CHAPTER 5

SUMMARY OF FINDINGS, SUGGESTIONS
AND CONCLUSION

5.1 FINDINGS

5.1.1 Percentage Analysis

i. It is noted from the analysis that majority (60.7%) of the respondents are male, majority (51.3%) of the respondents with the age group of 36 to 50 years, majority (36.3%) of the respondents are qualified upto 5th std., majority (93.0%) of the respondents are married, majority (69.3%) of the respondents are having upto 4 members in their family, majority (53.3%) of the respondents are engaged in agriculture work with spouse, majority (40.0%) of the respondents opined that 1 and also 2 children engaged in agriculture work, majority (70.7%) of the respondents opined that their family have experience for more than 10 years in agriculture work and majority (43.4%) of the respondents opined that their children have been educated up to SSLC and below.

ii. It is noted from the analysis that majority (80.3%) of the respondents are depending only on agriculture, majority (45.8%) of the respondents’ family members earn the income through daily wages, majority (44.0%) of the respondents have experience for more than 20 years in agriculture work,
majority (43.0%) of the respondents are working from 15-21 days and above 21 days in agriculture per month, majority (53.7%) of the respondents are covered by the provident fund scheme, majority (74.7%) of the respondents earn upto 0.75 lakhs as monthly family income through agriculture work, majority (81.3%) of the respondents earn upto 0.75 lakhs through animal husbandry and majority (59.3%) of the respondents earn upto 0.75 lakhs through other sources.

iii. It is noted from the analysis that majority (47.0%) of the respondents do not have any land, majority (40.0%) of the respondents have upto 1 acre, majority (47.8%) of the respondents have dry land, majority (42.8%) of the respondents have red soil land, majority (25.2%) of the respondents have canal irrigation, majority (65.4%) of the respondents have cultivated paddy and majority (30.2%) of the respondents do cultivation from Oct.– Nov. Season.

iv. It is found from the analysis that majority (85.0%) of the respondents owned television and majority (76.5%) of the respondents purchased vehicle after the year 2005.

v. It is stated from the analysis that majority (59.7%) of the respondents live in free hold place, maximum (51.7%) of the respondents live in kutcha house, majority (45.3%) of the respondents constructed the free hold land for 5-10 years, majority (50.3%) of the respondents constructed the house upto 500 sq.ft., majority (86.7%) of the respondents have paid upto Rs.500 as rent per month, majority (88.7%) of the respondents are staying in pormboke land, majority (43.4%) of the respondent are staying for more than 15 years in common place, majority (46.2%) of the respondents are
getting labour work in common place owner, majority (62.3%) of the respondents are getting drinking water through municipality and majority (54.7%) of the respondents are access to the roads.

vi. It is stated from the analysis that majority (75.3%) of the respondents are not having cows/bullocks, majority (96.3%) of the respondents are not having any goat/sheep and majority (94.7%) of the respondents are not having poultry.

vii. It is found from the analysis that majority (82.0%) of the respondents have obtained the loan and majority (38.6%) of the respondents have obtained the loan from private money lenders.

viii. It is stated from the analysis that majority (57.7%) of the respondents spend upto Rs.1500 per month for food, majority (50.3%) of the respondents spend Rs.300-500 per month for education, majority (64.7%) of the respondents spend Rs.250-500 per month in clothing, majority (54.7%) of the respondents are spend Rs.250-500 per month for medical, majority (44.3%) of the respondents spend up to Rs.250 per month for functions, majority (50.7%) of the respondents spend upto Rs.250 per month for festival, majority (57.0%) of the respondents spend up to Rs.200 per month for transport, majority (45.3%) of the respondents spend Rs.100-250 per month for electricity and majority (63.0%) of the respondents spend upto Rs.250 per month for insurance.

ix. It is found from the analysis that majority (63.7%) of the respondents have one migration from their native place.
5.1.2 Chi-Square Analysis

i. From the analysis, it is concluded that the maximum level of satisfaction is perceived by female respondents. The result of chi-square test proved the association at 1 percent level of significance.

ii. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes have been perceived by the age group of 36-50 years respondents. The result of chi-square test proved the association at 1 percent level of significance.

