

## **Employment generation and operation wise contribution of women in dairying**

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### **Abstract**

*Women along men are the main workers in dairying the world. Because in many, if not most, rural societies women are, in fact, often bear the major or sole responsibilities for dairy production. They work as mothers, household labourers and as social production workers. Throughout the world rural or farm women are involved extensively in agricultural and animal husbandry operations. Since women are playing a great role in production of milk in different states like Gujarat where women milk cooperative unions are operating in enhancing milk production and contribute a significant role in family income. Therefore, it is essential to examine employment generation and contribution of women in dairying. The study was conducted in western U.P.. A total of 250 respondent were selected in which 125 rural women were selected in member dairy co-operative (MDC) and 125 rural women in non member dairy co-operative (NMDC). The results of the study show that women living in western U.P. are playing an important role in dairying and maximum utilization of women labour is in activities related to feeding and management of dairy animals in organized and unorganized marketing system. Therefore, there is a need to encourage females by making available all the is necessities for successful dairying.*

**Key Words:** Employment, contribution, women, dairying, co-operative

### **Introduction**

In the history of human development, women has been as important as man. In fact, the status, employment and work performed by women in society is the indicator of a nation's overall progress. Without the participation of women in national activities, the social, difference between or political progress of a country will be stagnated. Women constitute half of the humanity, even contributing two-thirds of world's work hours. She earns only one-third of the total income and owns less than one-tenth of the world's resources. This shows that the economic status of women is in pathetic condition and this is more so in a country like India. Women's domestic role is combined with economic activities and utilization of their skill and labour to earn the extra income for the family, which makes the difference between a reasonably decent survival and humiliating poverty.

Animal Husbandry sector plays a vital role in providing household nutritional security, increased

income and employment especially of woman and in rural transformation (Singh 2012).

Animal Husbandry provides self-employment to millions of households in rural areas. Women constitute 71 percent of the labour force in livestock farming. Rural women play a significant role in animal husbandry (Budak et. al., 2005) and are involved in operations like feeding, breeding, management and health care (Rao 2002). In dairying 75 million women are engaged against 15 million men (Cunningham, 2009). Contribution of women in dairy production system is enormous. (Prasad et al., 2002). They are the real subsistence farmers and their role in dairy activities is so crucial that without their participation no dimension in the sustainability of dairying can be imagined. However, their role in dairying is not appreciated as much as it really deserves.

Keeping in view the above considerations the present study has been conducted with the following specific objectives-

(i) To know the employment generation of women in dairying.

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- (ii) To examine the operationwise contribution of women in dairying.

### Materials and Methods

The study was conducted in Ghaziabad district of Uttar Pradesh. The data were collected through personal interview schedule administered on randomly selected 125 rural women from purposively selected four villages from the block covered under Ghaziabad Dugdh Utpadak Sahakari Sangh Limited (GDUSL), similarly 125 rural women from purposively selected four villages from the block not covered under GDUSL. The final selection of 250 women respondent was made for the study. The research data were collected from selected respondents in the year 2008-2009. The respondents were contacted at their homes and interview schedule was translated to local language i.e. Hindi.

A total of 18 independent variables and one dependent relevant variables were selected based on review of literature and in consultation with experts and pilot study conducted in the area of investigation. Fifteen schedules and two attitude scales were developed for the study. Data thus generated were analyzed by different statistical methods including student "t" test and mean. In addition, percentage, standard deviation and probability level were also calculated for better interpretation of the results.

#### *Operation wise contribution and employment generation in dairying:*

It refers to extent of women participation in animal husbandry and dairying related activities. Level of participation indicates employment generation in dairying.

#### *Extent of participation of women in dairy activities:*

Activities involving management, breeding, feeding, healthcare, and marketing were selected for the purpose. It was measured using four point continuum namely 'Always', 'Mostly', 'Occasionally' and 'Not at all', which were assigned scores of 3, 2, 1, 0 respectively.

