

Publication No. 456

Evaluation Study No. 95

GOVERNMENT OF HARYANA



EVALUATION REPORT

ON

**CONDITION OF WOMEN WORKERS IN
INDUSTRY AND AGRICULTURE**

IN

HARYANA

Issued by :

**ECONOMIC AND STATISTICAL ORGANISATION
PLANNING DEPARTMENT, HARYANA**

- 545502
331.11
HAR-E

Sub. National Systems Unit
National Institute of Education
Planning & Administration
27-B, Connaught Place, New Delhi-110 026
LCC. No. D-5956.....
Date.....10-4-91.....

PREFACE

Women since ages have played a vital role in the management of households as well as farm economy. With industrial development, women have also started working in industries. An evaluation study to ascertain the condition of women workers in industry and agriculture has been undertaken at the instance of State Government with special reference to the wage structure and implementation of various statutory acts formulated for their welfare from time to time.

The study has revealed that the condition of women workers employed in industry at Faridabad was satisfactory, where labour laws were being effectively implemented to a large extent. On the other hand, working conditions for women industrial workers at Panipat were comparatively less satisfactory, which required attention of the State Government. In agriculture, the condition of women workers differed from area to area and according to the nature of agricultural operations carried out in the State. However, no significant wage differential was observed between male and female workers in the State.

It is hoped that the findings of the study would prove useful in improving the working conditions of women in industry and agriculture. The report has been prepared by Shri B. R. Sharma, Research Officer, under the supervision of Shri A. K. Anand, Deputy Economic and Statistical Adviser and overall guidance of Shri R. K. Khanna, Joint Economic & Statistical Adviser.

Dated Chandigarh
the 10th October, 1989

A. L. Katyal
Economic & Statistical Adviser
to Government, Haryana.

CONTENTS

<i>Chapter</i>	<i>Page</i>
I. Introductory	1—3
II. Profile of Women Workers in Industry	4—14
III. Profile of Women Workers in Agriculture	15—19
IV. Observation and Conclusion	20—21
V. Summary and Findings	22—25
Appendices Annexure I to II	26—27
Facsimile of Schedules	28—38

CHAPTER—I

INTRODUCTORY

Introduction :

Labour force is an important input in any process of economic development. Women constitute nearly half of this vital resource. It is widely recognised that for economic and social transformation in a society proper development of women is an essential pre-requisite. In India, more especially in Haryana State, women have been playing an active role in the household as well as in the farming sectors. In agriculture, some specialised operations such as transplantation of paddy, weeding, harvesting and cotton picking are mostly done by women workers. With the introduction of planned industrial development of the country, women have also started working increasingly in various types of industries.

1.2. In order to safeguard the welfare of women workers, ^{Various -}~~various~~ Acts have been passed by the Government from time to time. One such Act, viz; the Equal Remuneration Act, 1976 contains provisions for the payment of equal remuneration to male and female workers as well as prevention of discrimination on grounds of sex, against women in the matters of employment. Another Act, viz, the Maternity Benefit Act, 1961 provides that a female worker shall be entitled to maternity benefits upto twelve weeks, provided she has actually worked in the establishment, from whom she claims maternity benefits for a period of not less than one hundred sixty days in the twelve months immediately preceding the date of expected delivery. The Factories Act, 1948, read with the Punjab Factory Rules 1952 (Applicable In the State of Haryana Amended upto 30th June, 1984), provides that every factory, where in more than 30 women workers are ordinarily employed, a creche for the care of children under the age of 6 years of such women, will be established. No women shall be required or allowed to work in any factory except between 6 A.M. and 7 P.M.

1.3 Objectives of evaluation study :

Despite various measures taken by Government to safeguard and ameliorate the condition of women workers in industry and agriculture it is generally felt that they are discriminated against and exploited because of oppressive social customs, poverty, illiteracy and traditionally subservient role under total male domination which has relegated them to an inferior status. The State Government, therefore, desired that an evaluation study to ascertain the condition of women workers in industry and agriculture may be undertaken by the Economic and Statistical

Organisation, Haryana. Accordingly the study was conducted with the following broad objectives :—

- (i) to study the extent of employment, wages and working conditions of women workers in industry and agriculture;
- (ii) to find out the extent of implementation of various safe guards/facilities provided for the welfare of women workers in industry and agriculture; and
- (iii) to ascertain the views of women workers about the availability of various facilities having bearing on their working conditions.

1.4 Methodology and Sampling design of the study :

The following methodology and sampling design was followed for the study.

A. Industrial Sector :

- (i) Two industrial towns, namely, Faridabad and Panipat where there was considerable concentration of women workers were covered under the sample study.
- (ii) From each of these two centres, 6 registered industrial units, employing a large number of women workers, were selected for survey in consultation with the respective Labour Welfare Officers. Of these 12 selected units, 4 dealt with electronics and 1 each with pharmaceuticals and pottery, (all located at Faridabad) 5 with handloom and one with food (located at Panipat) The list of selected industrial units is given at Annexure—I.
- (iii) The lists of women workers employed on regular basis in these units were selected and 5 women workers were selected at random from each unit. Thus, in all, 60 women workers from 12 industrial units were selected and information was collected from them through interview method.

B. Agriculture Sector :

The following methodology was adopted for selection of women working for wages in agriculture :—

- (i) Three districts, namely, Kurukshetra, Rohtak and Mahendragarh, representing the agriculturally developed, semi-developed and under developed areas, respectively were covered. One tehsil from each of these districts was selected at random. The tehsils covered were Kajthal

in Kurukshetra district, Bahadurgarh in Rohtak district and Narnaul in Mahendragarh district:

- (ii) From each tehsil, 4 villages having a considerable number of women agricultural workers as per 1981 census were selected. 5 women working on agricultural fields for wages were selected at random from each sampled village so as to cover different categories of women workers and different areas in the village. In all 60 women agricultural workers from 12 selected villages were surveyed. Annexure—II gives the list of villages surveyed.

1.5 Tools of the Study :

Keeping in view the objectives of the study, two schedules were canvassed in the industrial sector. Schedule 'A' was canvassed from the employer and Schedule 'B' from sampled women worker. Information pertaining to number of workers employed, work facilities provided, wage differentials between male and female workers, if any, was collected through the establishment schedule. The worker schedule aimed at collecting information pertaining to employment, working facilities, opinion of workers about working conditions, etc.

Similarly, a schedule was canvassed in the agriculture sector where information was collected from women workers about wages, employment, work facilities and general views about their working conditions.

The requisite information was collected through the personal interview method. A copy of each of the schedules canvassed has been appended at the end of the report. The information given in the report generally relates to the year 1985-86.

1.6 Limitations of the Study :

The study was conducted under certain limitations/constraints. Firstly, information pertaining to industrial units employing women workers and also the number of women workers employed by each unit was not available with the Labour department. Resultantly, it became very difficult to draw the sample of industrial units for undertaking the study and the selection had to be made ultimately on the basis of views of local officials. Secondly, the necessary cooperation and response of the employers of the selected industrial units, particularly at Panipat, for interviewing women workers was not forthcoming and some of the selected units hesitated to furnish the list of women workers employed by them.

CHAPTER—II

Profile of Women Workers in Industry

A : Sample Study :

2.1. In this chapter, an attempt has been made to study the general particulars of sampled women workers in industry, level of employment, provision of various facilities in the selected industrial units and wages etc. Further, the views of women workers regarding working conditions in industrial units have also been discussed. As stated earlier 12 industrial units i.e. 6 each from Faridabad and Panipat towns were surveyed. The observations which follow are based on information furnished by the selected industrial units and sampled women workers.

