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Awareness level to women laborer to laws

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Abstract

Women labourers play a crucial role in agriculture activities like main crop production, livestock production, horticulture, post-harvest operations etc. In spite of these, they face a number of problems such as exploitation, long working hours, unhealthy working conditions, insecurity of job, low wages, absence of decision making, male dominating society etc. Similarly the women labourers working in unorganized sector especially in urban areas are engaged in activities like domestic work, construction work, small trade brick making, coir and basket weaving, household industries etc. and they also face same types of problems. Keeping in view the above socioeconomic and psychological problems and factors affecting socio-economics problems, this present study was conducted among 120 women labourers in rural and urban communities of Hisar district of Haryana.

Study revealed that majority of the respondents were not aware about minimum wages act, anti-dowry act, divorce act, maternity benefit act, child marriage act, untouchability act, Janni Suraksha Yojna act in both rural and urban areas. Therefore, gender discrimination should be removed in regards to payment of wages to the women labourers. Women should be aware regarding acts and laws through different trainings and campaigns. Moreover, there is a need to change the attitude of men towards roles and duties of women. In this way, this study will help the policy makers, planner, researcher and agriculturist in making policies which will benefit the women labourers in long run.

Keywords: Women, labourers, minimum wages act, anti-dowry act, divorce act, maternity benefit act, child marriage act, untouchability act, Janni Suraksha Yojna Rural, Urban etc.

Introduction

In the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general, are not taken very seriously by their superiors, colleagues, or society at large. Having a career poses challenges for women due to their family responsibilities.

Labour is one of the primary factors of production. It is considered to be important not only because it is productive but also because it activates other factors and makes them useful for production purposes. In India, labour activities depend on age and sex. The labour force is largely masculine, with only out of every four workers being a female. Women today play pivotal role in agriculture-as female agricultural labour, as farmers, co-farmers, female family labour and (with male out-migration, widowhood, etc.) As managers of farms and farm entrepreneurs among rural women workers, 87% are employed in agriculture as labourers and cultivators.

Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread winner of his family. Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitudinal changes in the mind-set of people.

Agriculture, the single largest production endeavour in India, contributing about 18 per cent of GDP, is increasingly becoming a female activity. Agriculture sector employs 4/5th of all economically active women in the country. 48 per cent of India's self-employed farmers are women. There are 75 million women engaged in dairying as against 15 million men and 20 million in animal husbandry as compared to 1.5 million men. Women labourers play a multidimensional role like allied activities and domestic activities in addition of agriculture activities also.

Women play a crucial role in agriculture activities like main crop production, livestock production, horticulture, post-harvest operations, fisheries etc., and allied activities the women involved such as management of dairy animals starting from collection and cutting of fodder to feeding, cleaning of cattle and cattle shed milking etc. Most of the agricultural women labourer's works is unpaid and they are ignored from the policy makers. (Rajanna K.A 2017) ^[8].

In India, almost 92 per cent of the work force in the unorganized sector one-third of which are women and their dependents. Though the Indian Constitution guarantees equality of opportunity related to work, equal rights for livelihood, equal pay for equal work etc. The condition of women in the unorganized sector is deplorable. The most serious hazard faced by the working class in the era of globalization is the increasing threat to job security. The informal sector is fast expanding, while the organized sector is shrinking. Contract, casual, temporary, part-time, piece-rated jobs and home based work etc., decreasingly replacing permanent jobs. (Dimitrov, *et al* 2017) ^[3].

Review of literature

Kumar &Yadav (2002) ^[5] examined the satisfaction of workers from labour welfare schemes in eight state Government and private sector sugar factories of the Gorakhpur division in Uttar Pradesh. 240 workers were selected on the basis of random sampling method. A well-structured interview schedule was used to know the satisfaction level of workers. The results revealed that satisfaction level of workers to the labour welfare schemes was very low in both private and state sugar factories. It was observed that satisfaction level of workers from social security schemes, housing, medical schemes, and education schemes was higher for private sector sugar factories than the state Government sugar factories.

Laddha (2012) ^[6] studied employee welfare strategies with reference to Solapur Janta Sahakari Bank Ltd. at Solapur district. A sample of 50 employees from six branches of bank at Solapur city was chosen for the study. The findings of the study revealed that the bank was providing not only intramural and non-statutory facilities but also extramural facilities. Sixty six percent of the employees were in the favor that the bank was in need for the further development of the welfare activities. The hygienic condition was maintained by the bank at washroom and canteen. The bank was providing occupational health care to its employees at satisfactory level. Overall, fifty percent of the respondents were satisfied with the welfare facilities. The study suggested that the bank should provide recreational facilities, transportation facilities and medical facilities. The bank should arrange different sports activities for the employees and encourage them to participate in the activities of the bank.