iii. From the analysis, it is identified that the maximum level of satisfaction towards central / state government schemes is perceived by the respondents who completed graduation and above. The result of chi-square test proved the association at 1 percent level of significance.

iv. From the analysis, it is identified that the maximum level of satisfaction towards central / state government schemes is perceived by the unmarried respondents. The result of chi-square test proved the association at 5 percent level of significance.

v. From the analysis, it is noted that the maximum level of satisfaction towards central / state government schemes has been perceived by the respondents who are having 4 members in the family. The result of chi-square test proved the association at 1 percent level of significance.
vi. From the analysis, it is identified that maximum level of satisfaction towards central / state government schemes is perceived by the respondents whose family have experienced 5 years in agriculture work. The result of chi-square test proved the association at 5 percent level of significance.

vii. From the analysis, it is concluded that the maximum level of satisfaction is perceived by the respondents who depend on agriculture work. The result of chi-square test proved the association at 5 percent level of significance.

viii. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes has been perceived by the respondents with 5 years experiences. The result of chi-square test proved the association at 1 percent level of significance.

ix. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes has been perceived by the respondents who worked above 21 days in agriculture in a month. The result of chi-square test proved the association at 1 percent level of significance.

x. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes has been perceived by the respondents who earned up to 0.75 lakhs. The result of chi-square test proved the association at 1 percent level of significance.

xi. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes has
been perceived by the respondents who have both own and lease land. The result of chi-square test proved the association at 1 percent level of significance.

xii. From the analysis, it is noted that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who have more than 2 acres.

xiii. From the analysis, it is stated that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who have more than 2 acres. The result of chi-square test proved the association at 5 percent level of significance.

xiv. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who have red soil.

xv. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who have bore-well irrigation.

xvi. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who live in common place. The result of chi-square test proved the association at 1 percent level of significance.

xvii. From the analysis, it is inferred that the maximum level of satisfaction towards central/state government schemes is perceived by the respondents who have one migration in their native place. The result of chi-square test proved the association at 1 percent level of significance.
5.1.3 ANOVA Test

i. From the analysis, it is found that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the female respondents. The result of anova test proved the significant difference at 1 percent level.

ii. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the respondents in the age group of 36-50 years.

iii. From the analysis, it is identified that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who completed graduation and above level. The result of anova test proved the significant difference at 1 percent level.

iv. From the analysis, it is identified that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the unmarried respondents. The result of anova test proved the significant difference at 1 percent level.

v. From the analysis, it is noted that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the respondents who are having minimum 4 members in the family. The result of anova test proved the significant difference at 1 percent level.

vi. From the analysis, it is identified that maximum level of satisfaction towards services offered by agricultural agencies is perceived by respondents whose family has the experience of 5 years in agriculture work.
vii. From the analysis, it is concluded that the maximum level of satisfaction is perceived by the respondents who depend on agriculture work. The result of anova test proved the significant difference at 1 percent level.

viii. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the respondents with 5 years experience. The result of anova test proved the significant difference at 1 percent level.

ix. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the respondents who worked more than 21 days in agriculture in a month. The result of anova test proved the significant difference at 1 percent level.

x. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies has been perceived by the respondents who earned up to 0.75 lakhs. The result of anova test proved the significant difference at 1 percent level.

xi. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have both own and lease land. The result of anova test proved the significant difference at 1 percent level.

xii. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have above 2 acres.
xiii. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have dry land.

xiv. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have clay soil.

xv. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have other type of irrigations (drip irrigation, ponds, industrial effluent).

xvi. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who live in common place. The result of anova test proved the significant difference at 1 percent level.

xvii. From the analysis, it is inferred that the maximum level of satisfaction towards services offered by agricultural agencies is perceived by the respondents who have one migration in their native place. The result of anova test proved the significant difference at 1 percent level.

xviii. It is found from the analysis that majority (38.0%) of the respondents are neutrally satisfied towards national horticulture board subsidy scheme.

xix. It is concluded from the analysis that majority (57.7%) of the respondents are satisfied with the role players in Tamil Nadu Agriculture University.
xx. It is found from the analysis that majority (57.7%) of the respondents are satisfied towards the television agricultural programmes.

xxi. It is found from the analysis that majority (95.3%) of the respondents are not attending any skill development training programme.

xxii. It is found from the analysis that majority (99.0%) of the respondents are not members in any other organizations.

xxiii. It is noted from the analysis that majority (73.3%) of the respondents need help from the government organization.

xxiv. It is concluded from the analysis that majority (45.5%) of the respondents need training.