A. Sampled Industrial Units :

2.2 Employment ,

Out of 12 selected units, 4 were dealing with electronics and 1 each in Pharmaceuticals and Pottery, all the 6 located in Faridabad. 5 out of 6 sampled units of Panipat were dealing with Handloom and 1 in Food products.

Information regarding the number of male and female workers employed on regular/casual basis in the 12 selected industrial units is given in the following table :

Table 2.1

Number of male and female workers employed in sampled industrial units

Category of workers	Faridabad			Panipat		
	Male	Female	Total	Male	Female	Total
Regular	1518 (72.4)	580 (27.6)	2098 (100.00)	174 (78.4)	48 (21.6)	222 (100.00)
Casual	326 (72.9)	121 (27.1)	447 (100.00)	67 (58.3)	48 (41.7)	115 (100.00)
Total	1844 (72.5)	701 (27.5)	2545 (100.00)	241 (71.5)	96 (28.5)	337 (100.00)
Average No. of workers engaged (in 6 sampled units)	307	117	424	40	16	56

(Figures in brackets indicate percentage to total)

Of the 2545 workers employed in sampled units of Faridabad, 1844 (72.5% were males and 701 (27.5%) females, In Panipat Centre, out of 337 workers, 241 (71.5%) were males and 96 (28.5%) females. The percentage of male workers on regular basis in Faridabad and Panipat was 72.4% and 78.7% and of females workers were 27.6 and 21.6 respectively. Similarly the male workers employed on casual basis in Faridabad and Panipat Centre was 72.9% and 58.3% and of females percentage was 27.1 and 41.7 respectively.

The average no. of women workers employed per sampled unit in Faridabad was 117 while in Panipat the number was 16. The number of women working in sampled industrial units of Faridabad ranged from 20 to 224 and in Panipat from 8 to 25.

2.3 Industry-wise women workers employed

The number of women workers employed industry-wise in the sampled units Faridabad and Panipat is given in the following table :

Table 2.2

Industry-wise number of women workers employed in sampled units

Industry	Faridabad		Panipat	
	Number	%age to total	Number	%age to total
Electronics	452	64.5	—	—
Pottery	213	30.4	—	—
Pharmaceutical	36	5.1	—	—
Handloom	—	—	85	88.5
Food	—	—	11	11.5
	701	100.0	96	100.0

It will be seen that out of 701 women workers employed in 6 sampled units of Faridabad, 452 (64.5%) were working in electronics industry, 213 (30.4%) in pottery and 36 (5.1%) in pharmaceutical. In Panipat, out of 96 women workers employed in 6 units, 85 (88.5%) were working in handloom industry and 11 (11.5%) in food industry.

2.4 Facilities provided by sampled industrial units :

Industrial units are required to provide various facilities to its workers, like medical, housing, transport, creche, toilet, bonus, loans, LTC etc. However,

the facilities actually provided by the sample industrial units in Faridabad and Panipat are indicated in the Table below :

Table 2.3

Number of sampled industrial units providing various facilities to its workers

Sr. No.	Facility	Faridabad		Panipat	
		No. of units providing facility	%age to sampled units	No. of units providing facility	%age to sampled units
1.	Medical	6	100.0	5	83.3
2.	Housing	1	16.7	1	16.7
3.	Transport	2	33.3	1	16.7
4.	Creche	4	66.6	1	16.7
5.	Toilet	6	100.0	6	100.0
6.	Bonus	6	100.0	5	83.3
7.	Loans	5	83.3	1	16.7
8.	LTC	2	33.3	—	—

It was observed that the overall facilities provided by the industrial units of Faridabad to its workers were comparatively much better than the facilities provided at Panipat. Medical facility was provided by all the sampled units excepting 1, in Panipat centre. Toilet facility was available in all the 12 units. Housing facilities was provided by only 2 units, one each at Faridabad and Panipat centre. Housing facility in Panipat was made available to temporary workers hailing from outside the State. 2 units at Faridabad and 1 at Panipat had also arranged transport facilities for the benefit of workers to bring them to the factory in time and to take them back to their homes. Creche facility was provided by 4 sampled units at Faridabad and 1 at Panipat which employed more than 30 women workers. It was found that although creche facility was available but women workers were not utilising this facility. Workers of 5 units, out of 6 in Faridabad and only 1, out of 6 at Panipat had enrolled themselves as members of the trade unions in order to protect their rights. Bonus was given by all the 12 units excepting one at Panipat centre. The loan facility was made available by 5 units at Faridabad and only 1 at Panipat and LTC facilities were provided by only 2 units at Faridabad town.

B. Women workers :

In the following paragraphs the general particulars of employment, wages views of sampled women workers, about the adequacy of various facilities provided by the sampled units and shortcomings if any, have been discussed.

2.5 General Particulars :

(a) *Age* : Out of 60 sampled women workers surveyed, the age of 14 (23.3%) was between 18—24 years, of 28 (46.7%) between 25—35 years, of 15 (25.0%) between 35—49 years and of 3 (5.0%) 50 years and above. The age data revealed that percentage of young women workers was more in Faridabad Centre as compared to Panipat Centre. The relevant figures are given in the following table :

Table 2.4

Distribution of sampled industrial women workers according to age

Age years	Faridabad Centre	%age to total	Panipat Centre	%age to total	Total	%age to total
Below 24	8	(26.7)	6	(20.0)	14	(23.3)
25—34	19	(63.3)	9	(30.0)	28	(46.7)
35—49	3	(10.0)	12	(40.0)	15	(25.0)
50. and above	—	—	3	(10.0)	3	(5.0)
Total	30	(100.00)	30	(100.00)	60	(100.00)

(b) *Educational qualifications* :

The educational level of the sampled women workers is shown in the following table 2.5.

Table 2.5

Educational level of Sampled Women Industrial Workers

Educational level	Faridabad Centre	%age to total	Panipat Centre	%age to total	Total	%age to total
Illiterate	—	—	20	66.7	20	33.3
Literate	—	—	—	—	—	—
Primary	2	6.7	6	20.0	8	13.3
Middle	10	33.3	3	10.0	13	21.7
Matric	17	56.7	1	3.3	18	30.0
Graduate and above	1	3.3	—	—	1	1.7
Total	30	100.0	30	100.0	60	100.0

Of the total sample of 60 women workers, 20 women workers (33.3%) were illiterate, 8 (13.3%) primary pass, 13 (21.7%) middle pass, 18 (30.3%) matric pass and only 1 (1.7%) was graduate. There was no illiterate woman worker in sampled units at Faridabad Centre. All the illiterate women workers belonged to Panipat units. In Faridabad, 27 (90.0%) women workers, out of a total of 30, were middle or matric pass. Whereas, in Panipat only 4 (13.3%) out of 30 were middle or matric pass. This shows that the educational level of women industrial workers of Faridabad town was higher in comparison with their counterparts in Panipat town.

(c) *Length of Service :*

All the 30 sampled women workers of Faridabad were working on regular basis while in Panipat 13 (43%) women workers out of 30 were employed on casual work basis. The distribution of women workers according to their length of service is indicated in table 2.6.

Table 2.6

Distribution of women workers according to length of service.

