



Article : A STUDY OF PROBLEMS AND PROSPECTS OF WOMEN EMPLOYEES IN GRAPE FARM

Author : Dr. A. M. Gurav [D.R.K. Commerce College, Kolhapur]
R.S. Salunkhe [A C S College Palus, Sangli]

INTRODUCTION :

Grape (*Vitis vinifera* L.) is an important commercial fruit crop of Maharashtra state in India having vast export potential. The state ranks first in respect of area (70,000 hectares) of production (1650000 MT) and productivity (28 MT/ha) of grapes in the country. Near about 75% of grape produce is used for table purpose, 15% - 20% is dried for raisin production and 5% is used for manufacturing of juice and wine. Consumption of grapes are beneficial to health, in addition to the usual nutrients, grapes are also rich in phenolic compounds and other natural antioxidants. It is observed that the export percentage of grapes is not more than 4% of total production. In order to increase export, quality and production per hectare have to be increased. To increase export and maximization of grapes production there is a lot of scope to adopt modern methods for efficient utilization of human resources, particularly women human resource. This research paper attempts to study the problems and prospectus of women employees in grape farm.

OBJECTIVES OF THE STUDY:

1. To know the problems of women employees working in grapes farm.
2. To know the prospects of women employees working in grapes farm.

HYPOTHESIS :

Women employees are not only playing very vital role in grapes farm but also they are facing different types of problems.

SCOPE OF THE STUDY :

The study has covered only women employees in the grapes farm at Palus and Vicinity of Palus in Sangli District of Maharashtra state in India. The study is confined to the problems and prospects of women employees in the grapes farm. The researchers have covered only women employees who are working in grapes farm. Technical factors are not covered by the researchers.

A STUDY: WOMEN EMPLOYEES :

Introduction –

India is a country of agriculture. In comparison with men, majority women (66.6%) are working in agriculture sector in India. Now the grape agriculture sector is emerging sector where as women has playing significant role in India agriculture, particularly in Maharashtra. In Maharashtra, Sangli district is the main source of grape production. The study relates to Palus Tahasil, it covers 7,500 acres land for the grape cultivation. Through this sector, 1,875 women employees are involved in grapes cultivation e.g. group of ten women can handle 4 acres grape farm per year. This sector is a great source for women employment. The Women employees are involved in various works in e.g. pruning, pesting, thinning, dipping and harvesting etc. Actually, as this cultivation is seasonal, women can get 8 month work during a year. Compare to other works in agriculture sector, work in grape farming is less in physical nature but more in skillfully nature. However, women working in agriculture may be exposed to the same hazards and risks as male workers, but in addition they are facing risks, particularly fertility problems. Additionally, women may be at greater risk of work related neck and upper limb disorders.

5.2 DATA ANALYSIS AND INTERPRETATION:

Table No. 1: Educational status –

Sr. No.	Particulars	Frequency	Percentage
1	Illiterate	19	19%
2	Up to 10 th Pass	69	69%

3	Above 10 th class	12	12%
4	Total	100	100%

The above table indicates that 19% of the women employees are illiterate. 69% of the women employees are educated upto 10th class. 12% of the women employees are educated above 10th class. It shows that 69% of women employees educated upto 10th class. It can be interpreted that the considerable percentage of women employees are literate up to 10th standard and it is the good indication for grapes farming. The grapes farming required educated manpower because different types of pesticide and time bound farm work is required, which can be possible through educated women employees.

Table No. 2: Table showing age group of the respondent –

Sr. No.	Age in years	No. of Respondents	Percentage
1	0-25	19	19 %
2	26-35	51	51 %
3	36-45	25	25 %
4	Above 45	5	5 %
5	Total	100	100 %

The Table No. 2 shows that age group of grapes farm workers. It shows that 19% of the respondents are up to 25 years age group, 51% of the respondents are from 25-35 years age group, 25% of the respondents are from 35-45 years age group and 5% of the respondents are from above 45 years age group. It indicates that 51 % employees are in young age group which is good for the fulfillment of vision of Hon'ble then the President A. P. J. Abdul Kalam that HR @ 2020. It means that the young employees are involved in the commercial crop agricultural activities. It also interpreted that who are settled in the family responsibilities, such ladies are coming to this type of job. These women are married women and to help the family by way financial assistance, they are working in a grapes farm as an employee. At the same time the senior women are not showing interest in this type of agriculture work. In this regard further study is required.

