

# Working Condition of Women Agricultural Workers: A Study with Reference to Virudhunagar District, Tamilnadu

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## Abstract

The main purpose of the present study is to analyse the working condition of women agricultural workers in Virudhunagar District. Women workers play an inevitable role in agriculture field. In India more than 60 percent of the workers in agriculture sector are women. The problems of agricultural labourers have been sought to be tackled through multi-dimensional course of action viz., improvement of infrastructural facilities, diversification to non-farm activities, skill improvement programmes, financial assistance to promote self-employment, optimising the use of land resources and so on through a variety of rural development, employment generation and poverty alleviation programmes. Therefore, the researcher has taken this topic for research.

**Keywords:** Agricultural Workers, Women Workers, Working Conditions

on agriculture is more as nearly 75 percent of rural population is employed in agricultural sector. However, there is disguised employment in the sector due to limited opportunities for rural non-farm employment. This disguised employment leads to lower labour and resources productivity in the sector relative to other sectors of the economy. The low labour productivity leads to higher rates of poverty in rural areas.

Women workers play an important role in agriculture sector. More than 60 percent of the workers in agriculture sector are women. These working women in agriculture are exploited by various reasons. The most important reason is that these women workers are not aware about their strength and opportunities. The working conditions and living style of the women worker in agriculture sector are very pathetic. Therefore, the study is planned to analyse the working and living conditions of women workers in agriculture sector.

## Introduction

Agriculture in India is one of the most important sectors of its economy. It is the means of livelihood of almost two-third of the workforce in the country and according to the economic data for the financial year 2006-07, agriculture accounts for 18 percent of India's gross domestic product (GDP). About 43 percent of India's geographical area is used for agricultural activity. Though the share of Indian agriculture in the GDP has steadily declined, it is still the single largest contributor to the GDP and plays a vital role in the overall socio-economic development of India.

Despite declining share of agriculture in the economy, majority of workforce continue to depend on agricultural sector for employment and in rural areas dependence

## Materials and Methods

Agricultural workers constitute by far the largest segment in the unorganised sector and their number according to 2001 census was more than 100 million. In addition, a significant number are listed as cultivators (large, medium and small) of whom approximately 50 percent belong to the category of small and marginal farmers. Many of these small and marginal farmers on account of utterly deficit, small and uneconomic holdings and low yield work on the land of others. Further, a significant number engaged in livestock, forestry, fishing, orchards and allied activities as well as small and marginal farmers work as agricultural workers in their spare time or in times of difficulty to supplement their meager income.

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In spite of the fact that these agricultural workers have such numerical strength, they are extremely vulnerable to exploitation on account of low levels of literacy, lack of awareness, persistent social backwardness and absence of unionisation and other forms of viable organisation. The avenues of stable and durable employment for them have been limited leading to inter-district and inter-state migration in search of better avenues of employment and wages but with a lot of dislocation of family life, dislocation of education of children and numerous other handicaps.

Several measures have been taken to protect the interests of the working class and uplift the condition of agricultural workers. The very first legislation, the Minimum Wages Act, 1948 was applied to the agricultural sector also. Subsequently, the Plantation Labour Act, 1951 was enacted to provide certain basic facilities to plantation workers. Many other existing labour laws are applicable or have direct bearing on agricultural labour. The problems of agricultural labourers have been sought to be tackled through Multi-dimensional course of action viz., improvement of infrastructural facilities, diversification to non-farm activities, skill improvement programmes, financial assistance to promote self-employment, optimising the use of land resources and so on through a variety of rural development, employment generation and poverty alleviation programmes. All these efforts

have not been able to adequately protect the interests of agricultural workers. This is partly on account of lack of bargaining power. Keeping in view this broad perspective, this research has made an attempt to study the working and living conditions of women workers in agriculture sector.