Prabakar (2013) ^[7] explored employees satisfaction regarding welfare measures with reference to Don Bosco College of Art & Science at Sogathur in Dharmapuri. A sample of eighty employees was selected for the study. Simple percentage, ANOVA, correlation and regression techniques were used for analyzing the data. The study revealed that most of the employees in the college have experience more than 10 years. Majority of the employees were highly satisfied with the transport and canteen facilities provided by the college. Forty

one percent of the respondents were not satisfied with the drinking water facilities in the college. Fifty one percent were of the average opinion with the leave facility provision in the college. Overall, employees were satisfied by the intramural facilities provide by the company. But, there was a need of further development in the extramural and non-statutory facilities provided to the employees. The study suggested that there should be proper functioning of the existing welfare schemes to motivate the staffs. Improvement should be done in the field of cleanliness, canteen, recreational facilities and maternity benefits. Modifications in the field of rest room facilities, service awards and various welfare policies can motivate the workers in an effective manner.

Methodology

The study was undertaken in Haryana state by selecting Hisar district. Two areas were under taken i.e. urban and rural areas from selected district. To draw rural sample two villages were selected i.e. Kharar and Alipur and 60 respondents were selected randomly from each. Thus, total sample comprises 120 respondents.

Results

Awareness of the respondents regarding acts

Regarding the awareness of women about acts in table 1 analysis clearly revealed that out of total sample 91.67 percent women were not aware of minimum wages act and rest of 8.33 percent women were aware of this act. Further, comparative results showed that overwhelming majority of (93.33%) respondents from rural and urban (90%) area were not aware of minimum wages act. Results highlighted that 65 percent respondents were not aware of anti-dowry act and only 35 percent were aware of this act whereas, 70 percent rural and 60 percent urban respondents were not aware of anti-dowry act and rest of them were aware about anti-dowry act. Further, results depict that 66.67 percent urban and 73.33 percent rural respondents were not aware of divorce act whereas, 26.67 percent rural and 33.33 percent urban women were having awareness regarding divorce act. Overwhelming majority of the respondents (96.67%) rural and urban (88.33%) respondents were not aware about equal remuneration act whereas, 92.5 percent respondents of rural and urban were not aware of this act. Again overwhelming majority of rural (95%) and urban (86.67%) respondents were having no awareness regarding maternity benefit act. As far as child marriage act concerned, 56.67 percent urban respondents and 71.67 percent rural respondents were not aware of child marriage act whereas, 43.33 percent urban women were also aware of this act and awareness was high in urban area as compared to rural respondents (28.33%). With regards to untouchability act and domestic workers and social security act 2010, in both areas, out percent women were not aware of this act. Again (78.33%) rural and 70 percent urban respondents were not awarded of Janani Suraksha Yojana. Further, 85 percent rural and 78.33 percent urban women were not aware of national family benefit scheme and rest of respondents were aware of this act. More than 3/4th (78.33%) of the respondents from rural area and 65 percent from urban area were not awarded awareness about the Rashtriya Swasthya Bima Yojana.

Table 1: Awareness of the respondents regarding acts

Aspects	Rural (n=60)	Urban (n=60)	Total (n=120)
Minimum wages act			
Yes	4(6.67)	6(10.0)	10(8.33)
No	56(93.33)	54(90.0)	110(91.67)
Anti-dowry act			
Yes	18(30.0)	24(40.0)	42(35.0)
No	42(70.0)	36(60.0)	78(65.0)
Divorce act			
Yes	16(26.67)	20(33.33)	36(21.67)
No	44(73.33)	40(66.67)	84(78.33)
Equal remuneration act			
Yes	2(3.33)	7(11.67)	9(7.5)
No	58(96.67)	53(88.33)	111(92.5)
Maternity benefit act			
Yes	3(5.0)	8(13.33)	11(9.17)
No	57(95.0)	52(86.67)	109(90.83)
Child marriage act			
Yes	17(28.33)	26(43.33)	43(35.83)
No	43(71.67)	34(56.67)	77(64.17)
Untouchability act			
Yes	-	-	-
No	60(100.0)	60(100.0)	120(120.0)
Domestic workers and social security act, 2010			
Yes	-	-	-
No	60(100.0)	60(100.0)	120(120.0)
MGNREGA			
Yes	60(100.0)	23(38.33)	120(120.0)
No	-	37(61.67)	-
Janani Suraksha Yojana			
Yes	13(21.67)	18(30.0)	31(25.83)
No	47(78.33)	42(70.0)	89(74.17)
National family benefit scheme			
Yes	9(15.0)	13(21.67)	22(18.33)
No	51(85.0)	47(78.33)	98(81.67)
Rashtriya Swasthya Bima Yojana`			
Yes	13(21.67)	21(21.67)	34(28.33)
No	47(78.33)	39(65.0)	50(41.67)

