



PROBLEMS FACED BY WOMEN EMPLOYEES IN AGRICULTURE

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ABSTRACT:

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The main occupation in India is Agriculture. More than 60 percent of population is involved in agriculture. Like men nowadays women are working in all fields. Agriculture was also chosen as occupation by women. In this study we discuss about the problems faced by the women employees in agriculture throughout the places in Kanniyakumari District. The data were collected from the women employees who are working in six taluks Thovalai, Agasteeswaram, Kalkulam, Killiyoor, Thiruvattar and vilavancode. By the data collected from these women employees who are working in different agricultural fields, we are able to identify the different types of problems faced by them, their family background, the reason for choosing this field as their occupation and so on. We have also discussed about the challenges they are facing because of the development in the field and technology.

Through various analyses we have find out the problems and which ones are affecting them the most, which category people are finding more difficulties and what challenges are very difficult to handle. Through the reviews we are very clear about the different problems faced by the women employees not only in the agricultural field. We have identified each and every problems they are facing and concluded the ways how to overcome the problems of women employees and how they can effectively select agriculture field for their occupation.

Keywords: Agriculture, Problems, reason, women employees

DOI Number: 10.48047/NQ.2022.20.20.NQ109274

NeuroQuantology2022;20(20): 2827-2839

INTRODUCTION:

Agriculture is the main Occupation in the developing countries. Women play an important role in agriculture. Women are the backbone of any developed society. Women contributes in agriculture by the activities such as producing agricultural crops, post harvest operations, processing and preparing food, tending animals, trade and marketing e.t.c. They also



contribute through marketed products such as dried fruits, dairy products and horticulture. In this study we discuss the problems faced by the women in the agriculture field.

Except ploughing, women are involved in all other agricultural activities. Agriculture is underperforming in many developing countries for a number of reasons. Among these is the fact that women lack the resources and opportunities they need to make the most productive use of their time. They face more constraints than men in accessing productive resources and services. Mainly women from rural areas are engaged in agricultural activities. Women carry the heavier work burden in agriculture and because of gender discrimination and get lower wages for their work. Women in India still face extreme disadvantage in terms of pay and representation in local farmers organizations. Many agricultural policies and project documents still fail to consider basic questions about the differences in the resources available to men and women. We discuss about the difficulties and problems faced by the women employees as well as the reason for choosing this field as their occupation.

REVIEWS OF LITERATURE:

Labintan Adeniyi (2010) in the paper entitled “Women farmers and agriculture growth: Challenge and perceptives for Africa face the economic crisis” pointed out the economic crisis in Africa which affected the women workers and also about the policies and efforts to strengthen the role of women in agriculture in Africa.

Cheryl Doss (2011) in the paper entitled “The role of women in agriculture” highlights about the women employees working in various agricultural fields, the impact of women employees in agriculture and source out the women’s roles and diverse that varies across the regions and countries.

Bibhu Santosh Behera and Anama Charan Behera (2013) in their article entitled “Gender issues: the role of women in agriculture sector in India” analyzed that agriculture creates many job opportunities for women and how they make use of the opportunities in the agricultural field.

Mithilesh Verma (2016) in his study entitled “Problems of women farmers in agriculture” analyses about the problems faced by the women such as physical problems, seasonal problems and health problems and concludes that women farmers face various problems while working in Agriculture.

STATEMENT OF THE PROBLEM:

There are lots of problems faced by the women employees in agriculture. They face health problems, physical problems and mental problems. Here we discuss briefly about the various problems and why they are facing such problems and the ways to overcome these problems. We also discuss about the reasons for women choosing agriculture as their occupation and their family background and situations. They face difficulties during the maternal period and the wages they paid are very low comparing to the men workers. Even though there are lot of opportunities for women, considering the problems they face, women feel hesitate to choose the agriculture field. So the present study is undertaken to overcome the problems faced by the women employees in agriculture.



OBJECTIVES:

1. To identify the major problems of women employees in agriculture
2. To find out the reasons for choosing agriculture as their occupation
3. To measure the level of satisfaction of agricultural employees

To fulfill this objective, the following hypotheses are formulated:

H₀₁: There is no significant difference in Level of satisfaction and Age, Educational Status, Marital Status, Annual Income.

H₀₂: There is no significant difference in Level of satisfaction and Problems of Women Employees in Agriculture.

H₀₃: There is no significant difference in married and unmarried women and problems faced by women in Agriculture.