5.1.4 Henry Garrett Ranking Technique

i. From the analysis, it is concluded that majority of the agricultural labourer’s quitting / migrating from the agriculture works for the reasons as ‘unemployment’ and ‘lengthy working hours’.

ii. From the analysis, it is concluded that majority of the respondents are keeping agriculture labours in agriculture for ‘Government can fix the fare wages to fulfil food and accommodation’ and ‘providing insurance scheme’.

5.1.5 Factor Analysis

It could be found from the factor analysis that the selected 28 factors related to farm labourers’ opinion towards migrating or quitting
agricultural work comprises into six major factors representing health and occupational hazards, lack of awareness, lack of security, poverty, lack of support and social backwardness and noticed that farm labourer’s opinion is predicted from 0.208 unit increases of health & occupational hazards, 0.190 unit increases of lack of awareness, 0.281 unit increases of lack of security, 0.175 unit increases of poverty, 0.284 unit increases of lack of support and 0.182 unit increases of social backwardness and these six factors are having significant impact on the overall farm labourer’s opinion towards migrating or quitting agricultural work.

5.1.6 Structural Equation Modelling

It could be found from the structural equation modeling that the relationship with the farm labourer’s opinion towards the reasons for migrating or quitting their agricultural work, there is no significant relationship between monthly income & lack of security and number of migrations & social backwardness. On the other hand, there is a significant association between all the respected measured variables and latent variables.

5.2 SUGGESTIONS

In view of the above findings, the following suggestions are offered to improve the status of agricultural labour.

a) To the Agriculture Farmers

i. Persons in varying number from different age groups were reported working under different types of undesirable working conditions. The people from some categories are the major sufferers as most of them continue their work during different unpleasant and stressful working conditions. Female workers,
particularly from some categories are the worst sufferers because most of them have to work even during pregnancy, ill health and having imbalanced diet and keeping their newborn babies together. The adverse impact of such conditions generally creates weakness, fatigue, loss of working energy, physical and mental problems, Dizziness, stomach disorder, headache and some other problems in that order of its relative dominance. Hence, it is suggested that there is a need for developing and implementing proper work culture to minimize the above mentioned stressful working conditions and its adverse impacts on the part of the health of both male and female agricultural workers.

ii. Non-migrants had more knowledge and adoption about different agricultural practices and also production and productivity of different crops was higher as compared to migrants. Only few farmers were growing second crop after rice, therefore a major group of small and marginal farmers were free during summer and did not have work. So they migrated elsewhere for job and this seasonal migration is the main cause of lacking of agricultural labourer’s. Basically, Tamil Nadu is the agrarian state. Most of the farmers earn their livelihood from agriculture. With less mechanization agriculture is totally based on manpower. That is why agricultural activities and production are affected due to migration. So, it is recommended that there is a need to check this migration and improve their livelihood system.

iii. More attention should be paid to the socio-economic conditions of the farm labourer’s. Where these conditions
remain poor, the farmers are unlikely to be active participants in development. Specifically, effective poverty reduction programmes should be initiated and religiously implemented.

b) **To the Agencies**

i. In order to improve the status of agricultural labour, education and training are essential. Education and training must be based on participatory approaches to development. Compulsory training and educational programmes should be launched for the benefit of the agricultural labour to disseminate information on labour standards, employment rights and the content of codes of conduct.

ii. Awareness programmes about health should be conducted in order to increase their working performance.

iii. It is recommended that with regard to capacity-building initiatives, training should be prioritised as a means to increase financial independence in farm communities. Work opportunities on farms can be made more effective, and therefore more remunerative, by initiating a range of skills development programmes.

