

Society Class 06

16th August, 2024 at 12:00 PM

WOMEN IN AGRICULTURE (12:02 PM)

- **Statistics:**
- **80% of the economically active women in the agriculture sector.**
- **47% are self-employed and 33% are agriculture labourers.**
- **14% of the landholding is held by women (According to Agri. Census)**
- **80% of the farm work and 90% of the dairy work is done by women (According to Oxfam)**
- **There is a wage gap of 30%.**
- **Feminization of agriculture:**
- **It means an increase in the participation of women in the agriculture sector.**
- **('Feminization' can have various aspects like poverty, old age, etc.)**
- **Causes:**
- **I) Economic factors:**
- **Cheap labour**
- **Male-specific distress migration**
- **Due to poverty, women are required to sustain the family income**
- **Most of the farmers are small and marginal farmers and can not afford to hire outside labor making them dependent on the women of the family.**
- **Globalization has created diverse job opportunities for skilled and educated confining women in the agriculture sector.**
- **Lack of opportunity for mobility concerning secular hierarchy along with a lack of cultural capital.**
- **II) Socio-cultural factors:**
- **Easy to manage the dual burden.**
- **Existence of sexual division of labor like sowing, and threshing.**
- **Cultural acceptance concerning women working in agriculture.**
- **Traditional knowledge with respect to crop farming etc. is considered a valuable asset in agriculture.**
- **Feminization of old age.**
- **Farmers suicides.**

- Flexible labor (introduced by Surinder Jodhka) i.e. less bargaining power, can be employed in any field, at any wage, for any number of hours (due to patriarchy).
- Eco-feminism.
- Easy accessibility to the farmlands addresses the issue of safety and security.
- Implication of feminization of agriculture:
- At the individual level:
 - i) Increase FLFP
 - ii) Financial independence of women
 - iii) Autonomy in decision making
 - iv) Empowerment of women ensures a better future for children.
 - For example, the abolition of child labor, better nutrition, and education
 - v) The presence of women in public spaces will lead to the following:
 - a) Entrepreneurship
 - b) Leadership skills
 - c) It will provide opportunities to socialize
 - d) strengthening of social capital
 - e) Reduction in the violence
- At the societal level:
 - i) Attitude with respect to women might change where instead of being treated as a liability they will be treated as an asset.
 - ii) Preservation of traditional knowledge with respect to agricultural practice
 - iii) It will help in establishing women as an agency of change which according to Amartya Sen will have a domino effect.
 - iv) It will promote sustainable agriculture and address the problem of poverty and hunger.
- According to the FAO, if women have equitable access to agricultural resources as that of men agricultural productivity will increase by 4%.

CHALLENGES AND SUGGESTIONS (12:40 PM)

- **Challenges:**
- **Lack of ownership of assets.**
- **Lack of collaterals.**
- **Limited access to institutionalized credit system.**
- **Informal credit system, high rate of interest.**
- **Fall into a trap of debt burden.**
- **Lack of awareness with respect to technological innovation.**
- **Only 5% of agriculture extension services reach women farmers and only 15% of agriculture extension services agents are women.**
- **According to the Corteva Agriscience Report, 78% of women in agriculture are subjected to some form of harassment.**
- **There exists a wage gap of 30%.**
- **Lack of gender-friendly equipment**
- **Lack of autonomy in decisions over important issues such as crop selection, marketing, etc.**
- **An increase in household income leads to the domestication of women (applicable to any aspect, not specific to farming).**
- **Suggestions:**
- **Provide loans on soft terms.**
- **'Project Prerna' by Mahindra and Mahindra concerning gender-friendly tools.**
- **Ensure participation of women through SHGs. For example, Dilasha Sanstha has involved 7650 women SHGs to encourage them to do organic farming.**
- **Ensure safety and security to prevent any kind of harassment.**
- **Establishing a servicing center in the vicinity to provide easy access to information.**
- **Areas such as beekeeping, and poultry have immense scope for women farmers and hence should be explored further.**
- **Question:**
- **Discuss various economic and socio-cultural forces that are driving the increasing feminization of agriculture in India. (10 marks)**
- **To what extent feminization of agriculture has led to women's empowerment in India? Discuss (10 marks)**
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Women empowerment (According to the UN)

- **Sense of self-growth**
- **Access to social, political, and economic resources**
- **Autonomy in decision-making**
- **Control over their reproductive life**
- **Ability to lead the direction of social change**
- **(Can be used in Essay paper)**

WOMEN IN INDUSTRY AND SERVICE SECTOR (1:04 PM)