Table No. 3: Cast of Employees -

Sr. No.	Cast	No. of Respondents	Percentage
1	Open	43	43%
2	S.C.	25	25%
3	O.B.C	09	09%
4	N.T.	23	23%
5	Total	100	100%

The table no. 3 shows that the cast of employees who are working in the grapes farm. It is found that 43% of the respondents are from open category, 25% of the respondents are from S.C. category, 9% of the respondents are from O.B.C. category, and 23% of the respondents are from N.T. category. From the above analysis, it is seems that the researchers have found that 57% respondents are from reserve category. The given figure indicates that there are no issues like cast discriminations etc. All cast women are working in the grapes farm with enough cooperation and it is good indication for the nation and specifically this agro business. It was observed by the researchers that the women employees are working very well in the grapes farm. They are very regular, punctual and hard working in nature while they are working in the grapes farm.

TTable No. 4: Position of poverty line –

Sr. No.	Poverty Position	Frequency	Percentage
1	Below	39	39%
2	Above	61	61%
3	Total	100	100%

Table No. 4 indicates that the poverty line position of the sample respondents. This table reflects that, out of 100 respondents, 39% women employees are from below poverty line and 61% women employees are above poverty line. It means that only poor women are not coming for farm work but also above poverty line employees are coming and working in grapes farm. These 61% respondents are working on agriculture because to support the family in financial matters. It is also interpreted that 39% of women employees are working in the grapes farm, means considerable percentage women are below poverty line, which is not good to

India. To uplift the rural masses from below poverty line to above poverty line the grape farming and any other cash crops are more suitable in the rural area. Cash crops agriculture, to start agro processing industries are the solutions for empowering women in the rural area.

Table No. 5: Wage structure of women employees –

Sr. No.	Wages	Frequency	Percentage
1	Up to 100	44	44%
2	101-110	31	31%
3	111-120	21	21%
4	121 & Above	04	04%
5	Total	100	100%

The Table No. 5 shows that the wage structure of the grapes cultivating farm employees. This table reflects that, the researchers have found that, 44% of the respondent are getting wages of Rs. 100, 31% respondents are getting in between Rs. 100 to 110 and other getting Rs.120 or more than that. The researchers have noted that the women employees are required on seasonal basis and not regular. Due to seasonal variation the wage rate is continuously changing. It is specially mentioned by the researcher that there is a cut throat competition for getting women employees for working in grapes farm. The given salary is about minimum wages act, but along with direct wages the grapes farm owner is providing transport facility to pick up women from her resident to the farm and drop back at evening, farm owners are also providing refreshment to the women employees and this cost is not considered in the wage structure. In a grape harvesting season the farm owner suppose to give two kg grapes per employee as a token of gift, which is not affordable to the grapes cultivating farmer. The farm owner some time give Rs.120 wage to skilled and experienced women employees.

Table No. 6: Incentives facilities –

Sr. No.	Incentives	Frequency	Percentage
1	Received	37	37%
2	Not received	63	63%

3	Total	100	100%
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The Table No. 6 shows that 37% of the women employees are received incentive such as bonus, gifts etc. while 63% of women employees are not received incentives. The researchers have found that majority (63%) of women employees are not received any type of incentives. Basically to give incentives is not compulsory it is depended on the employer's perception and approach. It can be interpreted that the women employees are not getting the direct bonus or any type of perks but the grapes cultivating farmer suppose to give tea, afternoon, meals of prepared vegetables, transport facility, grass bundle to women employee's animals etc. It is observed by the researchers that to maintain the employees at farm, direct or indirect facilities are required./span>

Table No. 7: Satisfaction of the respondent about wages –

Sr. No.	Satisfaction	Frequency	Percentage
1	Satisfied	21	21%
2	Not satisfied	79	79%
3	Total	100	100%