c) **To the Government**

i. New non-agricultural loan scheme may be started for the farmers to provide credit to construct houses, repair houses, marriage purpose, medical treatment, education of children, purchasing consumer durables etc.
ii. Loans should be provided at free of interest to the rural women to start self employment programmes like poultry, livestock, etc. and also promote labour co-operative society.

iii. Initiatives should be taken by the government to pay uniform wage rates for both male and female agricultural labourer’s.

iv. Government of India constitutes a committee for supervision of implementation of schemes, policies and loans to agricultural labourer’s and benefits directly credited to beneficier’s bank account.

v. Government should conduct educational and social awareness camps among the agriculture labourer’s for awakening the constitutional rights, schemes and policies of government.

vi. The Government has shown awareness of the problems of agricultural workers and all plan documents have suggested ways and means to ameliorate the lot of these people. Measures adopted by the Government for ameliorating the economic conditions of Agricultural labourer’s are

- Passing of minimum wage Act.
- Abolition of Bonded Labourer’s
- Providing land to landless labourer’s
- Provision of Housing cities to houseless
- Special schemes for providing employment viz., i) Crash Scheme for Rural Employment (CSRE), ii) Pilot Intensive Rural Employment Project (PIREP), iii) Food for works programme (FWP), iv) National Rural
Employment Programme (NREP), v) Rural Landless Employment Programme (RLEP), vi) Drought Prone Area Programme (It was known as Rural Works Programme), 6. Jawahar Rojgar Yojana (which come in with the merger of NREP and RLEGP), 7. Desert Development Programme, 8. National Scheme of Training of Rural Youth for Self Employment (TRYSM), 9. Development of Women and Children in Rural Areas (DWCRA), 10. Abolition of Bonded Labourer Act, 11. Integrated Rural Development Programme (IRDP)

vii. Government should update themselves about government new schemes.

d) To the Society

i. To save the farm labourer’s from the clutches of the money lenders and traders, the establishment of grain banks and arrangement for micro finance should be explored.

ii. To improve the working conditions of agriculture by adopting intensive methods and multiple cropping for raising the productivity of agricultural labourer’s and promote co-operative farming in rural areas.

iii. Non-farm employment opportunities should also be provided in the rural areas by establishing agro-industries. Development of small scale and cottage industries and handicraft sector would enhance employment opportunities for agricultural women.
5.3 CONCLUSION

Overall, agricultural labourer’s suffer under highly insecure and vulnerable working conditions. There are no social security measures to provide risk coverage and ensure maintenance of basic living standards in times of crisis such as unemployment or health issues. There are no laws to ensure that they work under suitable working conditions and are not subject to any health hazards.

There is no fixity of working hours, no compliance to minimum wages and in most cases these are governed by local factors. There is more insecurity, lack of safety, occupational hazards and incidence of exploitation in the case of migrant labourer’s and forced / bonded labour. This is because of lack of organization and unionization among the group, which is mainly on account of poor literacy and awareness levels and high levels of poverty prevalent among the group. Also, there is little legal protection available and whatever laws or provisions are in place it suffers from poor implementation and enforcement.

The only law that applies to agricultural labourer’s is the Minimum Wages Act, which is supposed to address their working conditions. Even this existing legislative provision is more often observed in the breach, and therefore fails to provide much relief to the agricultural labourer’s except in some states where the unions of such workers are strong or where there is low landlessness leading to a somewhat tight labour market.

Agricultural labourer’s are unable to secure even the minimally acceptable standard of living for themselves and their families. This is mainly due to the seasonal nature of agricultural work where they do not receive full days of employment during the year. Further, the wage rates for agricultural operations are very low so that the income needs of the labourer’s are not met
adequately. The consequence is the high levels of poverty among the agricultural labourer’s. Further in the absence of any provisions for social security for the informal sector in general and particularly for agricultural workers, their condition is still worse.

There has been some change in the nature and incidence of bonded labour in India as a result of various factors, including the impact of social change and social movements, economic modernization and state intervention. While these processes have an impact positively on the unfree status of labour in traditional agriculture and in some other sectors, the incidence of bonded labour still remains high. Despite the law abolishing bonded labour, release and rehabilitation of bonded labourer’s has been a slow process, primarily because of the difficulty in identifying cases of forced labour.