

WELFARE SCHEMES FOR AGRICULTURAL LABOURERS: A MULTIDIMENSIONAL ANALYSIS

BY

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THESIS

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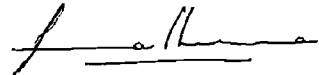
**DEPARTMENT OF AGRICULTURAL EXTENSION
COLLEGE OF AGRICULTURE
VELLAYANI
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1993

*In the name of God,
The Almighty*

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I hereby declare that this thesis entitled Welfare Schemes For Agricultural Labourers A Multidimensional Analysis is a bonafide record of research work done by me during the course of research and that the thesis has not previously formed the basis for the award to me of any degree diploma associateship fellowship or other similar title of any other University or Society



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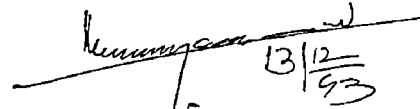
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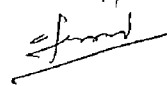
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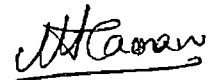


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ABBREVIATIONS

- KAWPS - The Kerala Agricultural Workers Pension Scheme
- KAWWFS - The Kerala Agricultural Workers Welfare Fund Scheme
- V O - Village Officer

INTRODUCTION

1 INTRODUCTION

Agriculture over centuries continues to be the base of India's national economy. Agriculture is of prime importance in a developing country like ours where nearly 70 per cent of the population is engaged in agriculture. In Kerala it contributes to 93 per cent of the income in the primary sector (Department of Economics and Statistics 1991).

Economic growth in a predominantly agricultural country like India is critically dependent on a breakthrough in agriculture. The weak performance of the agricultural sector is a bottleneck and remains one of the most difficult developmental problems.

Of late we are in the second phase of Green Revolution. The technological sophistication has brought a revolutionary change in the agricultural sector and the agricultural productivity has shown a progressive trend. No doubt all these developments have been resulted due to a basic change in the production technology.

However we cannot deny the contribution of agricultural labourers in the agricultural production process. Human resources in an economy form a significant input in the production process of goods and services. Labour is the prime factor be it the primary, secondary or tertiary sector.

Agricultural labour is one of the very vital inputs in the agricultural production process. It is the leverspring that injects life strength and continuity to development of our national economy. In Kerala the agricultural labourers numbering nearly 19 lakhs constitute more than half of total rural labourers. Agricultural labourers being the core of weaker section of the society deserve a very special attention in the present day context.

The agricultural labourers are the most exploited and oppressed class in the rural hierarchy. Before independence their position was nothing better than that of serfs. They were required to perform all sorts of begar on the master's land and house work as domestic servants from dawn to dusk. They were victims of social discrimination and economic exploitation. This slavery continued from generation to generation and forced the agricultural labourers to lead a wretched existence of deprivation and oppression. So far they have been the most neglected section of the rural community as also the most exploited being basically unskilled, unorganised and apparently poor.

Upliftment of agricultural labourers has to be one of the paramount concerns of our planners and administrators. Planning and development programmes on labour and labour welfare undertaken so far have touched only the workers in the organised/formal sector employment. According to the

data available 85 per cent of the working people in Kerala belong to the unorganised/informal sector and nearly 50 lakhs among them are wage labourers which include the agricultural labourers also (Government of Kerala 1991) Low earnings inadequate and unsteady employment low level of skills and virtual absence of any protection and welfare cover characterise the employment in the unorganised sector These labourers are rightly described as a reserve army of underemployed and unemployed proletariat

As a long run objective the wage workers in the unorganised sector has to be brought within a comprehensive contributory and self supporting welfare scheme to be organised and implemented in a tripartite democratic and decentralised manner with active involvement of labourers and their employers at the grass root level It will also help in the organisation of the working people in this sector and thereby in the strengthening of productive forces in the economy of the state

The situation of agricultural labourers has improved in 46 years of independence In Kerala the schemes relating to labour and labour welfare of agricultural labourers are implemented by Labour Department and Labour

Welfare Fund Board The State Government over the years has taken various measures to improve the socio-economic conditions of the weaker sections of the society through which agricultural labourers who form the core of the weaker section were also benefited

