



# A STUDY ON THE SOCIO ECONOMIC CONDITIONS OF RUBBER TAPPING EMPLOYEES IN PALAKKAD DISTRICT.

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## ABSTRACT

The Rubber industry is one of the most labour incentive industries. It is a major concern as the closure of the factory affects the economy of the society and the people as they lose their job. So this field deserves a deeper study and evaluation to find out the draw backs and suggest remedies. Objectives of the study, to analyse the socio economic conditions of the rubber tapping employees, to study the welfare facilities and level of satisfaction of rubber tapping employees. Methodology of the study, Descriptive research design was used in this study. This study is mainly based on the primary data collected from the various tea plantations in the district and the secondary data from the related literatures. Primary data is generated from the respondents by contacting them personally using the interview schedule. Area for data collection was Palakkad district. The data collection started from June 2019 to September 2019. After the data collection, the data were coded, edited and tabulated. Analysis of data was done by using appropriate statistical technique. Simple percentage method and Chi-square tests were used for data analysis. Suggested this study, A supervisory body should be established to monitor the proper implemented of legislation and provision related employees. There is need of more effective poverty alleviation programme.

Key words: Rubber, labour, economy, employees

## I.1. INTRODUCTION

The Rubber Industry provides direct employment to for more than a million workers, of which a sizeable number are women. Additional employment is provided during peak harvesting season for temporary workers who are usually drawn from the permanent workers' family and this increases the total annual family income and enhances the living standards in remote, rural areas, where outside employment opportunities is very limited. More than two million people derive their livelihood from ancillary activities associated with the tea industry while the Plantations situated in backward rural and remote parts of the country generate employment and social welfare.

They make a reasonable salary and they are often the breadwinners of the family. In the age group of below 20, most of the plantation workers are female. Majority of the of them in this category terminate their studies at 8<sup>th</sup> or 9<sup>th</sup> level of schooling and follow their parents' occupation. The general workers will often mulch the fields, apply compost, trim the tea bushes if needed and do other general fields work. But no attempt has been made to impart training to them. The tea garden labourers have poor health status, low nutrition are crowded by unemployed relatives and domestic animals and being exposed to elements of weather are always wet with rain and sweat with humid and hot environment. In this study, researcher analysis the living working conditions of Rubber labours in Palakkad District.

## I.2.STATEMENT OF THE PROBLEM

The living condition in the tea plantation is entirely different from olden days. The plantations are always labour intensive contributing to not less than 65% of the total cost. It is clear that result of struggles between the planters and the labours was the creation of a new labour system. In the recent scenario, the planters are looking for more efficient means to increase the production, reducing the cost at all levels, to equip their factory with automation. By this transition, the existing number of labour will be relatively reduced when they go in for fully automatic and modernized set up. Thus the pressure on the planters is multifold: to achieve cost effective installation. Here, researcher examines the living and working environment of tea plantation labours in Palakkad district. This study analyzes the socio economical condition of labours and their existence.

## 13. OBJECTIVES OF THE STUDY

1. To find out the socio-economic status of the respondents.
2. To find out the workers satisfaction with their wages, welfare activities and supervisor's behaviours.
3. To study the present welfare facilities of plantation labours.

## 1.4. RESEARCH METHODOLOGY

Descriptive research design was used in this study. This study is mainly based on the primary data collected from the various tea plantations in the district and the secondary data from the related literatures. Primary data is generated from the respondents by contacting them personally using the interview schedule. Data on certain general aspects of this study were collected from available secondary sources like census reports, printed books, published articles and internet. The samples were selected from various Rubber Tapping in Palakkad district. For the purpose of selecting the sample for the study convenience sampling used this study. The researcher selected interview as the method of data collection, considering the possibility of illiterate respondents and also considering the necessity of getting detailed reliable information. The researcher selected interview schedule as the tool for data collection. The data were collected through interview schedule exclusively constructed for the purpose of the study. The schedule was designed such that the required data for the achievement of the study should be easily obtained. The Interview schedule consists of face sheet containing name of research topic, personal data of the respondents. It also contains questions specifying the living condition of the respondents. Area for data collection was Palakkad district. The data collection started from June 2019 to September 2019. After the data collection, the data were coded, edited and tabulated. Analysis of data was done by using appropriate statistical technique. Simple percentage method and Chi-square tests were used for data analysis.

