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A COMPARATIVE STUDY OF PROFITABILITY SELECT PHARMACEUTICAL COMPANIES IN INDIA

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ABSTRACT

A firm's performance measurement has been the subject matter of discussion for decision makers as managers, planners, economists and academic staff since long many years. It is the process of measuring the results of a firm's policies and operations in monetary terms. Financial performance analysis includes analysis and interpretation of financial statements in such a way that it undertakes full diagnosis of the profitability and financial soundness of the business. This term is also used as a general measure of a firm's overall financial health over a given period of time, and can be used to compare similar firms across the same companies or to compare companies or sectors in aggregation. Financial analysts often assess firm's production and productivity performance, profitability performance, liquidity performance, leverage performance, asset utilization performance and growth performance. The financial performance analysis identifies the financial strengths and weaknesses of the firm by properly establishing relationships between the items of the balance sheet and profit and loss account. In this paper an attempt has been made to analyze the profitability position of five leading pharmaceutical companies of India with the help of mean, standard deviation, co-efficient of variation, and analysis of variance. The results match with the earlier studies and the established theory of finance that the increase in profitability will not only yield greater efficiency but also improve financial performance in future. The study is conducted by considering of the data for five years from 2017 to 2021. The Pharmaceutical companies selected for study are Lupin, Glenmark, and Torrent. The financial performance of these companies is evaluated and found that the profitability of the selected pharmaceutical companies in India during the study period is satisfactory.

KEYWORDS

financial analysis, pharmaceutical companies, profitability analysis.

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1. INTRODUCTION

Financial performance is a subjective measure of how well a firm can use assets from its primary mode of business and generate revenues. This term is also used as a general measure of a firm's overall financial health over a given period of time, and can be used to compare similar firms across the same industry or to compare industries or sectors in aggregation. There are many different ways to measure financial performance, but all measures should be taken in aggregation. Line items such as revenue from operations, operating income or cash flow from operations can be used, as well as total unit sales. Furthermore, the analyst or investor may wish to look deeper into financial statements and seek out margin growth rates or any declining debt. Financial analysts often assess firm's production and productivity performance, profitability performance, liquidity performance, working capital performance, fixed assets performance, fund flow performance and social performance. The financial performance analysis identifies the financial strengths and weaknesses of the firm by properly establishing relationships between the items of the balance sheet and profit and loss account. In this context researcher has undertaken an analysis of financial performance of pharmaceutical companies to understand how management of finance plays a crucial role in the growth.

2. STATEMENT OF THE PROBLEM

The development of industries depends on several factors such as finance, personnel, technology, quality of the product and marketing. Out of these, financial and operating aspects assume a significant role in determining the growth of industries. All of the company's operations virtually affect its need for cash. Most of the data covering operational areas are however outside the direct responsibility of the financial executive. Unless the top management appreciates the value of a good financial and operating analysis, there will be continuing problems for the financial executives to find the profitability position of the concern. In this context the researcher is interested in undertaking an analysis of the financial performance of Pharmaceutical Companies. Hence, the present study entitled "An analysis of financial performance of Indian pharmaceutical companies" has been undertaken.

3. REVIEW OF LITERATURE

Mohmad and Dr. Syed (2016) analyzed the liquidity and profitability of selected companies and more specifically it sought the comparison between the liquidity and profitability performance of selected companies. There is significant difference between the performances of pharmaceutical companies on the basis of Quick Ratio. The performance of Cipla is better than that of Dr. Reddy's labs in terms of profitability.

Ashok Kumar Panigrahi (2017) conducted a study on Liquidity Analysis of Selected Pharmaceutical Companies: A Comparative Study over the period 2012- 2016 and concluded that liquidity ratio of Ajanta Pharma is better as compared to others. For improving performance other selected pharmaceutical companies need to have sound liquidity position. Companies should always maintain the ideal current and liquid ratio which is not sufficient in the case of the selected companies he has studied.

Abhinna Srivastava (2017) in his article "Diagnosing Inter Firm Profitability of Pharmaceutical Industry: An Empirical Analysis for India" have been selected top five pharma companies based on their market capitalization and concluded that Indian pharmaceutical companies are doing well on account of profitability measures; Lupin is far ahead of its competitors whereas Sun Pharma emerged as the least performer during the study period.