The present study was undertaken to analyse the welfare schemes exclusively for agricultural labourers viz The Kerala Agricultural Workers Pension Scheme (KAWPS) and the Kerala Agricultural Workers Welfare Fund Scheme (KAWWFS) with the following objectives

Objectives of the study

- 1 To study the characteristic profile of agricultural labourers under KAWPS and KAWWFS
- 2 To study the awareness of agricultural labourers about the modus operandi of KAWPS and KAWWFS
- 3 To study the attitude of agricultural labourers towards KAWPS and KAWWFS
- 4 To study the utility perception of agricultural labourers about KAWPS and KAWWFS
- 5 To study the attitude of implementing officials towards KAWPS and KAWWFS
- 6 To identify the constraints if any experienced by

agricultural labourers in availing the benefits under KAWPS and KAWWFS and by officials in implementing the same

- 7 To suggest the ways and means to improve KAWPS and KAWWFS

Need for the study

Agricultural labourers form an important group among the weaker sections of the state. Their upliftment is highly essential and for that Government has implemented various welfare schemes which include the Kerala Agricultural Workers Pension Scheme and the Kerala Agricultural Workers' Welfare Fund Scheme. A research investigation into the awareness and utility perception of agricultural labourers about these schemes, their attitude towards these schemes, the constraints in availing the benefits under these schemes, officials' attitude towards these schemes and the constraints in implementing the same will enable the formulation of suitable measures to ensure the effective functioning of welfare schemes for agricultural labourers.

The study assumes particular significance in the light of the fact that this is a pioneering research attempt in this area. It is hoped that the study would be of much use to administrators and planners to take corrective

measures for the effective functioning of existing welfare schemes and also in formulating further programmes for agricultural labourers

Scope of the study

It is true that better living and working conditions lead to overall development of agricultural labourers. It is important to see whether the welfare schemes implemented for agricultural labourers function as it is intended, whether the target group is aware of it, whether they have a favourable attitude towards it and whether they perceive its utility. The present study may help to understand the above facts and throw some light to the problems in the implementation of these schemes. This study may help the planners and administrators in devising suitable strategy for effective implementation of the welfare schemes for agricultural labourers.

Limitations of the study

As this study forms only a part of the requirement for M Sc (Ag) programme, it was not possible to cover the entire state due to limited time and other resources available at the disposal of the student investigator. Hence, the study was confined to one selected district only and to

that extent the generalisation of the study is likely to be effected. However these limitations were taken into consideration in deciding the variables, selecting respondents and fixing sample size. In spite of these limitations much care has been taken to make the study as objective as possible. Moreover since the study was based on the expressed opinion of the respondents it may or may not be free from their individual biases and prejudices.

Presentation of the report

The remaining chapters of this report are presented as follows

In chapter II which follows this chapter theoretical orientation, definitions of concepts and hypotheses are furnished.

Chapter III covers the methodology followed for the study.

The results of the study are given in detail in Chapter IV.

Chapter V deals with the interpretation of the findings and their discussion.

Chapter VI gives the summary of the entire study emphasising salient findings.

The references, appendices and the abstract of the thesis are given at the end.

THEORETICAL ORIENTATION

2 THEORETICAL ORIENTATION

Theoretical orientation helps in clarification of important concepts being studied with theoretical definitions and explanations. From a survey of literature hypotheses may be developed suggesting methods of research and may also provide comparable data useful in the interpretation of results. It also assists in evaluating one's own research efforts by comparing them with related efforts of others.

Here an attempt is made to review pertinent literature and to cover the efforts made by other researchers in the related fields of investigation. Previous studies on analysis of welfare schemes are very much limited. However the available literature was perused and the review is presented under the following headings:

2.1 Concept of welfare

2.2 Concept of agricultural labourers

2.2.1 Welfare schemes for agricultural labourers

2.2.2 Need for welfare schemes for agricultural labourers

2.2.3 Analysis of welfare schemes for agricultural labourers

2.3 Dependent Variables

- 2 3 1 Awareness of agricultural labourers about the modus operandi of welfare schemes
- 2 3 2 Attitude of agricultural labourers towards welfare schemes
- 2 3 3 Utility perception of agricultural labourers about welfare schemes
- 2 4 Independent Variables
 - 2 4 1 Relationship of awareness attitude and utility perception of agricultural labourers with their selected profile characteristics
- 2 5 Constraints experienced by agricultural labourers in availing the benefits under welfare schemes
- 2 6 Constraints experienced by officials in implementing the welfare schemes for agricultural labourers
- 2 7 Hypotheses developed for the study

