | 15 years and above | 5 years and above | 15 years and above | 5 years and above |
|       | (1)                | (2)                | (3)               | (4)                | (5)               | (6)                | (7)               |
| 1     | Andhra Pradesh     | 28.0               | 22.7              | 54.3               | 43.7              | 34.9               | 28.2              |
| 2     | Arunachal Pradesh  | 22.7               | 17.1              | 56.0               | 40.2              | 26.9               | 20.0              |
| 3     | Assam              | 69.9               | 51.1              | 68.3               | 52.1              | 69.8               | 51.2              |
| 4     | Bihar              | 76.8               | 54.6              | 73.3               | 51.3              | 76.4               | 54.3              |
| 5     | Chattisgarh        | 25.2               | 19.8              | 59.6               | 47.2              | 30.9               | 24.0              |
| 6     | Delhi              | 83.4               | 53.9              | 66.0               | 52.8              | 67.1               | 52.9              |
| 7     | Goa                | 58.2               | 47.8              | 58.6               | 48.7              | 58.4               | 48.1              |
| 8     | Gujarat            | 46.6               | 37.9              | 69.3               | 55.8              | 54.4               | 43.9              |
| 9     | Haryana            | 66.8               | 51.5              | 66.6               | 53.3              | 66.7               | 52.0              |
| 10    | Himachal Pradesh   | 26.4               | 20.9              | 45.0               | 35.7              | 28.0               | 22.1              |
| 11    | Jammu & Kashmir    | 73.9               | 55.7              | 70.2               | 53.8              | 72.9               | 55.2              |
| 12    | Jharkhand          | 54.0               | 41.1              | 63.4               | 49.6              | 55.8               | 42.6              |
| 13    | Karnataka          | 32.6               | 26.5              | 60.4               | 48.8              | 41.2               | 33.3              |
| 14    | kerala             | 47.8               | 39.8              | 48.6               | 40.9              | 48.0               | 40.1              |
| 15    | Madhya Pradesh     | 41.8               | 31.4              | 65.6               | 49.9              | 47.7               | 35.8              |
| 16    | Maharashtra        | 28.7               | 22.9              | 61.2               | 49.2              | 41.8               | 33.3              |
| 17    | Manipur            | 45.5               | 36.3              | 53.5               | 40.9              | 47.4               | 37.4              |
| 18    | Meghalaya          | 13.6               | 9.9               | 27.6               | 21.4              | 15.9               | 11.7              |
| 19    | Mizoram            | 28.9               | 22.0              | 36.5               | 28.3              | 32.1               | 24.6              |
| 20    | Nagaland           | 28.5               | 21.6              | 41.4               | 31.9              | 32.5               | 24.7              |
| 21    | Orissa             | 55.2               | 44.1              | 59.3               | 47.2              | 55.7               | 44.5              |
| 22    | Punjab             | 78.5               | 61.5              | 66.3               | 53.6              | 74.5               | 59.0              |
| 23    | Rajasthan          | 48.1               | 36.4              | 65.6               | 47.9              | 52.4               | 39.2              |
| 24    | Sikkim             | 34.6               | 25.6              | 59.0               | 47.0              | 37.5               | 28.0              |
| 25    | Tamilnadu          | 29.7               | 24.1              | 53.3               | 44.0              | 38.9               | 31.7              |
| 26    | Tripura            | 67.6               | 52.7              | 56.5               | 47.2              | 65.9               | 51.9              |
| 27    | Uttaranchal        | 38.9               | 29.7              | 63.0               | 49.7              | 45.0               | 34.4              |
| 28    | Uttar Pradesh      | 68.4               | 49.3              | 72.5               | 52.8              | 69.2               | 50.0              |
| 29    | West Bengal        | 72.8               | 54.5              | 69.2               | 57.6              | 71.8               | 55.3              |
| 30    | A & N Islands      | 57.6               | 46.7              | 61.3               | 48.1              | 58.9               | 47.2              |
| 31    | Chandigarh         | 79.0               | 60.4              | 60.1               | 48.2              | 61.7               | 49.3              |
| 32    | Dadra Nagar Haveli | 56.5               | 42.8              | 81.4               | 66.7              | 59.5               | 45.5              |
| 33    | Daman & Diu        | 67.6               | 53.5              | 51.9               | 44.1              | 60.9               | 49.7              |
| 34    | Lakshdweep         | 72.7               | 55.6              | 61.4               | 47.9              | 66.6               | 51.5              |
| 35    | Pondicherry        | 40.6               | 35.3              | 59.9               | 47.9              | 52.7               | 43.4              |
|       | <b>All India</b>   | 51.8               | 39.7              | 63.1               | 49.8              | 54.8               | 42.3              |

**Source:** NSSO Report No.518(61/10/4); Participation of Women in Specified Activities alongwith Domestic Duties; 61st Round; July 2004- June 2005.