Dr.Bhavik U.Swadia (2018) in A Comparative Study of "Profitability of Selected Pharma Companies of India" analyzed the profitability of the selected pharmaceutical companies of India and to study profitability of various pharmaceutical companies. The study was conducted over a period of 10years that is from 2007-08 to 2016-17. This study shows that pharmaceutical companies in the year 2008 had very good profitability and in the year 2015 showed very less profitability.

Ravindra et. al., (2020) in their article "An Impact Assessment of Working Capital Management on Profitability of Telecom Industry Firms in India" concluded that, the other objective of WCM is to support the smooth functioning of business operations by creating prominent trade between liquidity, profitability

4. OBJECTIVES OF THE STUDY

The following are the specific objectives of the study

1. To analyse the profitability of selected Pharmaceutical Companies in India.
2. To analyse the factors influencing the profitability of selected Pharmaceutical Companies in India.

5. SCOPE OF THE STUDY

The present study aims at assessing the profitability position of selected Pharmaceutical companies in India. The study could help the company as well as the investors to understand its financial efficiency. It aims to help the management to find out its financial problems at present and the specific areas in the business, which might need some effort for more effective and efficient utilization of its resources. The study is conducted for a period of five years for selected companies

6. RESEARCH METHODOLOGY

The methodology adopted to analyse is through ratio analysis, and interpret general financial statements to assess the profitability position. Further a comprehensive analysis is carried by applying statistical techniques namely mean, standard deviation, co-efficient of variance and analysis of variance.

6.1 SAMPLE DESIGN

As the complete source list of all the Pharmaceutical Companies is not available, the data for this study is selected based on convenience sampling method. Among the companies listed with major stock exchange of India namely, Bombay Stock Exchange and National Stock Exchange of India, 3 companies with consistent financial data are selected. Certain companies are excluded owing to irregular and/or inconsistent financial data support.

The following are the selected Pharmaceutical companies of the study

1. Lupin
2. Glenmark
3. Torrent

6.2 SOURCES OF DATA

Secondary data is used for the study. The required data for the study is collected and compiled from www.moneycontrol.com for the period from 2017-2018 to 2020-2021 which is a reliable and empowered corporate database. In addition to this, supportive data is collected from books, journals, annual reports, websites and various news-papers.

7. PERIOD OF THE STUDY

The study covers a period of five years from the financial year 2017 to 2021

8. ANALYSIS OF PROFITABILITY

The profitability of the selected companies is measured with the help of the following ratios, and the results are interpreted:

1. Gross Profit Ratio
2. Net Profit Ratio
3. Operating Profit Ratio
4. Return on Equity

TABLE 1: GROSS PROFIT SELECTED PHARMACEUTICAL COMPANIES

Years	Lupin Ltd	Glenmark Pharma Ltd.	Torrent Ltd
2017	19.65	30.21	29.56
2018	21.61	28.46	27.28
2019	27.68	28.59	25.45
2020	21.99	23.75	29.05
2021	36.23	37.63	26.3
Mean	25.43	29.73	27.53
SD	6.74	5.03	1.76
CV	3.78	5.91	15.68

Source: Compiled and Calculated from the data published in www.moneycontrol.com

Table-1 reveals that the avg. Gross profit of selected pharmaceutical companies the Lupin Ltd is 25.43, Glenmark Pharma Ltd is 29.73 and Torrent Ltd is 27.53. Hence it concludes that the Glenmark Pharma Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.

TABLE 3: NET PROFIT SELECTED PHARMACEUTICAL COMPANIES

Years	Lupin Ltd	Glenmark Pharma Ltd.	Torrent Ltd
2017	11.38	21.79	11.25
2018	6.59	20.17	9.21
2019	13.55	25.72	6.85
2020	13.33	15.77	8.05
2021	24.87	26.44	4.34
Mean	13.94	21.98	7.94
SD	6.72	4.35	2.59
CV	2.08	5.05	3.07

Source: Compiled and Calculated from the data published in www.moneycontrol.com

Table-2 reveals that the avg. Net profit of selected pharmaceutical companies the Lupin Ltd is 13.94, Glenmark Pharma Ltd is 21.98 and Torrent Ltd is 7.94. Hence it concludes that the Glenmark Pharma Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.