H₀₄: There is no significant difference in Education Status of women and Reasons for choosing Agriculture.

METHODOLOGY:

The present study is empirical in nature based on both primary and secondary data. The primary data were collected in 435 women employees out of that 15 (incomplete and repeated)Finally the researcher find 420 women employees in the field of agriculture in this 420 fix randomly divided into 6 taluks with the throughout Kanyakumari District. Secondary data were collected from the journals, magazines and internet.

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Sample Size:

Yamane formula was used in our study to find the sample size of the total number of women employees in Kanyakumari District.

$$\frac{N}{1+N(e)^2}$$

Where N= Population size and e= level of precision

According to the Yamane formula the minimum sample size is 380. Researchers fixed 420 (Out of 435 samples 15 were incomplete or repeated). So 420 samples were finalized

Taluks	No of Respondents
Thovalai	70
Agastheeswaram	70
Kalkulam	70



Killiyoor	70
Thiruvattar	70
Vilavancode	70
Total	420

Sample:

This Study analyzes the problems of women employees in agriculture. A survey was conducted to collect the data from women employees for the purpose of analysis. A brief description of the sample is given in Table 1. Out of 435, only 420 questionnaires were complete in all respects fifteen responses, which showed unengaged responses, were dropped out and thus data of 420 respondents were used for the final analysis.

Table 1. Demographic Profile of the Respondents

Demographic variable	Levels of Demographic variables	Frequency	Percentage
Age Groups (in years)	below 30	86	20.5
	31-40	143	34.0
	41-50	110	26.2
	Above 50	81	19.3
	Total	420	100
Marital Status	Married	340	81.0
	Unmarried	80	19.0
	Total	420	100
Education Status	illiterate	330	78.6
	Upto School	90	21.4
	Total	420	100



Annual Income	below 20000	368	87.6
	20000-30000	48	11.4
	30000-40000	4	1.0
Total		420	100

Measurement Scale

Perceived issues of women in agriculture is the main essence investigated under this study in Kanyakumari District. A total of 16 item scales was used to analyze the problems and reasons for women in Agriculture. These variables were developed after an extensive review of the existing literature in this area. Also, Women Agricultural employees and academic experts were approach discuss the appropriateness of the measurement scale and Variables. A 5-point Likert-Scale was used to record the responses of women employees in Agriculture on problems faced by them and possible reasons.

Tools and Techniques Applied

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To analyze the overall satisfaction and problem faced by women agricultural employees and its Association with the demographic profile of the respondents Chi-Square test is used. Analysis of Variance was also used to check if the mean responses on the problem faced by women in agriculture differed significantly across the marital status of respondents. And the reasons for choosing the job across Educational status of the respondents. Pearson's ranked correlation was also used to evaluate the relationship between Problems faced by women and overall satisfaction of the respondents. Besides the inferential techniques, some descriptive statistical tools like frequency, mean and standard deviation were also used to comprehend the collected data.

DATA ANALYSIS AND RESULTS

Chi – square analysis

An attempt has been made to analyze the satisfaction of the respondents towards women in agriculture in Kanniyakumari district using chi – square test.

The following formula has been used for computing —Chi-square Test

$$X^2 = \frac{(O-E)^2}{E} \quad \text{with } (r-1) (c-1) \text{ degrees of freedom}$$

Where,

$$X^2 = \text{Chi-square test}$$

O = Observed frequency



E = Expected frequency

r = No. of rows in a contingency table

c = No. of columns in a contingency table

The calculated value of χ^2 is compared with the table value, with level of significance at 5 percent level. If the calculated value is less than the table value the Null hypothesis is accepted. Otherwise, it is rejected.

Table 2. Consolidated Results of Chi – Square Tests

Factors	Chi-Square	Df	P-Value
Age	22.91	3	0.001
Marital Status	160.952	1	0.000
Annual Income	563.886	2	0.022
Education Status	137.143	1	0.024

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Source: Primary Data
 Significant at 5% level.

From the above table it is inferred that the factors such as Age, Marital Status, Annual Income and Education Status are independent to the level of satisfaction of the women employees. The p-value of the factors are Age (0.001), Marital Status (0.000), Annual Income (0.022), Education Status (0.024). These Chi-Square result in the total acceptance of null hypothesis H_{01} .