The study is based on the both primary and secondary data. The primary data of this study is collected from the sample respondents of women workers in agricultural sector in Virudhunagar district through a well-structured interview schedule. The secondary data for the study is collected from government reports, journals, magazines, books, websites and so on.

Virudhunagar district consists of eight revenue taluks. From each taluk, eight villages are selected through lottery method and averagely five respondents are identified from each village through stratified non-random sampling method. Totally 300 women workers are selected for this research purpose.

## Results and Discussions

### Demographic Factors

Table 1 gives the detail about the demographic factors of the respondents.

**Table 1: Demographic Factors of the Respondents**

S. No.		No. of Respondents	Percentage
<i>Age-wise Classification of the Respondents</i>			
1.	Below 25 Years	70	23.33
2.	25 – 49 Years	174	58.00
3.	50 – 74 Years	54	18.00
4.	75 and above	2	0.67
<i>Marital Status of the Respondents</i>			
1.	Married	247	82.33
2.	Unmarried	53	17.67
<i>Community-wise Classification of the Respondents</i>			
1.	SC/ST	86	28.67
2.	BC	113	37.67
3.	MBC	93	31.00
4.	Others	8	2.66

<i>Religion-wise Classification of the Respondents</i>			
1.	Hindu	284	94.66
2.	Christian	11	3.67
3.	Muslims	5	1.67
<i>Number of Family Members</i>			
1.	Below 3 members	78	26.00
2.	3 – 6 members	208	69.33
3.	6 – 9 members	11	3.67
4.	Above 9 members	3	1.00
<i>Level of Annual Income of the Respondents</i>			
1.	Below Rs.20,000	170	56.67
2.	Rs.20,000 – 40,000	107	35.67
3.	Rs.40,000 – 60,000	20	6.66
4.	Above Rs.60,000	3	1.00
Total		300	100.00

Source: Primary Data.

From Table 1, it is inferred that out of 300 respondents, most of the respondent belong to age group of 25 – 49 years, are married, belong to BC community, are Hindus, have 3 – 6 members in their family, and earn below Rs. 20,000 annually.

### Level of Experience

The researcher has also analysed the level of experience of the respondent in the study area and the gathered details are shown in Table 2.

**Table 2: Level of Experience in the Field of Agriculture**

<i>S. No.</i>	<i>Years of Experience</i>	<i>No. of Respondents</i>	<i>Percentage to Total</i>
1.	Below 5 years	94	31.33
2.	5 – 10 years	78	26.00
3.	10 – 15 years	70	23.33
4.	15 – 20 years	54	18.00
5.	Above 20 years	4	1.34
Total		300	100.00

Source: Primary Data.

Table 2 also shows that the most (31.35%) of the respondents have below five years of experience in the field of agriculture.

### Educational Status

The researcher has classified the respondents on the basis of literacy level and gathered the information as exhibited in Table 3.

**Table 3: Educational Status**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Literature	147	49.00
2.	Illiterate	153	51.00
	Total	300	100.00

Source: Primary Data.

It is understood that majority (51%) of the respondents are illiterates.

### Status of Ownership of Land

The researcher has also enquired the status of the land possessed by the respondents in the study area. These details are shown in Table 4.

**Table 4: Status of Ownership of Land**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Owned	164	54.67
2.	Not Owned	136	45.33
	Total	300	100.00

Source: Primary Data.

It is understood that majority (54.67%) of the respondents have agriculture land.

### Number of Acres of Land

The researcher has analysed the number of acres of land possessed by the respondents in the study area. It is presented in Table 5.

**Table 5: Number of Acres of Land**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Less than 2	64	39.02
2.	2 – 4	52	31.71
3.	4 – 6	32	19.51
4.	6 and Above	16	9.76
	Total	164	100.00

Source: Primary Data.

It is found that the most (39.02%) of the respondents have less than two acres of agriculture land.

### Employment in Others Land

The researcher has examined the employment about the respondents in the study are. It is presented in Table 6.