- **According to the Consulate General of Sweden in India, women in industry vary from 3-12%.**
- **According to GE and Avatar Research, women in industries - 12%.**
- **ILO: Women in service and industry are less than 20%.**
- **Global Gender Gap Report 2022:**
- **Number of women in senior roles - 14.6%**
- **Women in managerial roles - 8.9%**
- **Women in technical field - 29.2%**
- **Deloitte: 4.7% of the CEOs in India are women.**
- **Reasons for low representation in these sectors:**
- **i) Lack of gender-friendly infrastructure at the workplace.**
- **For example, lack of childcare facilities, a lack of separate functional toilets, lack of CCTV cameras.**
- **Also, lack of Internal Complaint Committees in offices.**
- **ii) According to Indra Nooyi, women's biological clock and career clock are always coinciding which results in a career break due to social and reproductive responsibilities. (ILO has labeled it as a 'motherhood penalty')**
- **Lack of awareness among women with respect to opportunities in the sectors due to lack of role models.**
- **Women are socialized to do domestic chores due to gender stereotyping and as a result increase in enrollment of women in higher education has not translated into labor market participation.**
- **According to the Teamlease report, around 1.1 million to 1.7 million women in India have lost their jobs post-implementation of the Maternity Benefit Act.**

- The issue of accessibility to the workplace in the absence of safety and security along with women being associated with the prestige of the family results in low female labour force participation.
- Lack of incentive to work (wage gap, dual burden, social ridiculing).
- According to the McKinsey Institute, due to mechanization 12 million women in India will lose jobs by 2023.
- Question:
- Critically examine the factors responsible for the skewed concentration of women in particular sectors of the labor market.

WOMEN IN INFORMAL SECTOR (1:26 PM)

- According to the ILO, if women in part-time jobs along with the informal sector are taken together, their participation in the labor market exceeds that of men.
- According to the e-shram portal, 53% of registered workers are women.
- - Patriarchy >> Deprivation >> Limited access to education/skills/formal jobs >> Informal sector >> Lack of minimum wages/social security/opportunities for career growth >> Deprivation

ISSUES CONFRONTED BY WOMEN AT THE WORKPLACE, WAGE GAP (1:42 PM)

- As per the Periodic Labourforce Survey, women's participation in the labor force has increased to 37% (2022-23).
- Reasons for low labor force participation:
 - i) Patriarchy, social ridiculing, and social stigma are associated with corporate culture.
 - ii) Infrastructural constraints
 - iii) The threat of sexual harassment.
- Feminization U-hypothesis:
- Increased enrollment of girls in secondary education shows a declining trend in FLFP.
- However in the long run better educational opportunities and skill development will be increased in FLFP.
- Question:
- In the backdrop of declining FLFP critically examine its implication. (10 marks)
- Wage Gap:
- There exists approximately 20% of wage gap between men and women.

- According to the OECD, the reasons are:
 - i) Lack of bargaining power among females.
 - ii) Undervaluation of care work.
- According to the ILO, a wage gap exists due to:
 - i) Underrepresentation of women in leadership.
 - ii) Motherhood penalty.
 - iii) Overconcentration in unpaid work.
 - iv) Undervaluation of feminized occupation.

UNPAID WORK (2:00 PM)

- Around 91.5% of the women are involved in unpaid work compared to 20% of the men.
- Major types:
 - i) Household maintenance
 - ii) Care of family members
- Globally 75% of the women are doing unpaid work.
- Irrespective of educational achievement concentration of women in unpaid work remains unaffected.
- ILO terms the unpaid world as a 'hidden engine' as it contributes to running the society, economy, family, etc.
- According to the ILO, if we monetize unpaid work globally it amounts to \$10 tn per year.
- Causes of increased concentration of women in unpaid work:
 - i) Stereotypes that women are better suited for domestic work.
 - ii) Gender-specific socialization
 - iii) Traditional practices such as restriction of mobility after marriage or society not preferring working women.
 - iv) Lack of cultural capital.
 - v) Ideological indoctrination with respect to ideal womanhood.
 - vi) Sexual division of labor consolidates family as an institution.
- Implication for unpaid work:
 - i) It restricts the possibility of women empowerment as it declines their financial independence.
 - ii) Negative impacts on physical and cognitive development.

- iii) Lack of self-worth which may also lead to self alienation.
- iv) It will increase hierarchy in gender relations and gender inequality both in family and society.
- v) Occupational downgrading and segregation.
- vi) It has a very high opportunity cost.
- vii) It deteriorates the quality of life, for example, sleep deprivation, social isolation, discrimination in hiring, and mental health issues.
- viii) Increased vulnerability to shocks and disasters.
- Monetization of unpaid work:
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Benefits

It will contribute to the visibility of unpaid workers.

It will help women claim better status within patriarchal households.

Monetization will provide resources that can help women develop their personality and overall it can help establish women as an agency of change.

Challenges

Commoditization of the care work will reduce the emotional component of the relationships and may destabilize the family institution.

It is difficult to capture the whole spectrum of unpaid work as women are multitasking.

Difficulty in implementation.

It will further stereotype the work done by women and she might be confined to domestic space.

Monetization does not guarantee freedom to spend.

- Way forward: 3Rs:

- **Recognize the unpaid work done by women.**
- **Reduce unpaid work.**
- **(According to Oxfam, due to schemes like Ujjawala, the burden of unpaid work has been reduced on women by 22 minutes and their involvement in the paid work is increased by 60 minutes)**
- **Redistribute i.e. men should also take responsibility.**

TOPICS OF THE NEXT CLASS:Violence against women