Table 3. Problems of women employees Chi Square- Tests

Factors	Chi-Square	Df	P-Value
Violence against women	248.024	4	0.0212
Gender Discrimination	241.071	4	0.0013
Dual responsibility of family	234.262	4	0.0241
Low Literacy	266.381	4	0.0254



Climate Conditions	282.167	4	0.0060
Health Issues	226.405	4	0.0351
Limited Access to New age equipments	156.881	4	0.0042
Working hours	168.310	4	0.0071
Less wages	149.833	4	0.0063
Allergic to pesticides and fertilizers	168.119	4	0.0201

Source:Primary Data
 Significant at 5% level.

The above table indicates that the factors faced by the women employees are independent to the level of satisfaction of the women employees. The P-values of the factors are Violence against women (0.0212), Gender Discrimination (0.0013), Dual responsibility of family (0.0241), Low Literacy (0.0254), Climate Conditions (0.0060), Health Issues (0.0351), Limited Access to New age equipments (0.0042), Working hours (0.0071), Less wages(0.0063), Allergic to pesticides and fertilizers (0.0201). These Chi-Square results in the acceptance of null hypothesis H_0 .

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Analysis of variance (ANOVA)

One-way analysis of variance is used to check whether the marital status of the women employees have any effect in the mean value of ten major problems faced by the employees in agriculture (Table 5). The data used for this analysis passed the necessary assumptions of normality, independent observations, absence of outliers and homogeneity of variances (Table 4). For this part of analysis problems of women employees are taken as the dependent variable and marital status was taken as independent variable measured on two categories that is married and unmarried.

Table 4. Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Violence against women	1.688	1	418	.195
Gender discrimination	3.545	1	418	.060
Dual responsibility of family	2.887	1	418	.090
low literacy	4.290	1	418	.039
climate conditions	.660	1	418	.417
health issue	7.418	1	418	.007



limited access to new age equipments	1.858	1	418	.174
working hours	.269	1	418	.604
less wages	1.599	1	418	.207
Alergetic to pesticides and fertilizers	.069	1	418	.793

Table 5.ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Violence against women	Between Groups	5.972	1	5.972	7.822	.005*
	Within Groups	319.161	418	.764		
	Total	325.133	419			
Gender discrimination	Between Groups	1.967	1	1.967	2.488	.115
	Within Groups	330.440	418	.791		
	Total	332.407	419			
Dual responsibility of family	Between Groups	.431	1	.431	.515	.473
	Within Groups	349.976	418	.837		
	Total	350.407	419			
low literacy	Between Groups	1.664	1	1.664	2.198	.139
	Within Groups	316.476	418	.757		
	Total	318.140	419			
climate conditions	Between Groups	.463	1	.463	.604	.437
	Within Groups	320.385	418	.766		
	Total	320.848	419			
health issue	Between Groups	4.538	1	4.538	5.341	.021*
	Within Groups	355.126	418	.850		
	Total	359.664	419			
limited access to new age equipments	Between Groups	.000	1	.000	.000	.996
	Within Groups	471.740	418	1.129		
	Total	471.740	419			
working hours	Between Groups	2.051	1	2.051	2.017	.156



less wages	Within Groups	424.947	418	1.017		
	Total	426.998	419			
	Between Groups	.000	1	.000	.000	.991
Alergetic to pesticides and fertilizers	Within Groups	450.562	418	1.078		
	Total	450.562	419			
	Between Groups	.027	1	.027	.027	.870
	Within Groups	426.856	418	1.021		
	Total	426.883	419			

Note: The mean difference is significant at * $p \leq 0.05$;

The results of one-way ANOVA show the mean difference in the problems faced by women employees with their marital status. The significant estimates generated by one-way ANOVA model shown in Table 5 are: $F = 7.822$, $p = .005$ for the violence against women and $F = 5.341$, $p = .021$ for health issues. Non-significant estimates are shown by analysis of variance model on perceptions towards rest of the dimensions gender discrimination, dual responsibility of family, low literacy, climate conditions, limited access to new age equipments, working hours, less wages and alergetic to pesticides and fertilizers. The ANOVA test-statistics result in the partial acceptance of null hypothesis H_{03} .

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One-way analysis of variance is used to check whether the educational status of the women employees have any effect in the reason for choosing agriculture as their occupation (Table 7). The data used for this analysis passed the necessary assumptions of normality, independent observations, absence of outliers and homogeneity of variances (Table 6). For this part of analysis the reason for choosing agriculture as the occupation is taken as the dependent variable and educational status was taken as independent variable measured on two categories that is illiterate and School education.