**Table 6: Employment in Other's Land**

<i>S. No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage to Total</i>
1.	Working	207	69.00
2.	Not Working	93	31.00
	Total	300	100.00

Source: Primary data.

It is clear from the fact that majority (69%) of the respondent work in others land as agriculture labourers.

### Reasons for Working in Others Land

The researcher has also analysed the ultimate reason for working the respondents in the study area. It is displayed in Table 7.

**Table 7: Reason for Working**

<i>S. No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage to Total</i>
1.	Non availability of water	26	12.56
2.	Insufficient of working capital	22	10.63
3.	Chances of loss	23	11.11
4.	Not having land	136	65.70
	Total	207	100.00

Source: Primary data.

From Table 7, it is inferred that out of 207 respondents who are working as labourers in others land, 65.70 percent of them work in others' land because of not having own land.

### Opinion about Agricultural Work

The opinion of the respondents about satisfaction in agricultural work is received. Table 8 shows the details.

**Table 8: Level of Satisfaction with Regard to Agricultural Work**

<i>S. No.</i>	<i>Particulars</i>	<i>No. of Respondents</i>	<i>Percentage to Total</i>
1.	Satisfied with Agricultural Work	232	77.33
2.	Not Satisfied with Agricultural Work	68	22.67
	Total	300	100.00

Source: Primary Data.

It is inferred that majority (77.33%) of the respondents are satisfied with agricultural work

### Type of Work Carried Out by the Respondents

The types of work of the sample respondents are depicted in Table 9.

**Table 9: Types of Work**

S. No.	Particulars	No. of Responses	Total No. of Respondents	Percentage to Total
1.	Plugging	70	300	23.33
2.	Weeding	91	300	30.33
3.	Plotting	53	300	17.67
4.	Irrigating	49	300	16.33
5.	Feeding	48	300	16.00
6.	Fertilising	63	300	21.00
7.	Harvesting	64	300	21.34
8.	Post harvesting	30	300	10.00

Source: Primary Data.

It is inferred that (30.33%) of them are involved in weeding activities in the study area.

### Ranking of Agricultural Work by Respondents

The respondents were asked to rank the various agricultural works in the order of their preference. Table 10 shows the ranks for the various agricultural works by the women workers

**Table 10: Ranking of Agricultural Work**

S. No.	Type of work	Rank								Total
		1	2	3	4	5	6	7	8	
1.	Plugging	44	29	47	49	42	19	35	35	300
2.	Weeding	54	42	43	54	34	32	21	20	300
3.	Plotting	35	49	39	38	31	35	33	40	300
4.	Irrigating	54	37	26	30	58	43	41	11	300
5.	Feeding	51	39	39	36	43	35	21	36	300
6.	Fertilising	14	46	40	46	40	56	31	27	300
7.	Harvesting	33	18	48	31	30	36	68	36	300
8.	Post harvesting	15	40	18	16	22	44	50	95	300
	Garret Value	80	68	60	54	47	41	33	21	

Source: Primary Data

In order to rank the nature of agricultural work chosen by the respondents, the Garratt Ranking technique has been

used. Table 10 shows the responses of the respondents regarding the type of agriculture work.

**Table 11: Agricultural Work to Choose the Choice of the Labours**

S. No.	Reason	Total Score	Average	Rank
1.	Plugging	15601	52.00	IV
2.	Weeding	16695	55.65	I
3	Plotting	15345	51.15	V
4.	Irrigating	16089	53.63	II
5.	Feeding	15921	53.07	III
6.	Fertilising	14898	49.66	VI
7.	Harvesting	14304	47.68	VII
8.	Post harvesting	12347	41.16	VIII

It is observed from the Table 11 that 'weeding' has been ranked first, 'irrigating' has been ranked second, 'feeding' has been ranked third followed by 'plugging' in fourth rank, 'plotting' ranked as the fifth rank, 'fertilising' has been ranked sixth, 'harvesting' ranked as seven, and 'post harvesting' has been ranked eight.