Service period (year)	Faridabad Centre	%age to total	Panipat Centre	%age to total
Below—1	—	—	15	50.0
1—5	4	13.3	3	10.0
5—10	19	63.3	9	30.0
10 and above	7	23.4	3	10.0
Total	30	100.0	30	100.0

In Faridabad, the length of service of 4 women workers (13.3%) out of 30, was between 1—5 years, of 19(63.3%) between 5—10 years and of 7(23.4%) 10 years and above. There was no sampled women workers with less than 1 year of service. Whereas, in Panipat, 15 women workers (50.0%) out of 30 had less than 1 year of service, 12(40%) between 1—10 years and 3(10.0%) workers more than 10 years.

2.6 Wages :

One of the most important aspects for assessing the condition of women workers in industry was to ascertain whether the wages paid to women workers

were according to Minimum Wages Act and discrimination if any between male and female workers in respect of wages paid. Minimum wages in Haryana are fixed by the Labour Department in consultation with the State Minimum Wages Advisory Board. During the year 1985-86, the minimum wages paid to a worker was Rs. 430/- per month.

The field survey revealed that wages to all the workers of sampled units at Faridabad were paid on monthly basis. In Panipat, out of 6 sampled units, 2 were making payment to women workers on piece rate basis. Further, 2 industrial units were paying consolidated wages per month to its women workers. The distribution of sampled women workers according to monthly wages received during 1985-86 is given in the following table 2.7.

Table 2.7

Distribution of sampled women workers according to average monthly wages received during 1985-86

Wages (Rs.)	Faridabad Centre	%age to total	Panipat Centre	%age to total
Below 300	—	—	8	26.7
300—430	—	—	11	36.7
430—515	5	16.7	10	33.3
515—1000	23	76.7	1	3.3
1000 and above	2	6.6	—	—
Total	30	100.0	30	100.0

In Faridabad Centre no women worker was getting less than the minimum wages fixed i. e. Rs. 430/- per month. Out of 30 women workers, 5 (16.7%) were getting wages between Rs. 430—515, 23 (76.7%) between Rs. 515—1000 and 2 (6.6%) Rs. 1000/- and above. While in Panipat 13 out of 19 women workers (68.4%) working on casual work basis while 6 on regular work basis were getting less than Rs. 430/- per month i. e. lower than the specified minimum wage. Only 10 women workers (52.6%) received monthly wages between Rs. 430/- —515/- and (3.3%) was being paid between Rs. 515—1000/-.

The above analysis shows that women industrial workers at Faridabad centre were not getting wages less than the minimum fixed while in Panipat Centre, some women workers were getting less than the minimum wages fixed under the Act.

2.7 Availability of basic working facilities :

An enquiry was made from the sampled women workers regarding availability of basic working facilities such as adequate space for work, light, fan, ventilation, Creche, toilet, safety devices etc. in the industrial units. The number of women workers reporting availability of such facilities in Faridabad and Panipat Centres is indicated in the following table :

Table 2.8

Number of women workers reporting availability of various facilities

Sr. No.	Facility	Faridabad Centre	%age to sampled workers	Panipat Centre	%age to sampled workers
1.	Fan	30	100.0	10	33.3
2.	Light	30	100.0	14	46.7
3.	Furniture	30	100.0	16	53.3
4.	Ventilation	30	100.0	20	66.7
5.	Toilet	30	100.0	25	83.4
6.	Working space	30	100.0	25	83.4
7.	Creche	15	50.0	5	16.7
8.	Safety devices	28	93.5	13	43.1

The sampled women workers at Faridabad were satisfied with the provision of different working facilities in the selected industrial units, excepting creche facility, the position of these facilities at Panipat centre was, however, not satisfactory. As observed from the above table, only 33.3 percent women workers were satisfied with fan facilities and 46.7 percent with proper light arrangements. Similarly, the percentage of women workers reporting adequate provision of furniture, ventilation, toilet, working space was 53.3, 66.7, 83.4 and 83.4 respectively. Further, only 16.7 percent women workers reported availability of creche facilities while 43.3 percent were satisfied with the safety devices made available in the industries.

2.8 Working hours :

The daily working hours in industrial units at Faridabad Centre, as reported by sampled women workers, were $8\frac{1}{2}$ hours with an interval of $\frac{1}{2}$ hour. In Panipat, the daily hours spent by women workers ranged between $8\frac{1}{2}$ hours to 9 hours with $\frac{1}{2}$ to 1 hour interval. Weekly holiday was given to all the women workers. There was no discrimination regarding number of hours worked by male and female workers in industries.

2.9 Maternity Benefit :

In Faridabad Centre, women workers were employed on regular basis. Out of 21 sampled married women workers, 16(76.2%) had availed the leave benefit of 90 days provided under the Maternity Benefit Act. Whereas in Panipat Centre, only 2 married women workers (7.7%) out of 26 had availed this benefit. The women workers of Panipat Centre reported that the factory owners generally employ them on casual basis so as to deny them the Maternity Benefit under the Act.

2.10 General :

In Faridabad Centre, 17 women workers (57%) out of 30 were living in their own houses while 13(43%) resided in rented accommodation. In Panipat Centre, 13 women workers (43%) each were living in their own houses and rented accommodation, only 4(13.3%) women were living in houses provided within factory premises.

Further 8 women workers (26.6%) at Faridabad Centre travelled to their place of work on foot. While 6(20%) were using bicycle and 11(36.7%) were using other modes of transport. Only 5(16.7%) women workers were availing facilities of factory transport. In case of Panipat Centre, 26(86.7%) women workers, out of a total of 30, travelled to their respective places of work on foot, while 4(13.3%) availed transport facility provided by the factories.

The sampled women workers, besides working in factories, had to perform household duties such as cooking, washing, cleaning etc. at home. The average daily time spent on these activities by the women workers ranged from 3 to 6 hours.

2.11 Family size and Literacy :

The total family members of 30 sampled women workers at Faridabad was 155. Out of 155 persons, 71(46%) were engaged in economic activities. Similarly, in Panipat Centre, out of total 163 family members, 83(50%) were earners. The educational level of family members of women workers of Faridabad and Panipat has been set out in the following table :—

Table 2.9

Educational level of family members of the sampled women workers

Educational level	Faridabad		Panipat	
	Number	%age to total	Number	%age to total
Illiterate	37	23.9	95	58.3
Literate	17	11.0	26	15.9
Primary	10	6.4	23	14.1
Middle	31	20.0	12	7.4
Matric	56	36.1	7	4.3
Graduate and above	4	2.6	—	—
Total	155	100.0	163	100.0

The above data shows that the educational level of family members of women workers of Faridabad was better as compared to their counterparts at Panipat. In Faridabad, the percentage of matric pass and above was 38.7 while it was only 4.3 at Panipat. Further, in Faridabad only 23.9 percent members were illiterate whereas in Panipat the percentage was as much as 58.3.

2.12 Family Income

Information was also collected regarding total family income of the sampled women workers. The following table indicates the distribution of women workers according to their family income.

Table 2.10

Number of sampled women workers
according to their family income

Income range (Rs.)	Faridabad		Panipat	
	Number	%age to total	Number	%age to total
Below 500	—	—	—	—
500—1000	1	3.3	15	50.0
1000—1500	8	26.7	11	36.7
1500 and above	21	70.0	4	13.3
Total	30	100.0	30	100.0

In Faridabad Centre, the family income of 1 women worker (3.3%) was between Rs. 500—1000, of 8 (26.7%) between Rs. 1000—1500 and of 21 (70%) Rs. 1500 and above. In case of Panipat Centre, the family income of 15 women workers (50.0%) was between Rs. 500—1000, of 11 (36.7%) between Rs. 1000—1500 and of 4 (13.3%) Rs. 1500 and above. These figures shows that the family income of sampled women workers at Faridabad was higher as compared to their counterparts at Panipat.