TABLE 3: RETURN ON EQUITY SELECTED PHARMACEUTICAL COMPANIES

Years	Lupin Ltd	Glenmark Pharma Ltd.	Torrent Ltd
2017	6.77	11.13	12.92
2018	4.16	10.24	13.47
2019	8.98	13.58	9.95
2020	8.51	9.76	11.98
2021	21.25	22.68	6.28
Mean	9.93	13.48	10.92
SD	6.6	5.35	2.92
CV	1.5	2.52	3.74

Source: Compiled and Calculated from the data published in www.moneycontrol.com

Table-3 reveals that the avg. Return on equity of selected pharmaceutical companies the Lupin Ltd is 9.93, Glenmark Pharma Ltd is 13.48 and Torrent Ltd is 10.92. Hence it concludes that the Glenmark Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.

TABLE 4: OPERATING PROFIT SELECTED PHARMACEUTICAL COMPANIES (in Rs. Cr.)

Years	Lupin Ltd	Glenmark Pharma Ltd.	Torrent Ltd
2017	15.1	11.13	19.54
2018	16.9	10.24	18.13
2019	23.93	13.58	16.49
2020	18.12	9.76	19.34
2021	33.33	22.68	16.36
Mean	21.48	13.48	17.97
SD	7.41	5.35	1.51
CV	2.9	2.52	11.88

Table-4 reveals that the avg. operating profit of selected pharmaceutical companies the Lupin Ltd is 21.48, Glenmark Pharma Ltd is 13.48 and Torrent Ltd is 17.98. Hence it concludes that the Lupin Ltd performance is higher than the Glenmark and Torrent Ltd companies during the period of 2017 to 2021.

9. TESTING OF HYPOTHESIS

Ho: There is no significant between Gross profit, net profit, operating profit, Return on equity and selected companies

Ha: There is no significant between Gross profit, net profit, operating profit, Return on equity and selected companies

TABLE 5: ONE WAY ANOVA OF THE GROSS PROFIT SELECTED COMPANIES

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	46.14805	2	23.07403	0.938022	0.418305	3.885294
Within Groups	295.1832	12	24.5986			
Total	341.3313	14				

Source: Compiled and Calculated from secondary data

Table 5 shows the one way ANOVA of the selected companies calculated F value of the variables such as 0.938022 and p value is 0.418305 which are greater than the 0.05, F critical value of 3.885294 at 5 per cent significant level. So, there is a significant relationship between profitability ratios.

TABLE 6: ONE WAY ANOVA OF THE NET PROFIT SELECTED COMPANIES

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	485.6101	2	242.8051	5.555774	0.011571	3.4668
Within Groups	917.767	21	43.70319			
Total	1403.377	23				

Source: Compiled and Calculated from secondary data

Table 6 shows the one way ANOVA of the selected companies calculated F value of the variables such as 5.555774 and p value 0.011571 which are less than the 0.05, F critical value of 3.4668 at 5 per cent significant level. So, there is a significant relationship between net profit ratios.

TABLE 7: ONE WAY ANOVA OF THE RETURN ON EQUITY SELECTED COMPANIES

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	30.70773	2	15.35387	0.524077	0.599645	3.4668
Within Groups	615.2359	21	29.29695			
Total	645.9436	23				

Source: Compiled and Calculated from secondary data

Table7 shows the one way ANOVA of the selected companies calculated F value of the variables such as 0.524077 and p value 0.599645 which are greater than the 0.05, F critical value of 3.4668 at 5 per cent significant level. So, there is no significant relationship between return on equity ratio.

TABLE 8: ONE WAY ANOVA OF THE OPERATING PROFIT SELECTED COMPANIES

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	163.3474	2	81.6737	1.507227	0.244534	3.4668
Within Groups	1137.949	21	54.18807			
Total	1301.297	23				

Source: Compiled and Calculated from secondary data

Table 8 shows the one way ANOVA of the selected companies calculated F value of the variables such as 1.507227 and p value 0.244534 which are less than the 0.05, F critical value of 3.885294 at 5 per cent significant level. So, there is no significant relationship between operating profit ratios.