### Opinion about the Type of Work

The researcher has also analysed the opinion about the type of work of the respondent in the study area. It is narrated in Table 12.

**Table 12: Opinion about the Mode of Work**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Compelled	118	39.33
2.	Not Compelled	182	60.67
	Total	300	100.00

Source: Primary Data.

It is understood that majority (60.67%) of the respondents are compelled to do the particular type of work.

### Details about Working Days

The nature of opinion about working days of agricultural labourers. These details are shown in the Table 13.

**Table 13: Opinion about Working Days**

S. No.	Status	No. of Respondents	Percent to Total
1.	Work in all days	122	40.67
2.	Not all days	178	59.33
	Total	300	100.00

Source: Primary Data

It is inferred from Table 13 that out of 300 samples agricultural labourers, 40.67 percent of the respondents are having work in all days and the remaining 59.33 percent of the respondents are not having work in all days in a week.

### Number of Working Days in a Week

The details of number of working days in a week are shown in Table 14.

**Table 14: Number of Working Days in a Week**

S. No.	No. of Days	No. of Respondents	Percent to Total
1.	Less than 3 Days	24	13.48
2.	Above 3 Days	159	86.52
	Total	178	100.00

Source: Primary Data

It is inferred from Table 14 that out of 178 agricultural labourers, 86.52 percent of the respondents got the work Less than 3 days in a week and the remaining 13.48 percent of the respondents got above 3 days in a week.

### Level of Work

The researcher has analysed the opinion about the level of work carried out by the respondents in the study area. It is shown in Table 15.

**Table 15: Level of Work**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Hectic	113	37.67
2.	Normal	187	62.33
	Total	300	100.00

Source: Primary Data.

It is understood that most (62.33%) of the respondents feel that the work is normal.

### Approximate Wage per Day

The researcher has also analysed the approximate wages received by the respondents per day. To ascertain this fact the researcher classified the respondents on the basis of their wages. It is displayed in Table 16.

**Table 16: Approximate Wage Per Day**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Below Rs.75	167	55.67
2.	Rs.75 – Rs.100	118	39.33
3.	Rs.100 – Rs.125	11	3.67
4.	Above Rs.125	4	1.33
	Total	300	100.00

Source: Primary Data.

It is inferred that most (55.67%) of the respondents earn daily wage of Rs.75 and below.

### Wage Payment System

The wages may be paid daily, weekly, monthly, or fortnightly. The wage payment system is shown in Table 17.

**Table 17: Wage Payment System**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Daily	128	42.67
2.	Weekly	126	42.00
3.	Fortnightly	29	9.67
4.	Monthly	17	5.66
	Total	300	100.00

Source: Primary Data.

It is evident from the fact that majority (42.67%) of the respondents have daily wage payment system.

### Opinion about Wages

The researcher has also analysed the respondent opinion about wages. It may be low, moderate and high. The opinion of the respondents is presented in Table 18.

**Table 18: Opinion about the Wage**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Low	111	37.00
2.	Moderate	185	61.67
3.	High	4	1.33
	Total	300	100.00

Source: Primary Data.

Table 18 brings forth that majority (61.67%) of the respondents have opined that their wage is moderate.

### Wages in Kind

The wages to agricultural labourers may be paid in kind. The details about the wages in kind are displayed in Table 19.

**Table 19: Form of Wages**

S. No.	Form	No. of Respondents	Percentage to Total
1.	Kind	75	25.00
2.	Cash	225	75.00
	Total	300	100.00

Source: Primary Data.

It is inferred that majority (75%) of the respondents are getting their wages in the form of cash.

### Level of Product Sufficiency

The researcher has also analysed that whether the product received instead of wages are sufficient or not. The gathered information is presented in Table 20.