Table No 7 shows that satisfaction of women employees about the wages. It is found that 21% respondents are satisfied about wages and 79% respondents are not satisfied about wages. The researchers have found that majority of the respondents are not satisfied about wages given by farm owners to the women employees. It can be interpreted that the farm owners are exploiting the women employees in the vicinity of the sample area or the grapes farm owners are not getting sufficient income by way of grapes farm, in this regard more research is required. /span>

Table No. 8: Employment period of the respondent –

Sr. No.	Employment Months in Year	No. of Respondent	Percentage
1	6	16	16%
2	7	26	26%

3	8	52	52%
4	More than 8	6	6%
5	Total	100	100%

The Table No 8 indicates that the employment is available to the women employees in the grapes garden. It is found that 16% of the women employees are getting work for 6 months in a year, 26% of the women employees are getting work for 7 months in a year, 52% of the women employees are getting work for 8 months in a year and 6% of the women employees are getting work for more than 8 months in a year. The researchers have found that, 52% of the women employees are getting work for 8 months in a year, which is good employment opportunity in the rural area in grapes garden. To empower the rural women such type of employment opportunity is very much essential.

Table No. 9: Refreshment facilities provided to the women employees –

Sr. No.	Refreshment Facility	Frequency	Percentage
1	Received	54	54%
2	Not received	46	46%
3	Total	100	100%

Table No 9 shows that the refreshment facility received from the grape farm owner. It is found that 54% of the women employee enjoys refreshment and 46% don't getting the refreshment facility in the working period. The researchers have found that, majority (54%) of the women employees are satisfied about refreshment facilities provided by owner of the grape farm. It is a good indication for rural employment opportunity is concern.

Table No. 10: Transport facility provided by the owner -

Sr.	Transport	Frequency	Percentage
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No.	Facility		
1	Received	67	67%
2	Not received	33	33%
3	Total	100	100%

Table No 10 shows that transport facility provided by the grapes farm owner to the women employees. It is found that 67% of the women employee are received transport facilities while, 33% of the women employees are not received transport facilities from the owner. The researchers have found that, majority (67%) of the women employees are received transport facilities provided by owner of the grape farm. To provide transport facility is essential today as to finish works in time. The need of the grape farm is to complete the activity timely and promptly, because the grapes cultivation is very much depends upon weather and climate, for this management timely work in required, which is possible due to transport facility provided to the women employees.

Conclusion :

Women employees are the backbone of the grapes farming in the sample area. Majority of the work has undertaken through the women employees. To empower the rural women, this grapes farming is very much useful. It is concluded that the 69% women respondents are studied up to SSC, it means the educated women are working in this farm activity which is very much good indication in the commercial crop farming like grapes farming. In grapes farming 52% of women employees are working in the age group of 26 – 35 years, it means that young women are working in the grapes farming. 43% open category and 57% reserve category women are working in this farming. Out of total sampling 61% respondents are above poverty line and 75% respondents are getting up to Rs 110 wages per day. It is a good indication but 63% respondents have mentioned that they are not getting any incentives and 79% respondents are not satisfied about their wages. At the same time 52% respondents have mentioned that they are getting 8 months job guarantee in the vicinity of their resident, 54% respondents getting refreshment facility and 67% respondents are getting transport facility to travel from their resident to grapes farm i.e. working place. The researchers have

also observed that 67% respondents are not aware about cleanness and hygiene, 41% women employees are brushing tobacco at the working place, 87% women's insurance policy has not taken, 64% employees are not getting welfare facility, 84% women employees are working as a labour and farmer, 45% women's husband has addicted, 53% women employees are getting medical check up facility, 14% women employees are psychologically harassment, which is not good and 92% women employees are getting training facility. Considering above all tables and analysis it is found that there is a good scope for women empowerment and employment opportunity. Grapes farmers and women employees further more research is required. It is also found that the grapes farm is totally depend on the women employees about not freedom for decision making and implementation of decisions are not given to the women employees in the grapes farming. It is discussed with the grapes farmers and they are mentioned that women employees are good employees because they are honest, sincere and punctual than male workers.

References :

1. Maharashtra State Grape Growers Association Pune Br. Sangli.
2. Field Work

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