10. FINDINGS

- Gross profit of selected pharmaceutical companies the Lupin Ltd is 25.43, Glenmark Pharma Ltd is 29.73 and Torrent Ltd is 27.53. Hence it concludes that the Glenmark Pharma Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.
- Net profit of selected pharmaceutical companies the Lupin Ltd is 13.94, Glenmark Pharma Ltd is 21.98 and Torrent Ltd is 7.94. Hence it concludes that the Glenmark Pharma Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.
- Return on equity of selected pharmaceutical companies the Lupin Ltd is 9.93, Glenmark Pharma Ltd is 13.48 and Torrent Ltd is 10.92. Hence it concludes that the Glenmark Ltd performance is higher than the Lupin and Torrent Ltd companies during the period of 2017 to 2021.
- Operating profit of selected pharmaceutical companies the Lupin Ltd is 21.48, Glenmark Pharma Ltd is 13.48 and Torrent Ltd is 17.98. Hence it concludes that the Lupin Ltd performance is higher than the Glenmark and Torrent Ltd companies during the period of 2017 to 2021.
- There is no significant relationship between gross profit ratios. of selected pharmaceutical companies.
- There is a significant relationship between net profit ratio of selected pharmaceutical companies.
- There is a significant relationship between return on equity ratios of selected pharmaceutical companies.
- There is no significant relationship between operating profit ratios of selected pharmaceutical companies.

11. CONCLUSION

Financial management has great importance in making management decisions. The financial soundness of a company can be achieved maintaining liquidity and profitability of the company. The purpose of this study was to measure the financial performance i.e. profitability of the selected pharmaceutical companies. The analysis practically reveals that gross profit ratio, operating ratio, return on equity capital, and earnings per share, have significant effect on the net profit ratio of the selected pharmaceutical companies during the study period. However, profitability of the selected pharmaceutical companies in India during the study period is satisfactory. During the period of study there were a few ups and downs in the profitability but it did not affect the operations of the companies to a great extent. If the Pharmaceutical Companies has to perform well, it has to invest more capital and has to do more sales, only then it will improve its performance level.

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WOMEN AGRICULTURAL LABOURERS IN PADDY CULTIVATION IN ALAPPUZHA DISTRICT OF KERALA

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ABSTRACT

The study is based on women agricultural labourers in paddy cultivation. An attempt has been made in the paper to examine the wage pattern, working hours and working conditions of these women labourers. For this, 200 women agricultural labourers in paddy cultivation were purposefully selected for administering the interview schedule from Alappuzha district of Kerala. The findings show that majority of the women agricultural labourers in paddy cultivation are not satisfied with their wages as they are not able to repay their debts with the amount they earn and are struggling to come out of the poverty. In some families even, the male members of the family are also depended up them. These women labourers are not interested in sending their grown-up children to seek jobs under agriculture and agriculture allied works this is mainly because of the low wages and seasonality of the work. Government must ensure that the policies adopted by them are implemented and are benefiting the targeted group.

KEYWORDS

agriculture, women agricultural labourers, paddy cultivation, unorganised labour.

JEL CODES

J16, J28, J43.

INTRODUCTION

The unorganised labour market constitutes a major segment in any society, whether in developed or developing countries. It is estimated that the percentage of workers in the unorganised sector in the developed and developing countries is about 46 percent and 76 percent. In India out of the total workforce nearly 81 percent are working in the unorganised sector. Out of the total unorganised labour 22.86 percent is constituted by women. That is out of the total working women population 95.33 percent comes under unorganised labour, where as it is 86.69 percent for men.

The unorganised sector plays an important role in the growth of the Indian economy. This sector is vast and consists of a large number of job opportunities and this may be one of the reasons why labourers in this sector are outnumbering. The socially and economically underprivileged section of the society can find ample job opportunities in this sector. Agriculture sector continues to be an important component of unorganised sector and it also provides direct employment to millions of people. Economic Survey 2017-18 says that with growing rural to urban migration by men, there is 'feminisation' of agriculture sector, with increasing number of women in multiple roles as cultivators, entrepreneurs, and labourers.