#### *Employment generation in dairying:*

Dairy husbandry provides ample opportunities to work and needs much more support of human labour. Farmers get most of their labour from their family and sometimes also hire to carry out the dairy related activities (Kumar and Tripathi, 2011). Female labour significantly contributes in raising family income. An attempt was made to find out the extend of employment generated by taking dairying as income generating unit. With a view to assessing the

contribution of women to dairy enterprise, the data on human labour use in various operations of dairy enterprises were analysed. Data on operation wise human labour utilization was collected with structured schedule. Thereafter, level of employment was quantified on the basis of man equivalent days generated during employment in dairy farm activities.

The respondents were categorised according to level of employment as:

High	:	Mean $\pm$ S.D.
Medium	:	Mean $\pm$ S.D.
Low	:	Mean - S.D.

### Results and Discussion

#### *Human labour utilization:*

The data of different type of household of each MDC and NMDC system was arranged analysis to get appropriate results. The preparation of milk products recorded the highest share of women followed by soaking of oilseed cakes/concentrates, cleaning of sheds and feeding of animals in MDC system (Table-1). This accounted for about 100, 96, 92 and 80% of the total labour use in each operation respectively. However, in the case of NMDC system, the contribution of females was also highest in the preparation of milk products followed by soaking of oil seed cakes, cleaning of sheds/collection of dung and feeding of animals which accounted for about 96, 92, 90 and 76% of the total human labour use in each operation, respectively. Activities of healthcare and marketing had about 10 and 24% female labour utilization in MDC system and about 9 and 17% respectively in NMDC system, respectively.

On an average 266 and 262 MED (man equivalent days) were utilized per household in MDC and NMDC system respectively. It was also noted that average female labour utilization was 54.54 percent in MDC system and 53.68 percent in NMDC system. The important role of woman in dairying and importance of this sector in employment generation is also revealed by the findings of Doomra et al., (2007), Borgohain and Akhand (2011).

Table-2 clearly indicated that dairying activities generated medium level of employment of 100 to 250 man equivalent days per year in both MDC and NMDC systems. About 16 percent respondents of MDC and 18 percent respondents of NMDC fell under the low category of employment generation i.e. 50-100 man equivalent days and about 22 percent in MDC and 18 percent in NMDC could generate over 250 man equivalent days per year through dairying. These

Table 1: Operation-wise human labour utilization and contribution of women in dairying in MDC and NMDC system.

Activities/Task	Man-days/household/annum					
	MDC			NMDC		
	Total Human labour use	Female labour use	%tage of share of female	Total Human labour use	Female labour use	%tage of share of female
Bringing/cutting of folder	78.40	28.61	36.50	70.00	22.03	31.20
Chaffing of folder	26.62	9.16	34.41	24.12	8.68	36.00
Soaking of oilseed cakes/concentrates	10.45	10.04	96.98	9.62	8.88	92.40
Feeding of animals	21.12	16.92	80.11	20.16	15.48	76.80
Giving water	26.40	16.96	64.24	24.24	17.01	70.18
Handling of animals	18.12	7.64	42.16	20.20	10.18	50.40
Bathing and grooming of dairy of dung	20.40	10.23	50.15	19.60	11.05	56.42
Clearing of sheds/collection of dung	22.42	20.76	92.60	26.40	23.80	90.18
Healthcare/ AI	7.16	0.72	10.05	9.60	0.87	9.10
Milking	14.20	7.40	52.11	16.80	5.75	34.20
Making milk products	15.60	15.60	100.00	17.20	16.54	96.18
Marketing of milk/ products	5.18	1.10	21.24	4.12	0.726	17.62
<b>Overall</b>	<b>266.07</b>	<b>145.14</b>	<b>54.54</b>	<b>262.66</b>	<b>141.00</b>	<b>53.68</b>

Table 2: Frequency distribution of respondents according to the basis of scores obtained for level of employment (N=250)