**Table 20: Level of Products Sufficiency**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Sufficient	47	62.67
2.	Not Sufficient	28	37.33
	Total	75	100.00

Source: Primary Data.

It is very clear that most (62.67%) of the respondents feel that the wage in the form of product is sufficient for them.

### Details about Additional Wages for Additional Work

The researcher has analysed the additional wages received by the respondents for additional work. It is presented in Table 21.

**Table 21: Details about the Wages for Additional Work**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Received	208	69.33
2.	Not Received	92	30.67
	Total	300	100.00

Source: Primary Data.

It is very clear that most (69.33%) of the respondents are getting extra wages for additional work being done.

### Details about Increment

The researcher has analysed the details about the increment provided by the employer. The details are narrated in Table 22.

**Table 22: Details about Increment**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Given	219	73.00
2.	Not Given	81	27.00
	Total	300	100.00

Source: Primary Data.

It is found that majority (73%) of the respondents get increment in the study area.

### Methods Followed in Fixation Wages for Extra Work

The wages for extra work may be fixed on the basis of time or on the basis of production. Table 23 shows the basis of wage fixation for extra work.

**Table 23: Methods Followed in Fixation of Wages**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	On the basis of time	222	74.00
2.	On the basis of production	78	26.00
	Total	300	100.00

Source: Primary Data.

It is found that most (74%) of the respondents received their extra time wages under time rate system.

### Advances Received from the Landlord

In the study area, the researcher has also analysed the details related to the advances received by the labourers. It is presented in Table 24.

**Table 24: Advance Received from the Landlord**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Received	49	16.33
2.	Not Received	251	83.67
	Total	300	100.00

Source: Primary Data.

It is inferred that the majority (83.67%) of the respondents did not receive any advance from the landlord.

### Loan Received from Landlord

Table 25 explains the amount of loan getting from landlord.

**Table 25: Loan Received from Landlord**

S. No.	Amount (Rs.)	No. of Workers	Percent to Total
1	Below 5,000	4	1.79
2	5,000 – 10,000	37	16.59
3	10,001 – 15,000	142	63.68
4	Above 15,000	40	17.94
	Total	233	100.00

Source: Primary Data

It is seen from Table 25 that out of 223 respondents 142 (63.68%) respondents have got Rs.10,001 – Rs.15,000.

### Details about Agricultural Employment

Table 26 expresses the feeling of respondents about agricultural employment.

**Table 26: Details about Agriculture Employment**

S. No.	Opinion	No. of Workers	Percent to Total
1	Whole year	88	29.33
2	Off season	212	70.67
	Total	245	100.00

Source: Primary Data.

Table 26 explains that out of 300 respondent of agricultural workers, 70.67 percent are not provided with employment in agriculture throughout the year.

### Details about Bonus/ Gifts

The researcher has analysed the details about bonus or gift received by the respondents from the landlord in the study area. It is presented in Table 27.

**Table 27: Bonus or Gift Provided**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Provided	167	55.67
2.	Not Provided	133	44.33
	Total	300	100.00

Source: Primary Data.

It is revealed that most (55.67%) of the respondents received bonus during festivals.

### Type of Bonus/ Gift

The employer may offered bonus/ gift in the form of monetary or non-monetary forms. The form of bonus is displayed in Table 28.

**Table 28: Type of Bonus/ Gift**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Dress	44	26.35
2.	Sweets	13	7.78
3.	Money	56	33.53
4.	Agricultural products	54	32.34
	Total	167	100.00

Source: Primary Data.

It is observed from Table 28 that out of 167 respondents those who receive bonus, 33.53 percent of the respondents received cash as a gift.

### Working Hours per Day

The researcher has interested to know the working hours followed by the employer in the study area. The working hours details are presented in Table 29.

**Table 29: Working Hours per Day**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Below 6	44	14.67
2.	6 – 8	171	57.00
3.	8 – 10	84	28.00
4.	Above 10	1	0.33
	Total	300	100.00

Source: Primary Data.