AGRICULTURE LABOURERS: AN OVERVIEW

According to the National Commission on Labour, "An agricultural labour is one who is basically unskilled and unorganised and has little for its livelihood, other than personal labour."

Agricultural sector contributes 20 percent towards India's GDP and almost 42.6 percent of the working population of India is employed under this sector which also includes 75 percent of the country's economically active women labourers. Agricultural labourers have increased tremendously over a period of time. Most of them are landless and are purely depending upon their wage from agriculture and about 70 per cent of the country's population earn their livelihood from agriculture and allied occupations. They even don't have any savings or other source of income. Agriculture sector is also characterised by seasonal employment therefore the agricultural labourers are frequently facing the problem of seasonal unemployment and under-employment. Agricultural workers on an average get employment for about 200 days in a year. These labourers are considered as the most neglected class in Indian rural structure, they possess no skill or training and they have no alternative employment opportunities.

The poverty among agricultural labourers is due to prolonged rural under development, unemployment, low wages, under-nutrition, illiteracy and social backwardness. These factors reinforce each other so as to create a vicious circle of poverty among them.

In paddy cultivation women are involved in almost all agricultural activities like land preparation, seed selection, seedling production, uprooting of seedlings, transplanting and weeding, harvesting and post-harvest activities. Mentioning about the pay disparity between men and women labourers in paddy cultivation, employers always prefer to hire women due to their low wages. Women working in equal conditions in paddy field earn much less than their counterparts. Thus women provide a cheap source of labour in paddy cultivation.

REVIEW OF LITERATURE

Gulati L in her paper 'Women in the unorganized sector with special reference to Kerala' presented a macro level picture of work participation by women in India as a whole as well as Kerala state and also to the extent to which working women are concentrated in unorganised sector of the economy of India and Kerala. In the second part of the paper she offered insights gained on the basis of micro level studies of the working women in Kerala drawn from different occupational categories, putting together the main stands of observation. It would appear that women who work in the unorganised sector come from household where the parents are in casual wage labour and also tend to get married to men who are in this sector. [4]

Mazumdar & Guruswamy (2006) in their paper broadly aim to take a fresh look at the current situation of women's work in Kerala, primarily on the basis of data provided in the 2001 Census of India. It is apparent that structural transformation of women's economic activity has certainly taken place in the state with agriculture and conventional industries losing their significance and tertiary sector taking up its place, yet reduction of employment among women have taken place in the process, the event being more pronounced in some districts. Migration, reduction in paddy cultivation, growth in per capita income, male workforce participation, sex ratio, and female literacy rate to certain extent emerged as the variables having a considerable correlation with female workforce participation rate. Reason behind the paradox of low female employment and excessive social development is the development process in the state, which has remained largely irresponsive to the transition in the quality of the women workforce, as well as the overall occupational transformation in the state. At the end, the authors suggest that sincere efforts from the government towards identifying and encouraging promising sectors and at the same time reviving traditional industries with an eye towards emerging markets both within and outside the country, can address the unemployment problem among women in the rural areas to a certain extent. [6]

Prakash (2009), conducted a study in the districts of Palakkad and Alappuzha (Kuttanad) to analyse the socio-economic conditions of female agricultural workers. Secondary and primary data are used for the study. The major problems faced by the female agricultural labourers are poverty, low income, lack of employment, lack of the sufficient number of days of work, lack of land for cultivation, lack of income-earning assets or livestock, increasing debt liabilities, poor housing, and inability to construct good houses, inadequate toilet facilities or lack of toilets, lack of availability of drinking water, sickness of family members, health problems

of old people, low consumption levels and consumption of alcoholic drinks by their husbands and other members of the family. In the concluding session, the author recommends many strategies to improve the socio-economic conditions there. [8]

Shanthy (2009) conducted a study in two districts of Kerala and Tamil Nadu to recognise the organisation of women agricultural labourers in rice farming systems. The study discloses that majority of the women agricultural labourers were low in labour efficiency and there is remarkable difference between the women agricultural labourers of Kerala and Tamil Nadu. The study has pointed out that; since the labour efficiency of both the states were poor, greater attention is to be given focusing on the factors associated with labour efficiency. [9]