Cate- gory	Villages	Level of employment			Total
		50-100 Low	100-250 Medium	>250 High	
LL	MDC	6(4.8)	14(11.2)	6(4.8)	26(20.8)
	NMDC	5(4.0)	10(8.0)	7(5.6)	22(19.7)
MF	MDC	6(4.8)	26(20.8)	10(8.0)	42(33.6)
	NMDC	8(6.4)	31(24.8)	6(4.8)	45(36.0)
SF	MDC	7(5.6)	30(24.0)	8(6.4)	45(36.0)
	NMDC	5(4.0)	26(20.8)	7(5.6)	38(30.4)
MLF	MDC	2(1.6)	6(4.8)	4(3.2)	12(9.60)
	NMDC	5(4.0)	12(9.6)	6(3.2)	20(16.0)
Total	MDC	21(16.8)	76(60.8)	28(22.4)	125(100.0)
	NMDC	23(18.4)	79(63.2)	23(18.4)	125(100.0)

Figures in parentheses indicate percentage

findings are supported by Arshiya et al., (2010) and Kumar and Tripathi (2011).

*Extent of participation of women in dairy activities:*

The data presented in table-3 depicted that among dairy farm activities women's participation in making milk products was at the top with mean value of 2.94 in both MDC and NMDC system followed by soaking of oilseed cakes/concentrates, (m=2.91) cleaning of sheds/cleaning of dung (m=2.9) and giving water to animals (m=2.70) in pooled data. Feeding of

animals (m=2.60), handing of animals (m=2.59) bringing/cutting of fodder (m=2.31) and chaffing of fodder followed at rank order of 3,4,5 and 6 respectively. Rank order analysis showed that women have maximum participation in management and feeding activities in both MDC and NMDC systems. Similar results observed by Paudel et al., (2009), Kishtwaria (2009), Gupta and Kaur (2009) and Dufour et al., (2010). Engagement of women in activity of chaffing of fodder ranked at number 7 in pooled data. Lesser involvement of women was seen in milking which was frequently done by milk vanders in NMDC and other male members of family (m=1.79). Involvement in the marketing of the animals and animals' produce was more in MDC system as compared to NMDC system. Women have minimum involvement in the health care and artificial insemination activities. Such finding were also reported by Singh et.al (2008) and Borgohain and Akhand (2011),

T-value analysis showed no significant in mean values of participation level in MDC and NMDC system except in marketing of animals and animals produce.

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Table 3: Operation-wise contribution of women in dairying and rank analysis in MDC and MNDC system  
N=250

Activities	MDC (N=125)			NMDC (N=125)			Overall (pooled)		t- value
	Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	Rank	
Bringing/cutting of fodder	2.30	0.64	VII	2.32	0.59	VI	2.31	VI	0.257 <sup>NS</sup>
Chaffing of fodder	1.82	0.71	VIII	1.92	0.68	VII	1.89	VII	1.137 <sup>NS</sup>
Soaking of oilseed cakes/ concentrates	2.90	0.42	II	2.92	0.44	II	2.91	II	0.368 <sup>NS</sup>
Feeding of animals	2.58	0.36	VI	2.62	0.39	IV	2.60	IV	0.611 <sup>NS</sup>
Giving water	2.72	0.44	III	2.68	0.42	III	2.10	III	0.735 <sup>NS</sup>
Handling of animals	2.60	0.70	V	2.58	0.56	V	2.59	V	0.249 <sup>NS</sup>
Bathing and grooming of dairy animals	2.62	0.32	VI	2.50	0.30	V	2.60	IV	1.020 <sup>NS</sup>
Cleaning of sheds/ collection of dung	2.90	0.34	II	2.92	0.28	II	2.91	II	0.508 <sup>NS</sup>
Healthcare/ AI	1.42	0.79	XI	1.40	0.68	IX	1.41	X	0.215 <sup>NS</sup>
Milking	1.78	0.51	IX	1.80	0.42	VIII	1.79	VIII	0.338 <sup>NS</sup>
Making milk products	2.94	0.20	I	2.94	0.18	I	2.94	I	0.00
Marketing of animals and animals produce	1.48	0.24	X	1.38	0.30	X	1.43	IX	2.910 <sup>NS</sup>

NS- Non significant

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