It is inferred that majority (57%) of the respondents have worked for 6 – 8 hours per day.

### Availability of Lunch Break

The sufficient time should be provided to take lunch to the workers. If it is not sufficient, the workers take their food quickly, which affects their behavior seriously. Table 30 indicates the availability of lunch break.

**Table 30: Availability of Lunch Break**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Provided	270	90.00
2.	Not Provided	30	10.00
	Total	300	100.00

Source: Primary Data.

It is inferred that most (90%) of the respondents say that the lunch break is provided.

### Time Span of Lunch Break

The time spans of lunch breaks of the sample respondents are depicted in Table 31.

**Table 31: Time Span of Lunch Break**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Less than 30 minutes	87	32.22
2.	30 – 45 minutes	133	49.26
3.	45 – 60 minutes	41	15.19
4.	More than 1 hour	9	3.33
	Total	270	100.00

Source: Primary Data.

It is understood that most (49.26%) of the respondents are allowed the duration of 30 -45 minutes in the study area.

### Opinion about the Level of Employment Opportunity

The researcher has also enquired that the level of employment opportunity in the study area. It may be full-time or part-time. These are narrated in Table 32.

**Table 32: Employment Opportunity**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Full Time	139	46.33
2.	Part Time	161	53.67
	Total	300	100.00

Source: Primary Data.

It is crystal clear that majority (53.67%) of the respondents are part time agricultural workers in the study area.

### Details about Other Activities Performed by Part Time Workers

The researcher has analysed the details about other activities performed by the part time respondents. It is presented in Table 33.

**Table 33: Details about other Activities of Part Time Workers**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Maintaining cattle	34	21.12
2.	Go to non-agricultural work	89	55.28
3.	Doing business	20	12.42
4.	Idle	18	11.18
	Total	161	100.00

Source: Primary Data.

It is clear that majority (55.28%) of the respondents go for non-agricultural work.

### Opinion about Agricultural Employment

Agriculture is based on the climate condition of the areas. Table 34 shows whether agriculture provided the employment whole the year as seasonal. The details are presented in Table 34.

**Table 34: Employment Opportunity Provided**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Full time	88	29.33
2.	Part time	212	70.67
	Total	300	100.00

Source: Primary Data.

It is inferred that majority (70.67%) of the respondents have opined that they get agricultural work whole the year.

### Kinds of Work in Off-season Period

The researcher has taken the interview from the respondents about employment during off-season period.

**Table 35: Kinds of Work in Off-season Period**

S. No.	Opinion	No. of Workers	Percent to Total
1	Match work	32	15.09
2	Firework	24	11.32
3	Coir Industry	34	16.04
4	Brick works	12	5.66
5	Building construction	24	11.32
4	Allied Agri. Activities	86	40.57
	Total	212	100.00

Source: Primary Data

It is inferred from Table 35 that out of 212 respondents, 40.57 percent of the respondents are going to allied agricultural activities.

### Treatment of Workers

The researcher has also analysed the level of equality in treatment. It may be balanced or unbalanced. The results are displayed in Table 36.

**Table 36: Level of Equality in Treatment**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Balanced	220	73.33
2.	Unbalanced	80	26.67
	Total	300	100.00

Source: Primary Data.

It is found that majority (73.33%) of them said that all the workers are treated equally in the work place.

### Opinion of Respondents about the Acceptability of Employment Offer from Other Places

The researcher has made an attempt to collect data relating to the acceptability of respondents about employment offer. It is shown in Table 37.

**Table 37: Opinion of Respondents about Employment in other Places**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Accept	167	55.67
2.	Reject	133	44.33
	Total	300	100.00

Source: Primary Data.

It is understood that most (55.67%) of the respondents went to the nearest places for agricultural work.

### Reasons for Accepting Opportunity from Other Places

The researcher has analysed the reasons for accepting offer for employment in other places. It is presented in Table 38.