Kispotta et. al (2016), carried out a study in Chhattisgarh, India to apprehend the participation of the woman labour pressure in the agricultural zone. In India, the female work participation rate has been changing over the years in general and the agricultural female work participation rate has improved in particular. As in line with National Sample Survey (68th Round), the employee population ratio for women within the rural zone become 24.80percent in 2011-12, whereas for men, it become 54.30 percent. In the city zone, it was 14.70percentfor women and 54.60percent for men. In Chhattisgarh, the women labour force participation rate in agricultural activities within the rural location has increased indicating the contribution of the educated women. The authors suggest that to increase female work participation within the average improvement of the Indian economy, discrimination towards female labour ought to be stopped and female labour ought to receive the same wages as male labourers. [5]

Mehrotra & Sinha (2019) recommended a set of policies based on the evaluation of the nature and tendencies of female work participation and brief analysis of the underlying reasons for setback of such tendencies. Women are shifting out of the low productiveness agricultural sector, which necessitates a boom in employment opportunities in the non-agricultural sector. Gender equality through maximizing women's presence and involvement in positions of strength and decision making at all levels in both public and private spheres can revise the secondary status of women in the political – financial – home spaces. The evaluation suggests that the gender gap in labour force participation in India is excessive and annoying over the period. Even though there may be a structural change in female employment with declining agricultural employment, there is not a commensurate increase in non-agricultural activities, except for construction. Job opportunities for women are limited to a few sectors; policies and regulations are needed to promote access of employment throughout the spectrum of sectors and occupations. [7]

Department of Agriculture, Cooperation & Farmers' Welfare (2021) submitted a report to the Ministry of Agriculture & Farmers' Welfare discussing the status of different agricultural practices, involvement of labourers, issues faced by the farmers and the effectiveness of different policies and regulations implemented by government. Agriculture plays an important role in India's economy. 54.6percent of the total workforce is engaged in agricultural and allied sector activities. More than half of the Indian population is engaged in agriculture and related activities. [3]

IMPORTANCE OF THE STUDY

A major chunk of women is working in the unorganised sector and in the unorganised sector majority of them are still working in the agriculture sector. These agricultural workers are working under poor working conditions without any social security and are also paid less, and in spite of various labour movements in Alappuzha, the conditions of the female agricultural labourers in paddy cultivation is still the same i.e. there is no much improvement in their working condition It's in this context the author proposes to enquire into the working conditions of women agricultural labourers in Alappuzha district of Kerala.

OBJECTIVES

1. To examine the working condition of women agricultural labourers in paddy cultivation in the district of Alappuzha.
2. To identify the problems faced by these women agricultural labourers in paddy cultivation.

RESEARCH METHODOLOGY

AREA UNDER STUDY

The data was collected from women agricultural labourers in paddy cultivation from the Alappuzha district of Kerala.

SAMPLING TECHNIQUE AND SAMPLE SIZE

The population of the study is women labourers in paddy cultivation, which is very large. Therefore 200 women agricultural labourers were purposefully selected for administering the interview schedule.

DATA COLLECTION METHOD

The data is collected from both primary and secondary source. Primary data was collected through interview schedules from women agricultural labourers in the paddy cultivation in the Alappuzha district of Kerala. Secondary data have been collected from various books, reports, journals, online resources etc.