Figures in parentheses indicate percentages

Area wise comparison of awareness of the respondents regarding acts

Results in table 2 depict the mean and standard deviations. It significant mean differences were observed in minimum wages act ($t=4.29^*$), anti-dowry act ($t=6.31^*$), divorce act ($t=3.12^*$), equal remuneration act ($t=5.53^*$), maternity benefit

act ($t=6.52^*$), child marriage act ($t=4.21^*$), untouchability act ($t=3.04^*$), domestic workers and social security act,2010 ($t=5.91^*$), MGNREGA ($t=5.72^*$), Janani Suraksha Yojana ($t=3.21^*$), national family benefit scheme ($t=3.13^*$) and Rashtriya Swasthya Bima Yojana ($t=5.41^*$).

Table 2: Area wise comparison of awareness of the respondents regarding acts

Problems	Rural		Urban		t-value
	Mean	Sd	Mean	Sd	
Minimum wages act	1.37	0.64	2.72	0.67	4.29*
Anti-dowry act	1.26	0.55	2.97	0.82	6.31*
Divorce act	1.74	0.81	2.68	0.59	3.12*
Equal remuneration act	1.32	0.41	2.52	0.43	5.53*
Maternity benefit act	1.63	0.72	2.61	0.65	6.52*
Child marriage act	1.52	0.61	2.73	0.58	4.21*
Untouchability act	1.54	0.63	2.21	0.43	3.04*
Domestic workers and social security act, 2010	1.43	0.57	2.59	0.36	5.91*
MGNREGA	1.53	0.62	2.81	0.63	5.72*
Janani Suraksha Yojana	1.63	0.71	2.76	0.61	3.21*
National family benefit scheme	1.71	0.64	2.41	0.39	3.13*
Rashtriya Swasthya Bima Yojana	1.51	0.53	2.73	0.42	5.41*

Discussion

Awareness of the respondents regarding acts

Out of total sample 91.67 per cent women were not aware of minimum wages act. Results highlighted that about 2/3rd of the respondents were not aware of anti-dowry act, divorce act, having no awareness regarding maternity benefit act, as far as child marriage act concerned, untouchability act and domestic workers and social security act 2010. Result Again revealed that (78.33%) rural and urban(70%) respondents were not aware of Janani Suraksha Yojana. and Further, 85 per cent rural and 78.33 per cent urban women were not aware of national family benefit scheme and rest of women were aware of this act. More than 3/4th (78.33%) of the respondents from rural area and 65 per cent from urban area were not having awareness about the Rashtriya Swasthya Bima Yojna. The finding of the present study also got support from the results of Vadageri and Soundari (2016) who noticed the women's participation in the unorganized sector is increasing day by day especially in the domestic work. These women domestic labourers were from the marginalized section of the society and migrants from the rural area. It was found that these women were exploited by their employers, because the placement agencies were yet to find out strategies for the protection of these women. Lack of proper legislations and legal support had put these women domestic labourers into still more vulnerable condition.

Area wise comparison of awareness of the respondents regarding acts

Results depicted the mean and standard deviations. The result indicated significant mean differences in minimum wages act ($t=4.29^*$), anti-dowry act ($t=6.31^*$), divorce act ($t=3.12^*$), equal remuneration act ($t=5.53^*$), maternity benefit act ($t=6.52^*$), child marriage act ($t=4.21^*$), untouchability act ($t=3.04^*$), domestic workers and social security act,2010 ($t=5.91^*$), MGNREGA ($t=5.72^*$), Janani Suraksha Yojana ($t=3.21^*$), national family benefit scheme ($t=3.13^*$) and Rashtriya Swasthya Bima Yojana ($t=5.41^*$). Similar results were found by Alston *et al.* (2018) ^[1]. revealed that a major outcome have been an increase in women's labour on-and off- farms. Yet, the lack of attention to gendered labour distribution continued the historical neglect of women's labour, maintained patriarchal relations in agriculture, significantly impacted women's views of themselves as agricultural outsiders and reduced attention to a gendered analysis of climate change outcomes.

Conclusion

The present study elucidates the awareness level of women labourers on the basis of socio-economic variables regarding minimum wages act, anti- dowry act, divorce act, equal recommendation act, maternity benefit act, Child marriage act, Untouchability act, Domestic worker and social security act (2010), MGNREGA, Janani Suraksha Yojana, National family benefit scheme, Rashtriya Swasthya Bima Yojana in rural and urban areas. Study revealed that majority of the respondents were not awarded about minimum wages act, anti- dowry act, divorce act, equal recommendation act, maternity benefit act, Child marriage act, Untouchability act.

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