



## WOMEN IN AGRICULTURE (12:02 PM)

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### 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:** (Feminization is a concept which means increase in number of females in a particular area like feminization of old age (i.e. in old age group there is more number of females.)
- It means an increase in the participation of women in the agriculture sector.
- ('Feminization' can have various aspects like poverty, old age, etc.)

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### Causes:

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#### 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.~~

people but due to patriarchy less women are acquiring these skills hence because of this, women are confining in agri. sector.

- Lack of opportunity for mobility ~~concerning~~ <sup>w.r.t</sup> secular hierarchy along with a lack of cultural capital.

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#### II) Socio-cultural factors:

- Easy to manage the dual burden. (It is considered that if women work on land then it is easy for them to manage the dual burden)
- Existence of sexual division of labor like sowing, and threshing. are done by women.
- Cultural acceptance <sup>w.r.t</sup> ~~concerning~~ women working in agriculture.
- Traditional knowledge with respect to crop farming etc. is considered a valuable asset in agriculture.

Women due to their

- Feminization of old age.
- Farmers suicides. (mostly by men)

Women are considered as

- 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. (close relation of women with environment)
- Easy accessibility to the farmlands addresses the issue of safety and security.

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- Implication of feminization of agriculture:
- At the individual level:

(but esa h nhi because a report says 78% of women who are in agri. face sexual harassment)

- 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
    - Violence will be reduced.
  - b) Leadership skills
  - c) It will provide opportunities to socialize
  - d) strengthening of social capital
  - e) Reduction in the violence

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- 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. (and bz of this female infanticide, female foeticide can be reduced.)
  - 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. (so it will help in reducing IMR, MMR etc.)
  - iv) It will promote sustainable agriculture and address the problem of poverty and hunger.  
can

→ At National Level:

- 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)

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- **Challenges:**
- **Lack of ownership of assets.** (A/o agri. census only 14% land owned by women)  
↓ hence
- **Lack of collaterals.** (bz of lack of ownership of land)  
↓ hence
- **Limited access to institutionalized credit system.** ( -> Mainly agriculture have three things land, credit and technology and w.r.t all the three resources women have limited access.)  
↓ hence and because of this
- **Informal credit system, high rate of interest.**  
↓ hence
- **Fall into a trap of debt burden.** AES: It provide farmers with updated information regarding agri. practices, market trends, weather forecast, pest management, sustainable farming methods.
- **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**  
farm
- **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).** (\* bz in most of the cases women are working bz of majburi and then household income increase hone ke baad sbse phle domestication of women hota h )

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- **Suggestions: or Way Forward -**  
→ Ensure equality w.r.t ownership of assets.
- **Provide loans on soft terms.**
- **'Project Prerna'** by Mahindra and Mahindra <sup>w.r.t</sup> ~~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.**  
near
- **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-worth ~~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 (i.e. leadership quality)
- (Can be used in Essay paper)

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

#### → Statistics:

- 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**: (search updated report when go to exam)
- 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.

-> Women in stem.  
-> Women in entrepreneurship.  
-> Women in care economy.

#### → 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.

↑  
26 weeks leave

- 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~~  
2030.
- **Question:**
- Critically examine the factors responsible for the skewed concentration of women in particular sectors of the labor market. (Hint: we will show how concentration of women in agriculture, care work, teaching, nursing, domestic labor is high and in STEM fields, leadership roles, and heavy industries it is decreasing.)

#### 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. that implies Feminization of Informal sector.
- According to the e-shram portal, 53% of registered workers are women.
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- Patriarchy >> Deprivation >> Limited access to education/skills/formal jobs >> Informal sector >> Lack of minimum wages/social security/opportunities for career growth >> Deprivation >> Patriarchy

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Gig Economy

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

→ Statistics:

- 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.

Read these topics from Gig economy pdf

#### 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. there

#### Question:

- In the backdrop of declining FLFP critically examine its implication. (10 marks) decline in declining

#### 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 ~~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) (The work for which we are not paid any remuneration)

##### Statistics:

- 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~~ <sup>attainment</sup> concentration of women in unpaid work remains unaffected.
- ILO terms the unpaid ~~work~~ <sup>work</sup> 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: (If question comes on women then we can't write 'Patriarchy' because then scope of question will end there and all other points will become examples of patriarchy.)
  - 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. (i.e. people think that if you want to sustain family as an institution then there should be sexual division of labor)
- • 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. (For ex: In COVID like situation if husband loses job then all responsibility will come on woman who has not gone outside ever.)

→ • **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 [Jal Jivan Mission \(tapped water\)](#) ~~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) ([Ujjawala Yojna](#))
- **Redistribute** i.e. men should also take responsibility.

TOPICS OF THE NEXT CLASS: Violence against women