2.13 Household goods possessed :

In order to study the relationship between working women and family living standard data was collected about important household goods possessed by them. The relevant information has been set out in the following table :

15

Table 2.11

Household goods possessed by sampled women workers

Item	Faridabad		Panipat	
	Number of women workers reporting	%age to total	Number of women workers reporting	%age to total
1. T.V.	14	46.7	1	3.3
2. Radio	23	76.7	10	33.3
3. Scooter/Motor cycle	2	6.7	1	3.3
4. Cooking gas	7	23.4	—	—
5. Cycle	6	20.0	4	13.3
6. Adequate utensils	29	96.7	22	73.4

In Faridabad, out of 30 women workers, 14(46.7%) were having T.V. Sets, 23(76.7%) Radio sets, 7(23.4%) cooking gas, 6(20.0%) cycle, 2(6.7%) Scooter/motor cycle and 29(96.7%) adequate utensils. In Panipat Centre, out of 30 sampled women workers, only 1 (3.3%) owned T.V. Set, 10 (33.3%) Radio Sets, 4 (13.3%) bicycle, 1 (3.3%) scooter/motor cycle and 22 (73.4%) adequate utensils. No women worker in Panipat possessed cooking gas. The above information also depicts that women workers in Faridabad possessed more household goods than the workers at Panipat Centre.

All the 60 women workers interviewed revealed that they were working in factories voluntarily and not under any pressure from their husbands or parents. Excepting 3 unmarried women workers, the other 57(95%) were in favour of continuing to serve on their jobs.

5 married women workers, out of 21 in Faridabad, and 6 out of 26 in Panipat had under-gone sterilisation operations.

2.14 General views about facilities and working conditions :

- (a) Out of 30 sampled Women Workers at Faridabad, 18(60%) did not report any problem relating to their working conditions. The difficulties faced by remaining 12 workers included, non-availability of creche facilities(4), smoke produced by factory affecting their eyes/throat(4), no

increase in wages(1) late payment of Bonus(1), and absence of conveyance facility(2). In Panipat Centre, out of 30 women workers, 25 were satisfied with the existing facilities/working conditions. The other 5, however, reported that their wages were less, ESI facilities were not available and adequate space for working was not provided. The women workers of Faridabad and Panipat desired that these shortcomings/problems may be solved by the factories.

- (b) Maternity benefit was available to all women workers at Faridabad Centre. But this position was, however, different at Panipat Centre. It was reported by the women workers that factory owners generally did not give them this facility as they appointed them on casual/daily wage basis when the female workers applied for maternity leave their services were terminated, thereby denying them maternity leave benefit. Hence the maternity benefits remained on paper.
- (c) The sampled women workers felt that there was no exploitation of women workers by the employers.

Chapter—III

PROFILE OF WOMEN WORKERS IN AGRICULTURE

A. *Sample Study*

This chapter gives an account of general conditions of the sampled women agriculture workers, main agricultural operations performed by them, period of employment, wages received, etc. As already stated 60 women agricultural workers were interviewed in 12 selected villages of three districts. The analysis given in this chapter is based on the information collected from the sampled women workers.

3.2 General particulars :

Out of 60 women workers, 57(95.0%) belonged to scheduled castes and the other 3(5.0%) to backward classes. All the 60 women workers, excepting 1, were illiterate. The age of 18(30.0%) ranged between 20—30 years, of 19(31.7%) between 30—40 years, of 21(35.0%) between 40—50 years and of 2(3.3%) 50 years and above. Only 2 workers possessed operational land holding below 2 acres, each. The remaining 58 workers had no operational holding.

The total family members of the sampled women workers was 361. The average size of a family was 6 persons. Further, out of 361 persons, 182(50.2%) were workers and 179(49.8%) non-workers. Overall, 248 family members (68.7%) were illiterate, 59(16.4%) literate, 25(6.9%) primary pass, 17(4.7%) middle pass and 12(3.3%) matric and above.

3.3 Employment in Agriculture :

The women workers were mainly employed for transplantation of paddy, weeding, threshing and harvesting of crops and picking of cotton. The women workers did these jobs either on contract basis or on daily wages basis. Under contract basis, wages were paid both in cash and kind.

The survey revealed that the system of employment of women workers in agriculture differed from district to district. The following table shows the number of sampled women workers employed for different agricultural operations under contract basis and on daily wages in Kurukshetra, Rohtak and Mahendragarh districts.

Table 3.1

Number of Sampled Women Workers Employed on Contract basis and daily wages for different agricultural operations.

Type of job	Number of women workers employed on					
	Contract basis			Daily wages		
	Kurukshetra	Rohtak	M/garh	Kuru- kshetra	Rohtak	M. garh
A. Kharif						
(i) Transplan- tation	20	—	—	—	7	—
(ii) Weeding	—	—	—	9	3	8
(iii) Harvesting	18	7	—	—	6	18
(iv) Threshing	18	—	—	—	1	—
(v) Picking	5	—	—	—	—	17
B. Rabi						
(i) Weeding	—	—	—	—	—	2
(ii) Harvesting	20	20	—	—	4	19
(iii) Threshing	—	—	3	—	—	—
(iv) Picking	—	2	—	—	—	—
(v) Other works	—	4	—	2	6	10

It will be seen that women workers in Kurukshetra were mostly employed on contract basis for doing transplantation, harvesting, threshing and picking work during Kharif and Rabi seasons. Only weeding was done on daily wages by the women workers in Kurukshetra. In sampled villages of Rohtak district, both systems of employment were prevalent. Harvesting was done both on contract basis and on daily wages. Transplantation and weeding work was performed on daily wages. In case of Mahendragarh district, women were mostly employed on daily wages for different agricultural operations.

3.4 Period of Employment :

Information was collected from each sampled woman worker regarding number of days employed in agriculture during 1985-86. The following table gives the average number of days women workers got employment in three sampled districts during 1985-86.

Table 3.2

Average number of days per woman worker employed in Agriculture during 1985-86.

District	Kharif	Rabi	Total
Kurukshetra	18.4 (25.2)	54.6 (74.8)	73.0
Rohtak	16.7 (54.4)	14.0 (45.6)	30.7
Mahendragarh	14.1 (38.7)	22.3 (61.3)	36.4

(Figures in brackets indicate percentages to respective totals)

In Kurukshetra district, a woman worker on an average was employed for 73.0 days in a year out of which employment for 18.4 days (25.2%) was during kharif season and for 54.6 days (74.8%) in rabi season. In Rohtak, a woman worker got employment for 30.7 days in a year. While in Mahendragarh district, a woman worker was employed for 36.4 days in a year. The employment during Kharif season was for 14.1 days (38.7%) and during Rabi 22.3 days (61.3%)

Overall, a woman worker in agriculture got employment for, 47 days in a year. The women workers were mostly employed during transplantation of paddy crop and during the time of threshing/harvesting of main crops like wheat, gram, rice and picking of cotton.

3.5 Wages earned :

The wages earned by sampled women workers through contract basis and on daily wages basis during 1985-86 has been given in the following table 3.3

Table 3.3

Wages earned by sampled women workers through contract and daily wages basis during 1985-86.