**Table 38: Reasons for Accepting Opportunity from other Places**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Higher wages	25	14.97
2.	Regular works	67	40.12
3.	Work not available in our place	46	27.54
4.	Better treatment	20	11.98
5.	For a change	2	1.20
6.	Better working condition	7	4.18
	Total	167	100.00

Source: Primary Data.

Table 38 highlights that out of 167 respondents who move to the nearest places for employment, 14.97 percent of them go for higher wages.

### Usage of Machineries

In this modern world, advanced machineries are used to reduce our work. Agriculture is also not an exemption. Most of the work of agriculture is carried out with the help of machineries. Table 39 shows the usage of such machineries in the study areas.

**Table 39: Usage of Machineries**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Used	69	23.00
2.	Not Used	231	77.00
	Total	300	100.00

Source: Primary Data.

It is inferred that majority (77%) of the respondents did not use any machines in their work.

### Capacity of Workers to Use Machineries

The researcher has also analysed the capacity of the workers to operative the machineries. It is shown in Table 40.

**Table 40: Capacity of Workers**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Capable	54	78.26
2.	Not Capable	15	21.74
	Total	69	100.00

Source: Primary Data.

The majority (78.26%) of the respondents had the capacity to operate machineries in the study area.

### Reasons for Lack of Capabilities to Operate Machineries

These are the various reasons to lack of capacities to operate machineries. Table 41 shows the various reasons.

**Table 41: Reasons for Lack of Capabilities to Operate Machineries**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Lack of proper training	54	23.38
2.	Hard to use	68	29.44
3.	Need more time to familiar	23	9.95
4.	Not interested	66	28.57
5.	Any other	20	8.66
	Total	231	100.00

Source: Primary Data.

It is clear that 23.38 percent of the respondents are not capable due to lack of proper training in the study area.

### Opinion of Respondents about the Application of Machines in Agriculture

The researcher has also analysed the ultimate results of machines in the study area. It is shown in Table 42.

**Table 42: Opinion about the Application of Machineries**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Affects the work	211	70.33
2.	Not Affects the work	89	29.67
	Total	300	100.00

Source: Primary Data.

It is clear that majority (70.33%) of the respondents feel that the use of machines affects their work.

### Opinion of Respondents about the Influences of Machineries in Agriculture

Generally, the workforce has some hesitation to introduce new machineries due to production process. Here also the agricultural labourers have hesitation to use the machineries in the agricultural field due to some factors. Table 43 shows the reasons to hesitate to use the machineries.

**Table 43: Means of Influences**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Reduces the wages	87	41.24
2.	Creates unemployment	112	53.08
3.	Compel to learn	12	5.68
	Total	211	100.00

Source: Primary Data.

It is derived from Table 43 that the majority (53.08%) of them have opined that using of machines creates unemployment in the study area.

### Risk in Agriculture Work

Risk is inevitable one in any venture. Agriculture is not exemption to this. Table 44 shows the opinion of agricultural women workers about risk.

**Table 44: Opinion about Risk in Agricultural Work**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Risk	144	48.00
2.	No Risk	156	52.00
	Total	300	100.00

Source: Primary Data.

It is found that most (52%) of the respondents felt that agricultural work is risky one.

### Types of Risk

The researcher has also analysed the risk available in the agricultural work. Table 45 shows the various forms of risk in agriculture.

**Table 45: Types of Risk**

S. No.	Particulars	No. of Respondents	Percentage to Total
1.	Hard physical work	93	64.58
2.	Dangers from insects	23	15.98
3.	Financial Risk	16	11.11
4.	Creates diseases	12	8.33
	Total	144	100.00

Source: Primary Data.

It is found that majority (64.58%) of the respondents felt that it needs hard physical work.

### Reasons to Choose the Agricultural Work

Table 46 shows the responses of the respondents regarding the reasons for choose the agricultural work.