RESULTS AND DISCUSSION

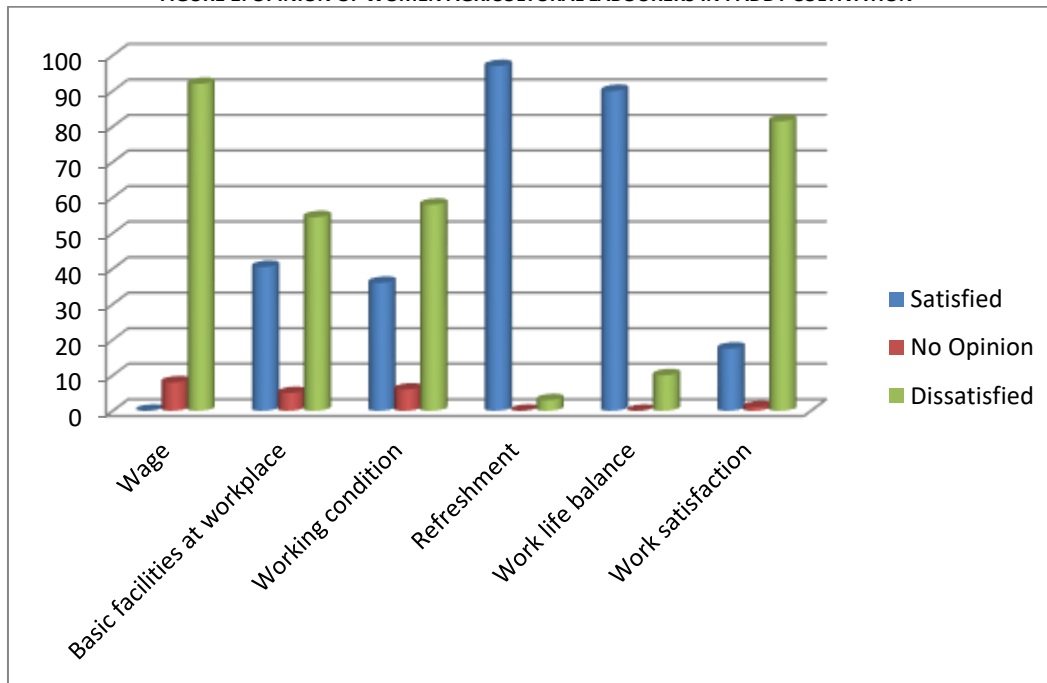
The data regarding wage, work satisfaction, family commitments, working hours, basic facilities at work place, working condition, refreshment at work place etc. of the women agricultural labourers in paddy cultivation were collected through interview schedules and the major findings are summarised in the following table.

TABLE 1: OPINION OF WOMEN AGRICULTURAL LABOURERS IN PADDY CULTIVATION

Opinion	Satisfied		No Opinion		Dissatisfied	
	F	%	F	%	F	%
Wage	0	0	16	8	184	92
Basic facilities at workplace	81	40.5	10	5	109	54.5
Working condition	72	36	12	6	116	58
Refreshment	194	97	0	0	6	3
Work life balance	180	90	0	0	20	10
Work satisfaction	35	17.5	2	1	163	81.5

Source: Primary Data

FIGURE 1: OPINION OF WOMEN AGRICULTURAL LABOURERS IN PADDY CULTIVATION



Source: Primary Data

Table.1 and Figure.1 shows that 92 percent of the agricultural labourers are not satisfied with the wages that they get. Only 40.5 percent of the workers is satisfied with the basic facilities provided at the work place but 54.5 percent of them are not satisfied with the basic facilities provided at the work place. Regarding the working condition 36 percent of the workers are satisfied but 58 percent of them are dissatisfied with it. With respect to the refreshment provided at the work place majority of them i.e. 97 percent are satisfied with it only a few of them are not satisfied with it. Majority of the workers are able to manage their work life, only 10 percent of them are finding difficulty in managing their work life. Regarding work satisfaction only few of them are satisfied with the work they do and 81.5 percent of them are not satisfied with it, this may be because of the very less wage that they get.

FINDINGS AND CONCLUSION

Women agricultural labourers contribute a major chunk in the unorganised labour market. This is mainly because agricultural work does not require much skill and is easily accessible. The participation of women agricultural labourers in paddy cultivation is quite large in the study area and these women agricultural labourers are involved in almost all of the agricultural activity.

The major problems faced by agricultural women which was revealed through the interview was; less wage and also gender discrimination in payment of wage. Their working condition was also very poor. Majority of them are having a lot of debts and they also find it difficult to repay it with their wages. In some families even, the male members of the family are also dependent upon them. Due to their poor economic condition they are not willing to send their grown-up children to agriculture relate works, instead these children are seeking jobs in factories and construction sector.

The Government should arrange some special credit schemes for the agricultural labourers, so that they can educate their children and also repay their debts of high interest rates. There by they can at least come out of the vicious circle of poverty.

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