(In Rupees)

District	No. of women workers	Total wages earned through			Wages earned during 1985-86 per woman worker	Wages earned per woman worker per day on	
		Contract basis	Daily wages	Total		Contract basis	Daily basis
Kurukshetra	20	16719 (96.3)	645 (3.7)	17364 (100.0)	868	12.35	10.14
Rohtak	20	6527 (82.2)	1414 (17.8)	7941 (100.0)	387	13.75	10.17
Mahendragarh	20	145 (1.6)	9114 (98.4)	9259 (100.0)	463	13.18	12.69

96.3 percent of the wages earned by sampled women workers in Kurukshetra district were through contract basis and only 3.7 percent on daily wage basis. In Rohtak district, 82.2 percent wages were earned by women workers on contract basis and 17.8 percent on daily wages basis. The position was different in Mahendragarh district, where women workers earned 98.4 percent wages on daily wages basis and only 1.6 percent through contract basis. The annual wages earned during 1985-86 by a sampled women worker in Kurukshetra, Rohtak and Mahendragarh works out to Rs. 868, Rs. 387 and Rs. 463, respectively.

The average daily wages earned by a woman worker in Kurukshetra district on contract as well as daily basis was Rs. 12.35 and Rs. 10.14 respectively, similarly, in Rohtak Rs. 13.75 and Rs. 10.17 respectively and in Mahendragarh Rs. 13.18 and Rs. 12.69 respectively. The wages earned per day on contract basis were comparatively higher than daily basis.

The survey has revealed that wages in agriculture varied operation-wise during Kharif and Rabi season and were also influenced by demand and supply of labour force.

One of the important findings of the survey has been that there was no discrimination of wages between male and female agricultural workers. The women agricultural workers generally had to work 8-9 hours in a day. They left their home for work between 7-9 A.M. and returned between 5-7 P.M.

3.6 Other Employment :

The women agricultural workers, also worked on road construction and building works, brick making, weaving, transplantation of trees etc. On an average, a sampled women agricultural worker was employed for 23.6 days in Rohtak, 20.0 days in Mahendragarh and 1.1 day in Kurukshetra district in these works.

3.7 Household goods possessed :

Information was also collected about the Household goods/property owned by the sampled women workers in order to ascertain their economic status. The relevant information is given in the following table.

Table 3.4
Household goods/property held by sampled women agricultural workers

Sr. No.	Item	No. of sampled women workers reporting	% age to total sampled workers
1.	Radio	19	30.0
2.	Cycle/Motorcycle	27	45.0
3.	Sewing Machine	10	16.7
4.	Ceiling/table fan	16	26.7
5.	House		
	(a) Pucca	42	70.0
	(b) Katcha	18	30.00
6.	Milch Cattle	24	40.0

Families of 18 (30.0%) sampled women workers had Radio sets, 27(45.0%) cycle/motor cycles, 10 (16.7%) sewing machines and 16 (26.7%) ceiling/table fans. Further, (42 (70.0%) households were living in pucca houses and 18 (30.0%) in Katcha houses. 24 families (40.0%) also possessed milch cattle.

3.8 General :

Out of 60 sampled women workers, 25 (41.7%) liked to work in agriculture for wages while 35 (58.3%) preferred to work both in agriculture and other jobs. 54 women workers (90.0%) were ready to work for whole of the year, while 6 (10.0%) were interested to work for only 6 months in a year.

CHAPTER—IV

OBSERVATION AND CONCLUSION

An overall appraisal of the study was that the condition of women workers employed in sampled industrial units of Faridabad was much better as compared to their co-workers at Panipat. This was, mainly, due to the fact that the industrial units of Faridabad were comparatively big and well organised.

4.2 The survey revealed that no sampled woman worker at Faridabad was paid wages less than the minimum fixed under the Minimum Wages Act, whereas in Panipat, 63% sampled women workers were paid wages less than the minimum. However, an important finding of the survey has been that there was no discrimination of wages between a man and a woman.

4.3 All the women workers of Faridabad were covered under Employees State Insurance Scheme (ESI) for medical aid whereas 33% sampled women workers of Panipat reported that they were not getting this medical aid. Further, maternity benefit was available to women workers at Faridabad and such leave when applied was duly sanctioned. The position was, however, different in Panipat. The factory owners of Panipat adopted the tactics of employing women workers only on daily/casual basis in order to deny them various facilities/benefits.

The women workers of Faridabad generally expressed satisfaction with the basic working facilities/amenities like fan, light, ventilation, toilet, creche, proper space for work, safety devices etc. provided by the factories while the women workers of panipat opined that these facilities were not satisfactory.

4.4 For improving the condition of women workers in industries, it is suggested that State Labour Department should not only watch strict implementation of various Acts by the industrial units provided for the Welfare of Women Workers but also ensure the provision of proper working conditions in the factories. Further, the department should also maintain records of women workers employed in different industrial units in the State.

4.5 The women workers in agriculture were mostly employed for transplantation, threshing and harvesting operations. The survey has revealed that the employment system of women workers differed from area to area. In Kurukshetra, women were employed generally on contract basis, while in

Mahendragarh daily wage system was popular. In Rohtak, both systems were followed. On an average, a sampled woman agricultural worker of Kurukshetra got employment for 73 days in a year, of Rohtak 31 days and of Mahendragarh 36 days. Overall, a sampled woman agricultural worker gets employment for 45 days in year.

The wages of women workers in agriculture varied from area to area and also according to nature of job. The rates of wages paid were not static throughout the year but were based on demand and supply of labour force, nature of agricultural operation and type of crop. One of the pertinent findings of the survey was that women agricultural workers were getting same wages as paid to male workers.

CHAPTER—V

SUMMARY AND FINDINGS

A study to evaluate the condition of women workers employed in industries and agriculture was undertaken at the instance of the State Government broadly to ascertain the level of employment of women workers in industry and agriculture, wages received, working conditions available, extent of implementation of various safeguards/facilities provided for the welfare of women workers and to seek the views of women workers about various facilities having bearing on their working conditions. The study was mainly based on primary data collected from sampled industrial units, women industrial workers and women agricultural workers. The sample study covered 12 registered industrial units (6 each from Faridabad and Panipat). 60 sampled women workers employed in the selected industrial units and 60 sampled agricultural women workers in 12 selected villages of Kurukshetra, Rohtak and Mahendragarh district.

The main findings of the study are as follows :—

A. Industrial Sector

(i) *Sampled Industrial units :*

1. Out of 12 selected Industrial units, 4 were dealing in electronics and 1 each in pharmaceuticals and pottery, all located at Faridabad. 5 out of 6 sampled units of Panipat were dealing in handlooms and 1 in food products.
2. Out of 2545 workers employed in 6 sampled units at Faridabad, 1844 (71.7%) were males and 701 (28.3%) females. In respect of Panipat centre, the total number of workers employed in 6 sampled units was 337, out of which 241(71.5%) were males and 96 (28.5%) females. The average number of women workers employed per sampled unit in Faridabad and Panipat was 117 and 16, respectively.
3. In Faridabad, 82.7 percent female workers were employed on regular basis and only 17.3 percent on casual/daily basis. Whereas in Panipat, 50.0 percent female workers were working on regular basis and 50.0 percent on casual basis.
4. Overall, the various facilities like medical transport, creche, trade unionism, bonus, loans, LTC etc. provided by the industrial units of Faridabad to

its workers were much better as compared to their counterparts at Panipat Centre.