**Table 46: Ranking the Reasons for Choose the Agricultural Work**

S.No	Statement	Rank											Total
		1	2	3	4	5	6	7	8	9	10	11	
1.	Family Situation	61	56	59	32	19	13	14	13	14	14	5	300
2.	Work that own place	30	32	24	28	16	37	35	34	26	30	8	300
3.	Flexibility	34	39	27	41	29	36	16	18	21	20	19	300
4.	Chances for part time Employment	22	20	28	27	28	24	29	44	48	20	10	300
5.	Chances for part time Business	10	25	15	17	35	36	46	28	30	27	31	300
6.	Maintaining the home also	20	24	26	42	31	31	33	30	19	30	14	300
7.	Traditional work	90	39	42	22	22	18	20	14	13	8	12	300
8.	Just to utilise rest hours	10	10	16	10	19	8	31	23	46	49	78	300
9.	High wages	12	13	8	27	29	40	37	35	23	40	36	300
10.	Holistic work	2	24	26	24	42	36	16	43	22	36	29	300
11.	It is only source of employment	9	18	29	30	30	21	23	18	38	26	58	300

In order to rank the reasons for choose the agricultural work by the respondents, the Garrett's ranking technique has been used.

### Garrett's Ranking

In the Garrett's ranking technique, the present position is calculated by using the formula:

$$\text{Percent} = \frac{100 (R_{ij} - 0.5)}{N_j}$$

where,  $R_{ij}$  = Rank Given for the  $i^{\text{th}}$  variable by the  $j^{\text{th}}$  respondents,  $N_j$  = Number of variables ranked by the  $j^{\text{th}}$  respondents

**Table 47: Percent Position and Garret Value**

S. No.	$100 \frac{(R_{ij} - 0.5)}{N_j}$	Calculated Value	Garret Value
1.	$100 \frac{(1 - 0.5)}{11}$	4.55	82
2.	$100 \frac{(2 - 0.5)}{11}$	13.64	71
3.	$100 \frac{(3 - 0.5)}{11}$	22.73	65
4.	$100 \frac{(4 - 0.5)}{11}$	31.82	60
5.	$100 \frac{(5 - 0.5)}{11}$	40.91	55
6.	$100 \frac{(6 - 0.5)}{11}$	50.00	50
7.	$100 \frac{(7 - 0.5)}{11}$	59.10	46
8.	$100 \frac{(8 - 0.5)}{11}$	61.18	41
9.	$100 \frac{(9 - 0.5)}{11}$	77.27	36
10.	$100 \frac{(10 - 0.5)}{11}$	86.36	29
11.	$100 \frac{(11 - 0.5)}{11}$	94.45	18

**Table 48: Reason for choosing Agricultural Work by the Labourers**

S. No.	Reason	Total Score	Average	Rank
1.	Family Situation	18784	62.61	II
2.	Work in own place	15870	52.90	IV
3.	Flexibility	16502	55.01	III
4.	Chances for part time Employment	15268	50.89	VI
5.	Chances for Business	14209	47.36	VIII
6.	Maintaining the home also	15555	51.85	V
7.	Traditional work	18928	63.09	I
8.	Just to utilise rest hours	11733	39.11	XI
9.	High wages	13652	45.51	IX
10.	Holistic work	14221	47.40	VII
11.	It is only source of employment	13578	45.26	X

It is seen from Table 48 that among 11 reasons to choose agriculture work, 'traditional work' gets the first rank followed by family situation, flexibility, work in own place, maintaining the home also, chances for part time employment, holistic work, chance for business, high wages, only source of employment, and just to utilise rest hours being the last.

## Conclusion

From this study, it is revealed that majority of the women workers in agricultural sector are not satisfied with their working conditions, but they feel proud to be an agriculturist. They are not treated equally with male workers. They are provided only part time/seasonal work and the wage payment system is not fair. Majority of the women workers select the agricultural work for its traditional nature.

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