Table 6. Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
plenty of job opportunities	1.201	1	418	.274
family situations	.423	1	418	.516
No qualification required	3.571	1	418	.059
Government incentives for agriculture	.274	1	418	.601
Financial problems	1.014	1	418	.315



Table 7.ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
plenty of job oppurtunities	Between Groups	.009	1	.009	.009	.925
	Within Groups	411.656	418	.985		
	Total	411.664	419			
family situations	Between Groups	.053	1	.053	.052	.820
	Within Groups	424.888	418	1.016		
	Total	424.940	419			
No qualification required	Between Groups	.226	1	.226	.219	.640
	Within Groups	432.574	418	1.035		
	Total	432.800	419			
Government incentives for agriculture	Between Groups	.026	1	.026	.022	.883
	Within Groups	502.286	418	1.202		
	Total	502.312	419			
Financial problems	Between Groups	3.032	1	3.032	2.617	.106
	Within Groups	484.346	418	1.159		
	Total	487.379	419			

Note: The mean difference is significant at * $p \leq 0.05$;

The results of one-way ANOVA show the reason for choosing agriculture as the occupation with their educational status. Non-significant estimates are shown by analysis of variance model on perceptions towards rest of the dimensions plenty of job opportunities, family situations, no qualification required, government incentives for agriculture and financial problems. The ANOVA test-statistics result in the rejection of null hypothesis H_{04} .

DISCUSSION:

This study examines the problems faced by the women employees in agricultural field such as age, educational status, marital status and annual income. Data of 420 women agricultural employees were used in the final analysis. Compared to the age category women employees between the age of 31-40 are mostly involved in the agricultural field. Most of the married women are working as employees in agricultural field. Moreover women with no proper or school education are mainly involved in the agriculture. Then we investigate the effect of Age, Marital Status, Annual Income and Educational Status on overall Satisfaction of agricultural women employees. In this part of the analysis, it is investigated that there is no difference



between demographic status such as Age, Marital Status, Annual Income and Educational Status of the respondents towards overall satisfaction. Empirical findings of this study conclude that women agricultural employees, respective of their Age, Marital Status, Annual Income and Educational Status all of them perceived positive satisfaction. Similarly, problems faced by women agricultural employees has no difference between problems of women employees of the respondents towards overall satisfaction.

Further, with the help of ANOVA, the study finds there is no significant difference between various Marital Status respondents on mean values of respectively towards the violence against women and health issues. Significant estimates are shown by analysis of variance model on perceptions towards rest of the dimensions gender discrimination, dual responsibility of family, low literacy, climate conditions, limited access to new age equipments, working hours, less wages and allergic to pesticides and fertilizers. The married women only face so many problems in women agriculture. The study finds there is significant difference between various Education Status respondents on mean value of respectively towards the reason for choosing agriculture variance model on perceptions towards rest of the dimensions plenty of job opportunities, family situations, no qualification required, government incentives for agriculture and financial problems. Most of the illiterate people were choosing this agriculture.

MANAGERIAL IMPLICATIONS:

We have discussed about the problems faced by the women employees in the field of agriculture. There are some of the implications that can be made to ensure and overcome the problems faced by women employees. High level corporate leadership for gender equality. Women are made leaders in the various posts in agriculture which may help the women employees to share the difficulties they face. Treating all men and women with same respect and support which will overcome the problems. We can implement enterprise development, supply chain and marketing practices that may help the women employees. Moreover we should create awareness among the women employees about the available resources and the safety measures

CONCLUSION:

The women are now ready to work in any field and now they are doing every work equal to men. Agricultural field is not so easy like other field because it is more challenging for the women employees. They are choosing this field as their occupation for various reasons. But the attitude and the courage to choose a particular field is always important. We have discussed about the women employees in the agricultural field and the data we collected from the women employees it was very clear about the challenges faced by them. But now they are ready to adopt well according to the improved systems in agriculture.

Government is providing lot of opportunities to enhance the skills of women and introducing new schemes and they are creating awareness for the women employees. Moreover they are creating awareness and providing helpline numbers for the safety of women employees.



Unions were created where the women employees can report any problems or difficulties they face in the working field. The number of women employees is high and so they are having good potential and good attitude to overcome all the problems and challenges they face and they are proving that they can achieve in any field and they are equal to men. Though they are very bold and aware they are overcoming the problems with ease.

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