(ii) *Sampled Women Workers*

5. The educational level of sampled women industrial workers at Faridabad was higher as compared to the workers at Panipat. There was no illiterate sampled women workers in Faridabad, whereas in Panipat, 33.3% women workers were illiterate. Further, in Faridabad 28 (93.3%) women workers, out of 30, were middle pass or above while in Panipat only 4(13.3%) women workers were middle pass or above.
6. All the 30 sampled women workers at Faridabad were working on regular basis while 13(43%) women workers out of 30 at Panipat were employed on casual/daily basis. In Faridabad, the length of service of 13.3% women workers was below 5 years, of 63.3% between 5-10 years and of 23.4% percent, 10 years and above. The length of service of 50.0 percent women workers of Panipat was below 1 year, of 10.0 percent between 1-5 years, of 30.0 percent between 5-10 years and of 10.0 percent more than 10 years.
7. In Faridabad, no sampled woman worker at the time of survey was getting wages lower than the minimum fixed under the minimum wages Act. Out of 30 women workers canvased 5(16.7%) were earning between Rs. 430-515, 23(76.7%) between Rs. 515-1000 and 2(6.6%) Rs. 1000/-and above. The position of wages paid to women workers by industrial units at Panipat was different. As many as 19(63.4%) women workers out of 30, of which 13 were working on casual basis and 6 on regular basis were getting wages less than the fixed under the Act. However, one of the pertinent findings of the study has been that there was no wage rate discrimination between male and female workers.
8. The sampled women workers at Faridabad expressed general satisfaction about the availability of different working facilities such as fan, light, furniture, ventilation, toilet, working space, creche, safety devices in the industrial units. However, these facilities were reported to be inadequate/unsatisfactory for the women workers at Panipat.
9. Maternity leave benefit was available in all the 6 sampled industrial units of Faridabad. Out of 21 married women workers, 16(76.2%) had been sanctioned maternity leave for 90 days under the act. The position was quite different at Panipat. The industrial units of Panipat adopted the tactics of employing women workers on daily/casual basis to deny them the benefit of Maternity leave. Only 2 women workers out of 26 married women had availed this benefit.

10. The survey revealed that there was no discrimination regarding number of hours worked by male and female workers. Weekly holiday was given to all the women workers. The daily working hours observed by factories at Faridabad were $8\frac{1}{2}$ hours with an interval of $\frac{1}{2}$ hour. In Panipat the daily working hours ranged between $8\frac{1}{2}$ to 9 hours with $\frac{1}{2}$ hour to 1 hour interval.
11. Creche facility was provided by 4 factories at Faridabad and 1 at Panipat which employed more than 30 women workers each. The women workers, however, were not utilising this facility.
12. The educational level of family members, total family income, household status etc. of sampled women workers of Faridabad was much better than condition prevailing at Panipat.
13. The various difficulties/problems reported by the sampled women workers of Faridabad about working facilities/conditions included non-availability of creche facility, smoke produced by the factory, absence of factory conveyance and late payment of bonus. The main short-comings/bottlenecks reported by women workers of Panipat included low wages, inadequate medical facilities and inadequate working space. However, all the sampled women workers reported that there was no exploitation of women workers by the employers.

B. Agriculture sector :

14. Out of 60 sampled women agricultural workers, 57 (95.0%) belonged to scheduled castes and the other 3(5.0%) to backward classes. Families of only 2 women workers had operational holding of below 2 acres each.
15. The survey revealed that women workers in agriculture were mainly employed for transplantation of paddy, weeding, threshing and harvesting of crops and picking of cotton.

Women workers were employed either on contract basis as well as on daily wages basis. Under contract system, wages were paid both in cash and kind. In Kurukshetra district women workers were generally employed on contract basis whereas in Mahendragarh district, daily wages system was popular. However, in Rohtak district, both system were being followed.

16. On an average, a sampled women worker in Kurukshetra district was employed for 73.0 days during 1985-86, in Rohtak 30.7 days and in Mahendragarh 36.4 days. Overall, a women worker in Agriculture got employment for 47 days in a year
17. The annual wages earned by a sampled women worker during 1985-86 in Kurukshetra, Rohtak and Mahendragarh districts worked out to Rs. 868

Rs. 387 and Rs. 463, respectively. Further, 96.3 percent of the wages earned by women workers in Kurukshetra was through contract basis and only 3.7 percent on daily wages, whereas in Mahendragarh district, 98.4 percent of the wages earned were on daily basis and only 1.6 percent through contract basis. The percentage of wages earned by women workers in Rohtak district under contract and daily basis was 82.2 and 17.8 percent, respectively.

18. The survey has highlighted that there was no discrimination between a male and female worker regarding payment of wages.

During the year 1985-86, the average daily wages earned by a women worker in sampled villages in Kurukshetra district on contract and daily basis was Rs. 12.35 and Rs. 10.14, respectively in Rohtak district Rs. 13.75 and Rs. 10.17, respectively and in Mahendragarh district Rs. 13.18 and Rs. 12.69, respectively.

ANNEXURE—1

List of sampled industrial units surveyed in Faridabad and Panipat

Sr. No.	Name of unit	Type of Industry
A—Faridabad Centre		
1.	Hittkari Pottery	Pottery
2.	Neetrine Pharmacy	Medicine
3.	J.V. Electronics	Electronics
4.	Bhartya Cutler Hammer Ltd.,	Electronics
5.	Indication Instruments Ltd.,	Electronics
B—Panipat Centre :		
1.	Allied Woollen Carpets	Handloom
2.	Mongu Woollen and Spinning Mills	Handloom
3.	Swati Handloom	Handloom
4.	Swastika Finishing Mills	Handloom
5.	Raj Woollen Industries	Handloom
6.	Pan Food Ltd.,	Food Products

ANNEXTURE—II

List of villages surveyed in Kurukshetra, Rohtak and Mahendragarh districts

District	Block	Village
Kurukshetra	Pundri	1. Sirsal
	Pundri	2. Habri
	Pundri	3. Rashina
	Pundri	4. Sanch
Rohtak	Bahadurgarh	1. Jasuar
	Bahadurgarh	2. Jasuar Kheri
	Bahadurgarh	3. Milauthri
	Bahadurgarh	4. Ladrawan
Mahendragarh	Ateli	1. Hudiana
	Narnaul	2. Fajabad
	Narnaul	3. Mijampur
	Nangal-Chaudhry	4. Totaheri

Evaluation Wing, Planning Department, Haryana
Evaluation Study of Condition of Women Workers in Industry

Establishment Schedules

1. Name and address of the unit
2. No. of workers as on 1.5.86

	Regular		Casual	
Skilled	M	F	M	F
Unskilled				
3. Average wage of worker
 - Skilled
 - Unskilled
4. If there are wage differentials between male and female workers, reasons thereof
 - (i)
 - (ii)
 - (iii)
5. In regard to workers, please comment in general terms about their

	Male Worker	Female Worker
(a) efficiency		
(b) skill		
(c) training		
(d) regularity		
(e) discipline		
(f) punctuality		
6. Whether following facilities are available for workers

	Male Workers	Female Worker
(a) medical		
(b) housing		
(c) transport		
(d) creche		

- (e) toilet
- (f) resting place during interval
- (g) recreational
- (h) trade unionism
- (i) work incentives
- (j) bonus
- (k) festival advances
- (l) loans
- (m) L.T.C.