The researcher could neither find any studies on awareness attitude and utility perception of agricultural labourers about welfare schemes nor their relationship with selected characteristics of agricultural labourers. However there are studies which reflect the awareness attitude and utility perception of beneficiaries about other developmental

programmes and improved practices A review of such studies is attempted here

2 1 Concept of welfare

Welfare is one of those commonly used words which is easy to understand but difficult to define It becomes more difficult to define welfare in relation to a particular section of society for such a narrowing down will always be arbitrary Besides the concept of welfare (in general and labour welfare in particular) is related to historical cultural and environmental conditions and differs from country to country and place to place

Some definitions describe it as an attitude of mind while others nearly catalogue the schemes and measures which should be included in labour welfare According to Chambers dictionary the term welfare means the state of faring or doing well Webster s third international dictionary defined the term welfare as a state characterized especially by good fortune happiness well being or prosperity

Chu (1955) defined labour welfare as measures for promoting the physical and general well-being of people working in factories and other undertaking of industrial life According to Moorthy (1968) labour welfare deals

with the providing of opportunities for the workers and his family for a good life as understood in its most comprehensive sense. Labour welfare is also fundamentally in the interest of the larger society as the health, happiness and efficiency of each individual connotes the general well being of all. It means the adjustment of the labourer's worklife around

According to Government of India (1946) labour welfare could cover apart from known amenities items like housing, medical and educational facilities, co-operative society services, holidays with pay and social insurance resources.

The study team appointed by the Government of India in 1959 to examine labour welfare activities then existing divided the entire range of these activities into three groups viz (i) welfare within the precincts of an establishment, medical aid, creches, canteens, supply of drinking water etc (ii) welfare outside the establishment, provision for indoor and outdoor recreation, housing and adult education etc and (iii) social security.

In short, labour welfare secures the workers and his family the fullest life in the comprehensive sense of the term.

For the present study welfare is defined as the schemes which are implemented by the Government of Kerala exclusively for agricultural labourers who work on wages in others farm

2.2 Concept of agricultural labourers

Various attempts have been made to define agricultural labourers by different experts and committees appointed by the Government from time to time

Government of India (1951) defined the term agricultural labourers as those people who are engaged in raising crops on payment of wages. Government of India (1956) enlarged the definition of agricultural labourer to include those who are engaged in other agricultural operations like dairy farming horticulture raising of livestock bees poultry etc

Singh and Singhal (1969) defined agricultural labourer as a person who for more than half of the total number of days on which he actually worked during the year as an agricultural labourer. Government of India (1969) stated that the Fourth Five Year Plan documents defined an agricultural labourer as one who depends on agricultural wages for more than half his income

Government of Kerala (1976) defined agricultural labourer as a person who in consideration of the wages payable to him by a land owner works on or does any other agricultural operation in relation to the agricultural land of such land owner

Census of India (1981) defined agricultural labourer as a person who worked in another person's land for wages in cash kind or share of crop. Such a person had no risk in cultivation but merely worked in another person's land for wages. An agricultural labourer had no right of lease or contract on the land which he worked

For the present study an agricultural labourer is defined as one who is a beneficiary of either KAWPS or KAWFS

2.2.1 Welfare schemes for Agricultural Labourers

Government of Kerala over the years has introduced various Acts and measures for the welfare of agricultural labourers. The schemes now operating in the State which are exclusively for agricultural labourers are the Kerala Agricultural Workers Pension Scheme, The Tree Climbers Welfare Fund Scheme, Group Insurance Scheme for Landless Agricultural Labourers and the Kerala Agricultural Workers Welfare Fund Scheme.