## 1.5. LIMITATIONS OF THE STUDY

The researcher conducted the study and data collection was done within a short period. Due to the limited period of time to ascertain the information the dependents could not be collected easily. Topic related publications and literature review is minimal. The study was conducted only among 100 tea plantation labours. The area of the study is narrowed down so that the adequate representation of, both geographical area and number of labours as well could not be attained. Hence, the study may not be adequate to generalize the results. Some respondents are hesitant to reveal the fact. The study was purely based on the primary data i.e. information given by the workers, hence some information may be biased.

## I.6.ANALYSIS AND INTERPRETRATION

**TABLE NO.1**  
**SOCIO ECONOMIC CONDITION OF RUBBER TAPPING LABOURS**

S.No.	Personal variables	No. of respondents	Percentage
1	<b>Age (Years)</b>		
	Below 18	4	4
	19 - 25	16	16
	26-35	34	34
	36-50	42	42
	Above 50	4	4
2	<b>Sex</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Male	88	88
	Female	12	12
3	<b>Educational status</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Illiterate	12	12
	Literate	38	38
	Primary	40	40
	High School	10	10
4	<b>Monthly income (in Rs.)</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Below Rs.8000	8	8.
	Rs.8001 - Rs.10000	42	42.
	Rs.10001 – Rs.12000	50	50
	AboveRs. 12000	0	0
5	<b>Nature of work</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Tapping	86	86
	general	14	14.
6	<b>Year of service</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Below 3	18	18
	4 - 9	54	54
	10- 14	26	26
	15- 20	2	2
	Total	100	100

<b>7</b>	<b>Types of accommodation</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Own house	72	72
	Rented House	16	16
	Estate house	12	12
	Others	0	0
<b>8</b>	<b>Standard of Living</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Very good	20	20
	good	42	42
	Moderate	32	32
	Poor	6	6
<b>9</b>	<b>Latrine facilities</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Private	70	70.0
	Public	6	6.0
	No facilities	24	24.0
<b>10.</b>	<b>Water facilities</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Tap	38	38
	Well	62	62
	River	0	0
	<b>Total</b>	<b>100</b>	<b>100</b>

*Source: Primary Data.*

Out of 100 respondents, 4 % of respondents are in the age group of below 18, 16 % of respondents are in the age group of 19 - 25, 34 % of respondents are in the age group of 26 – 35 and 42 % of respondents are in the age group of 36 – 50. It is found that majority of the respondents (42%) are in the age group of 36 – 50. Among 100 respondents 88 % of respondents are male workers and 12 % of respondents are female workers. Number of men workers in Palakkad Rubber Tapping plantations is higher than Women workers. Majority of Rubber Plantation are men. In fact, men workers in reality are the backbone of the Rubber industry. Out of 100 respondents, 12 % are illiterate, 38 % respondents are literate, 40 % of respondents got primary school education and only 10% of respondents experienced high school level. Adult and Non-formal Education activities in Kerala reduce illiterate rate among plantation workers in Palakkad district. Out of 100 respondents, 8% of respondents opined that their monthly income is below Rs.3000, 42 % of respondents yearned money between Rs.3001 and Rs.5000 and 50 % of respondents said that they got Rs.5001-10000 . Majority of the respondents are Income category between Rs. 5001 – 10000. Out of 100 respondents 86% of the respondents are Tapping and 14 % of respondents are general workers in tea plantations. Majority of the respondents are involved alone Tapping. Out of 100 respondents, 18 % of respondents declared that they have

below 3 years of experience, 54 % of the respondents have 4- 9 years of experience in Rubber Tapping, 26 % of respondents have 10 -14 years of experience, 2 % of respondents have 15 – 20 years of experience . Above table shows that majority of the respondents (54 %) have 4- 9 of experience. Out of 160 respondents, 72 % of respondents live in their own house,16% of respondents reside in rented house and 12 % respondents dwell in estate. Majority of the respondents have own house (72%).Out of 100 respondents, 20 % of respondents opined that their standard of living is very good, 42% respondents declare that their standard of living is good or a little affected and 32 % of respondents opined that their standard of living in Moderate and 6 % of the respondents are Standard of living is poor. From the above table it is found standard of living of Rubber Tapping workers (42%) being good. Above table shows that 69% of respondents are using private latrine facilities and 31% respondents are using public latrine. From the above table it is found that majority of respondents (69%) have good latrine facilities. 38% of respondents depend on Tap water and 62% of respondents are using well water. Most of the workers (62%) depend on Well water.