7. Do you think women workers in industry are generally exploited by employers ? If yes, please state how ?

8. What steps can be taken to ameliorate their working condition by :

- (a) Government
- (b) Industry

Evaluation Wing, Planning Department, Haryana.**Evaluation Study of Condition of Women Workers in Industry.****I Identification particulars**

- 1.1 Name of the worker
- 1.2 Age
- 1.3 Martial status
- 1.4 Educational standard
- 1.5 Technical Training received, if any

II. Employment

- 2.1 Name/address of establishment where employed
- 2.2 Month/year of joining the present establishment
- 2.3 Total working experience
- 2.4 Nature of present job
- 2.5 Whether employed as regular/
daily wages worker
If daily wage worker, No.
of days remained employed
during 1985.
- 2.6 Monthly/daily wages
- 2.7 Approximate No. of workers
 - (a) regular
 - (b) casual
- 2.8 Distance (kms.) of establishment
from residence
- 2.9 Mode of conveyance for reaching
place of work and average daily
expenditure

III Working condition in establishment**Respondent Male worker**

- (a) Monthly/daily wages
- (b) Deduction
- (c) Carry home salary/wages
- (d) Whether salary paid regularly
- (e) Working hours
- (f) Interval period
- (g) Whether properly available
 - (i) fan
 - (ii) light
 - (iii) essential furniture
 - (iv) essential tools/equipment
 - (v) ventilation
 - (vi) toilet facilities
 - (vii) working space
 - (viii) off days
 - (ix) benefits of Equal Remuneration Act
 - (x) Medical facilities
 - (xi) Creche
 - (xii) Training facilities
 - (xiii) Safety devices

IV Opinion about working condition

- (a) What difficulties, if any, are experienced by women workers in establishment ?
 - (i)
 - (ii)
 - (iii)

- (b) what are your suggestions to solve them ?
- (i)
- (ii)
- (iii)
- (c) Do women workers have their own Trade Union ? If no, how problems facing women workers are solved ?
- (d) Whether benefits under Maternity Act available ? If no, why ?
If yes, give following details
- (i) No. of days for which maternity leave
- (a) applied
- (b) sanctioned
- (e) Do you think women workers are being exploited by the employer
If yes, give details

V Family Particulars

5.1 Particulars of household members.

Name	Relationship	Age	Educational standard	Occupational status	Average monthly income

5.2 Average monthly income of the household

5.3 whether the household possesses

- (a) T.V.
- (b) Radio
- (c) Scooter/M. Cycle
- (d) Cooking gas
- (e) Adequate utensils
- (f)
- (g)

5.4 Whether house is owned/rented
If rented, monthly rent.**VI Facilities at home :**

- (i) Time of leaving home in the morning
- (ii) Time of returning home after work
- (iii) Time spent on
 - (a) cooking
 - (b) washing
 - (c) cleaning
 - (d) entertainment
 - (e) sleeping
 - (f) shopping
 - (g)
 - (h)
- (iv) Nature of medical aid availed and expenditure incurred in last three months
- (v) Family Planning operation undertaken

- (vi) Mode of reaching place of work and average amount spent daily

VII Views about domestic life

- 7.1 Are you living happily with your husband ? If no, give three main reasons
- (a)
- (b)
- (c)
- 7.2 Are you consulted by your husband in regard to
- (a) education of children
- (b) celebration of any ceremony
- (c) purchasing of assets
- (d) other vital matters
- In case of yes, to what extent your suggestion is normally heeded ?
- 7.3 Do you keep your earning with you ?
If no, why ?
- 7.4 Have you opened bank/post office account in your name ? If no, why ?
- 7.5 Has your husband opened bank/P. O. account ?
- 7.6 Bank balance as on date of survey of
- (a) Respondent
- (b) Husband
- 7.7 Are you working voluntarily or under pressure of your husband ?
- 7.8 If given free will, would you continue working ?
- 7.9 Over all what is the extent of your say in household affairs, (Good/Medium/Bad)

Evaluation Wing, Planning Department, Haryana Evaluation Study of "Condition of Women Workers in Agriculture"

I Identification Particulars

- 1.1 Village/Block/District
- 1.2 Name of the female worker
- 1.3 Cultivator/Agricultural labourer household
- 1.4 Caste/(SC/BC)
- 1.5 Educational standard
- 1.6 Size of operational holding (acres)
 - (i) Irrigated
 - (ii) UnirrigatedTotal

Ministry of Agriculture
New Delhi
L.C. No. D-5956
Date 10-7-91

II Family particulars

2.1 Particulars of household members

Name	Relationship	Age	Educational standard	Occupational status
------	--------------	-----	----------------------	---------------------

2.2 Whether the household possesses

- (a) Radio
- (b) Cycle
- (c) Sewing Machine
- (d) Cooking media
- (e) Adequate utensils
- (f) Electricity
- (g) Ceiling/Table fan
- (h) House (Katcha/pucca)
- (i) No. of cattle
 - (i) Milch
 - (ii) Others

III. Employment and wages

3.1

Type of job performed	Crop	Nature of employment	Rate received per unit (to be specified)	No. of days worked	Wages received Cash/Kind (Rs.) (Kgs.)	Whether male worker is getting same wages, If no indicate the difference
-----------------------	------	----------------------	--	--------------------	---------------------------------------	--

A. Kharif (1985)

- (i) Transplantation
- (ii) Weeding
- (iii) Harvesting
- (iv) Thrashing
- (v) Picking
- (vi) Any other

B. Rabi (1985)

- (i) Weeding
- (ii) Harvesting
- (iii) Picking
- (iv) Thrashing
- (v) Any other

C. Other Works

- (i)
- (ii)
- (iii)

3.2 No. of days remained out of work during 1985-86 and activities during idle period,

- 3.3 For how many days you wanted to work in a year.
- 3.4 Type of work you prefer and reasons for not getting that if any.
- 3.5 Did you get adequate wages from
- (i) Agriculture
 - (ii) Non-agriculture

IV. Facilities at Home

- 4.1 Time of leaving home in the morning
- 4.2 Time of returnig home after work.
- 4.3 Time Spent on
- (a) Cooking/Washing/Cleaning fetching water
 - (b) Cattle care
 - (c) Sleeping
- 4.4 Nature of Medical aid generally availed in case of need
- 4.5 Family Planning operation under taken.
- 4.6 Average amount spent per year
- (i) on personal entertainment
 - (ii) Clothing
 - (iii) Religious ceremony

V. Views about domestic life

- 5.1 Are you living happily with your husband. If no, give reasons
- (a)
 - (b)
 - (c)

5.2 Are you consulted by your husband
in regard to :

- (a) education of children
- (b) celebration of any ceremony
- (c) purchasing of assets
- (d) other vital matters

In case of yes, to what extent
your suggestions is normally
heeded ?