For the present study only the Kerala Agricultural Workers Pension Scheme (KAWPS) and the Kerala Agricultural Workers Welfare Fund Scheme (KAWWFS) were selected

The reason for selection of these two schemes was that more than 45 000 agricultural labourers have become the beneficiaries under KAWPS and nearly 10 000 agricultural labourers have become the members under KAWWFS in Thiruvananthapuram district as in 1992. But in the case of agricultural labourers under The Kerala Tree Climbers Welfare Fund Scheme and The Group Insurance Scheme for Landless Agricultural Labourers only limited beneficiaries are there (196 and 430 respectively in the study district). So these two schemes were eliminated from the study.

Details of the welfare schemes selected for the present study are given below

1 The Kerala Agricultural Workers Pension Scheme

The scheme was introduced in 1980 with the objective of payment of pension to agricultural worker who completes the age of 60 on the date of application (Government of Kerala 1982)

An agricultural worker for the purpose of the scheme is defined as a person who in consideration of the

wages payable to him by a land owner work on or does any other agricultural operation or in relation to the agricultural land of such land owner/land owners for a period of not less than 10 years and depends on such wages principally for his or her livelihood provided that agricultural workers who owing to old age or physical infirmity are not employed as agricultural workers will also be eligible for pension if they are otherwise eligible under the scheme

Eligibility

The scheme shall apply to agricultural workers who reside within Kerala State for a continuous period of at least 10 years immediately preceding the date of application for pension. The scheme shall not apply to workers who are employed or were employed in plantation covered by the Plantation Labour Act 1951. No person shall be eligible for pension under the scheme

- i if his annual income exceeds Rs 1500/ (in calculating such income the income of the applicant including husband/wife unmarried adult sons and daughters if any shall also be taken into consideration)
- ii if the applicant is being taken care of by any institution maintained for the care of the old sick or infirm

- iii if the applicant is in receipt of any financial assistance (other than the financial assistance for T B leprosy or cancer patients under any of the welfare schemes) and
- iv if the annual income of the pensioner exceeds Rs 1500/ at any time after sanctioning of pension he will cease to be eligible for pension thereafter

The rate of assistance was Rs 45 when started which is enhanced to Rs 60/ from 1987 onwards and Rs 70/ per month with effect from 1990

The amount of pension shall be paid once in 3 months viz in January April July and October the pension shall be disbursed by the Deputy Labour Officer by money order only to the pensioner

Procedure

The application for pension shall be submitted in duplicate to the village officer (V O) concerned in whose jurisdiction the applicant is a resident The V O shall make detailed enquiries and satisfy himself to the correctness of particulars shown in the application and shall forward it to Deputy Labour Officer in the concerned district If he is satisfied about the eligibility for pension he shall

sanction pension and the same shall be intimated to the V O. If prima facie the applicant is found not eligible for pension the application shall be disposed of only after giving him 15 days notice and also hearing him. The reason for rejection shall be communicated to the applicant and the V O.

If a pensioner dies the V O concerned shall report the fact to the Deputy Labour Officer and further payment will be stopped.

The pensioner shall intimate any change in his address to the V O and Deputy Labour Officer concerned.

2 The Kerala Agricultural Workers Welfare Fund Scheme

This scheme was framed in 1990 under the Kerala Agricultural Workers Act of 1974 with the objective to provide for the welfare of agricultural workers in the State of Kerala (Government of Kerala 1990).

For the purpose of the scheme agricultural worker means a person who in consideration of the wages payable to him by a land owner works on or does any other agricultural operation in relation to the agricultural land of such land owner.

Eligibility

An agricultural worker who is above 18 years and below 60 years may apply for registration as a member to the fund

Procedure

The application for this purpose is to be made in the prescribed form before the Chief executive of the Board or welfare fund office having jurisdiction over the area. The applicant is given an identity card on receipt of the intimation that the application for membership to the Fund has been accepted. The agricultural worker shall remit Rs 2/ per month as his contribution in the District Co operative bank or the authorised office of the Board in the respective jurisdiction. The date on which the member makes his first monthly contribution shall be the date on which he shall be admitted as a member of the Fund. If any member defaults in the payment of the monthly contribution, the same may be paid in the subsequent month. If he does not pay the contribution consecutively for 6 months, he shall cease to be a member of the Fund. A member shall cease to be a member of the fund on attaining the age of 60 years.