TABLE NO2

**Facilities expectation by Rubber Tapping Employees in Palakkad District-  
Weighted Average**

Facilities	Facilities	Strongly Agree	Agree	Netural	Disagree	Weighted Average	Rank
	5	4	3	2	1		
Medical aid	110	124	120	10	4	24.53	I
Crèche	5	16	15	100	60	13.06	VI
Refreshments	20	44	30	70	60	14.93	V
Drinking water	95	60	150	14	10	21.93	II
Rest shelters	100	92	81	34	13	21.33	III
Housing facilities	65	68	69	80	28	20.13	IV

Source: Primary Data.

Above table presents that medical aid ranks first and water facility ranks II. From the table shows that, respondents expectation occupied by first place of medical aid facilities, subsequently Drinking water facilities, rest shelter, Housing facilities, Refreshments, and Crèches.

**Alternative Hypothesis:** There is significant difference between personal variables(Age, Marital status, Educational qualification, Monthly income, Nature of work, Experience, Accommodation and Standard of living) and level of satisfaction of employees

**TABLE NO.3**

**PERSONAL VARIABLE AND LEVEL OF SATISFACTION OF EMPLOYEES IN PALAKKAD DISTRICT.**

Sl.No.	PERSONAL VARIABLE	Chi-Square	Df.	P.Val ue	S/Ns
1	Age	17.511	8	0.025	S
2	Marital status	7.827	4	.0008	S
3	Educational qualification	23.001	4	.000	S
4	Monthly income	14.147	4	.007	S
5	Nature of work	2.041	2	.000	S
6	Experience	14.973	6	.020	S
7	Accommodation	12.325	4	.015	S
8	Standard of living	14.567	6	.024	S

*Source: Primary Data.*

It is noted from the above table that the 'P' value is less than 0.05 the above hypothesis is rejected. i.e. there is a highly significant association between the level of satisfaction of employees and the respondents selected socio-economic variables. It may be inferred that there is relationship between Age, Marital status, Educational qualification, Monthly income, Nature of work, Experience, Accommodation and Standard of living and level of satisfaction. It may be concluded that preference of a particular satisfaction of employees is related to the selected socio-economic variables of the present study.

## I.7.SUGGESTIONS OF THE STUDY

- Reduce the work load. The management should make a mind to reduce the work load of each Tapper.
- Management should take steps to manage supervisors to keep good behavior to the Rubber Tapping workers.
- Management should try to implement the use of organic manures and pesticides.
- Management should give proper training on new machineries.
- Providing basic education to employees, so that they become aware about the schemes and facilities about the schemes for them.
- A trade Union should be formed among rubber tapping workers.
- Adequate training should be provided to women workers.
- There should be proper guidelines for recruitment process working hours and for health hazards.
- A supervisory body should be established to monitor the proper implemented of legislation and provision related employees. There is need of more effective poverty alleviation programme.

## I.8. CONCLUSION

Working class consists of urban, rural and Rubber Tapping workers. Members of this class are busy eking out a daily living. Class and status differentiation within the working class itself and even within the three sectors is immense. The lower social image of this class is derived from the low status occupations they carry out. The social and economic developments in the village level are mainly due to the Rubber tapping which provide job opportunities to the poor people in the village to a greater extent. The standard of life is different in a plantation when compared to other jobs. The responsibility of any individual working in the Rubber tapping is more when compared to other jobs like working in factories or mills. This responsibility expected because most of the workers are residing in Tapping. Though generation after generation the labours are working in the Rubber Tapping, the workers are not considered as skilled workers because the work done is mostly manual. Though there are so many problems which made hindrances in the development of Rubber tapping sector.

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