5.3 Do you keep your earning with
you ? If no, why ?

5.4 Have you opened bank/post office
account in your name ?
If no, why ?

5.5 Has your husband opened bank/
P. O. account ?

5.6 Are you working voluntarily
or under pressure of your
husband ?

5.7 If given free will, would you
continue working ?

5.8 Overall what is the extent of
your say in households affairs,
(Good/Medium/Bad)

VI Observations of the Investigator

Signature of the Investigator

Staff Associated with the Evaluation Study

- | | |
|----------------------|----------------------------|
| 1. Shri Balwan Singh | Assistant Research Officer |
| 2. Shri Tek Chand | Assistant Research Officer |
| 3. Shri Vinod Bindal | Field Assistant |
-

List of studies completed by the Evaluation Unit

1. Evaluation study of the Applied Nutrition Programme in the State.
2. Report on the survey relating to the extent of availability of Education, Drinking Water and Health facilities.
3. Enquiry into the extent of utilisation of irrigation facilities and potentials.
4. Report on the utilisation of loans for Minor Irrigation works in the State.
5. Evaluation study into the working of Junior Technical Schools in Haryana.
6. Evaluation study into the working of Industrial Areas/ Estates, Industrial Development Colonies, Focal Point and Quality Marketing Centres in State.
7. Evaluation study of the working of Town and Country Planning Department.
8. Evaluation study into the working of Government Seed Farms in Haryana.
9. Evaluation of the Farm Credit Pilot Project of Nanansu Village, district Patiala, Punjab State.
10. Assessment of Forest Potentials in Haryana.
11. Report of the working of Government Tube-wells in Haryana.
12. Evaluation study of the scheme of Progency Testing of Bulls for systematic improvement of cattle.
13. Evaluation study relating to strengthening of Engineering and Boring Section of Agriculture Department.
14. Evaluation report on Gurgaon Canal Project.
15. Evaluation study into the working of Rural Godowns in Haryana.
16. Evaluation study into the working of the Stone Crushers Departmentally run by PWD (B&R).

17. Evaluation study into the working of Television Sets installed by the Public Relations Department in Rohtak and Gurgaon Districts.
18. Evaluation study into the working of Government staff vehicles used for touring purposes.
19. Sample study of the link roads constructed in the remote areas of Haryana during 1970-71.
20. Evaluation study of the working of Wool Grading-cum-Marketing Centre, Loharu, district Hisar.
21. Evaluation study of the working of Common Facility workshops in Haryana.
22. Evaluation study of the working of "Rural Water Supply Schemes" in Haryana.
23. Evaluation study of the working of Agro-Industries Corporation in Haryana.
24. Evaluation study of the working of Demonstration Centres in Haryana.
25. Evaluation study of the working of Haryana Intensive Cattle Development Scheme.
26. Evaluation study of the Rural Industrial Development Centres in Haryana.
27. Evaluation study of YMCA Institute of Engineering Faridabad.
28. Evaluation study of the Primary Health Centres in Haryana.
29. Evaluation study of River Protection Works in Eastern Yamuna Canal Tract.
30. Evaluation study of the loans advanced for the development of Small Scale Industries in Haryana.
31. Evaluation study of construction of Rural Godowns in Haryana.

32. Evaluation study of the Scheme of Soil Conservation and Water Management in agricultural lands in Haryana.
33. Evaluation study of the working of Fish Seed Farms in Haryana.
34. Evaluation report on the Post-Matric Scholarship Scheme for Scheduled Castes in Haryana.
35. Evaluation study of Farmers Training and Education Centres in Haryana.
36. Evaluation study of Plant Protection Programmes in Haryana (Cotton Crop.)
37. Evaluation study of the working of Foot Wear Institute Rewari.
38. Evaluation study of Surface Drains in Yamuna Tract.
39. Evaluation study of the working of Government Poultry Farms and Poultry Service Centres in Haryana.
40. Evaluation study of Jersey Cross-breeding Station, Jagadhri
41. Evaluation report of the working of Hide Flaying and Carcass Utilisation Centre in Haryana.
42. Evaluation report of the working of Augmentation Tube-wells installed along the Augmentation Canal.
43. Evaluation study of Sheep and Wool Extension Centres in Haryana.
44. Evaluation study of State Seed Multiplication Farms in Haryana.
45. Industrial Development of Backward Area in Haryana (an evaluation study).
46. Evaluation report on the working of Industrial Training Institute in Haryana.
47. Evaluation report on Drinking Water Wells Scheme for Scheduled Castes in Haryana.
48. Evaluation study of distribution of certified seeds in Radaur Block (Kurukshetra District).

49. Evaluation study of the Milk Plant, Jind.
50. Evaluation report on the functioning of Command Area Development Agencies in Haryana.
51. Evaluation report on the working of SFDA Ambala.
52. Evaluation study of the working of Polytechnics in Haryana.
53. Evaluation study of the Applied Nutrition Programme in Haryana.
54. Evaluation report on the effect of Augmentation Tube-well on private tube-wells in district Karnal.
55. Area Potential Survey (Naraingarh Tehsil)
56. Survey of Educated Unemployed Persons in 61 villages of Panipat Tehsil.
57. Assessment of benefits accrued to Scheduled Castes from various Schemes and Programmes in Haryana.
58. Survey of house-holds below Poverty Line in a cluster of 15 villages of Sohna Block (A Pilot Study).
59. Evaluation study in Intensive Cotton District Programme in Haryana.
60. Evaluation study of Malaria Eradication Programme in Haryana.
61. Area Potential-cum-Poverty Line Survey of Sohna Block (Gurgaon District)
62. Evaluation study of Community Health Workers Scheme in Haryana.
63. Evaluation study of Food for Work Programme in Haryana.
64. Evaluation study of the Drought Prone Area Programme.
65. Working of State Tube-wells in Haryana.
66. Remodelling of Western Jamuna Canal.

67. Evaluation study of the World Bank Agricultural Extension Scheme (T&V) in Haryana.
68. Evaluation study of the scheme of Supply of Uniforms to Scheduled Castes girl students.
69. Evaluation study of effect of giving Incentives to Harijan Children for attending Schools in Haryana.
70. Effect of lining of water courses in Haryana.
71. Evaluation study of Siwani Lift Irrigation Project.
72. Evaluation study of the working of Industrial Training Institute in Haryana.
73. Evaluation study of Bapora Water Supply Scheme in Haryana.
74. Evaluation study of Advanced Vocational Training System in Haryana.
75. Evaluation study of Distribution of raw materials by Haryana Small Scale Industries and Export Corporation
76. Evaluation study of Multipurpose Health Workers Scheme.
77. Evaluation study of Flat Rate Tariff on agricultural tube-wells in Haryana.
78. Evaluation study of Farm Forestry Scheme in Haryana.
79. Evaluation study of Non-Formal Education Programme in Haryana.
80. Evaluation study of Integrated Dry Land Agricultural Development Project, Narnaul.
81. Evaluation study of Labour Housing Scheme in Harayna.
82. Evaluation study of Impact of Loans advanced by Co-operative Societies (Mini-banks) and Land Development Bank in Haryana.
83. Evaluation study of Special Nutrition Programme in Haryana.

84. Evaluation study of Rural Housing Scheme in Haryana.
85. Evaluation Study of the Fish Farmers Development Agencies, Karnal, Rohtak and Sonapat.
86. Evaluation study of Command Area Development Programme in Jui Canal Command Area.
87. Evaluation study of the Impact of Seed Production and Distribution of Foodgrains.
88. Evaluation study of quality of Science Education in High Schools in Haryana.
89. Evaluation study of Integrated Rural Development Programme in Haryana.
90. Evaluation study of Cooperative Marketing and Processing Societies in Haryana.
91. Evaluation study of Indo-Australian Cattle Breeding Project Hisar.
92. Evaluation study of Desert control under Soil Conservation Scheme.
93. Evaluation study of Training & Visit (T & V) Scheme in Haryana.
94. Evaluation study of Adult Education Programme in Haryana.
95. Evaluation report on Condition of Women workers in Industry and Agriculture in Haryana.

No. _____
 Date.....10-4-91
 D-5956
 Mar 110