Every land owner holding more than half a hectare but less than 1 hectare in extent of agricultural land shall

pay contribution to the fund at the rate of rupees 10 per annum for the land held by him. Those holding 1 hectare and in excess shall pay contribution at the rate of rupees 15 per annum per hectare of land or part thereof held by him in the manner prescribed. He shall remit the contribution in the village office concerned.

Every member of the Fund shall file a nomination conferring the right to receive the amount that may stand to his credit in the event of his death.

Welfare measures under KAWWFS

a Superannuation benefits

Every member of the Fund having 40 years of continuous contribution shall be entitled to rupees 25 000 as superannuation benefit and for lesser period proportionate amount shall be paid on superannuation. However a member shall be entitled to an amount of Rs 5000 provided the period of contribution of the member is not less than 36 months. A member who has made his contribution for less than 36 months and also defaulted contribution and ceased to be a member shall be eligible only for the amount of his contribution together with interest if any accrued thereon standing at his credit at the time of closing of accounts.

b Payment of ex gratia amount

In the event of death of a member before superannuation and after the contribution for 12 months an amount as may be fixed by the Board with the approval of Government shall be paid to eligible person of the family on ex gratia. First preference is given to wife/husband or unmarried daughter and minor son or father or mother who were solely dependent on the member.

In addition to the superannuation and ex gratia payments other welfare measures such as medical assistance scheme educational scholarship to the dependent children of the members or for maintenance or repair of house advance for purchase of agricultural land advance for marriage expenses of a member or his daughter/daughters payment of insurance premium for the members payment of old age pension maternity benefit etc shall be provided by the Board subject to the availability of funds and with the prior approval of government.

2 2 2 Need for welfare schemes for agricultural labourers

Giri (1965) reported that the conditions for agricultural labourers forming the largest single sector of the labour force and lying at the lowest rung of rural economy need urgent and sympathetic attention and the raising

of their standard of living is one of the most important economic and social problems of the day

Mendelievich (1979) reported that agriculture is one of the most hazardous sectors for the physical safety and health of workers for several reasons like prolonged exposure to heat wind and sunlight the prevalence of dangerous modern machinery contact with various chemical products and such other risks

Banergee (1985) reported that the economic conditions of both attached and unattached agricultural labourers have deteriorated sharply when making comparison with reference to three points of time 1955 56 1960 61 and 1983 84

Mencher (1987) reported that women agricultural labourers were exploited for substandard remuneration and called for welfare measures

Kalaimathy (1988) reported that lack of comprehensive employment legislation discrimination wage structure lack of job security etc are the problems of women workers in agriculture

Mahajan (1992) reported that periodical hike in wages in tune with the rise in cost of living security of job overtime wages incentive payments bonus accident

benefits medical facilities and so many such privileges are enjoyed by workers in the organised sector

2 2 3 Analysis of welfare schemes for agricultural labourers

Varying methods have been used by different researchers to analyse the different development programmes

Samad (1979) studied the impact of package programme by measuring level of knowledge about the package programme extent of adoption of improved agricultural practices and the farmers participation in the package programme

Ponnappan (1982) analysed Fish Farmers Development programmes by measuring the awareness about the facilities of fish farmers development programmes and attitude of farmer towards development programmes

Kunchu (1989) studied the constraints in the utilization of development schemes by cardamom growers by measuring their awareness and attitude towards development schemes and extent of utilization of the number of development schemes of the Spices Board in promoting cardamom production in Kerala

Sajeevchandran (1989) studied the impact of pepper development programmes in promoting pepper production in Kerala by measuring the level of awareness and attitude of pepper growers towards pepper development programmes and the extent of adoption of improved farming practices under the selected programmes

In the present study analysis of welfare schemes for agricultural labourers was done by measuring awareness attitude and utility perception about welfare schemes In addition constraints experienced by agricultural labourers in availing the benefits and by officials in implementing the same and their suggestions to improve the welfare schemes were also included

2 3 Dependent Variables

2 3 1 Awareness of agricultural labourers about modus operandi of welfare schemes

The basic prerequisite for the success of any programme is the awareness of the existence of such programmes among the people for whom they are being implemented In the absence of studies on awareness of agricultural labourers on welfare schemes studies conducted on the awareness of other agricultural development programmes are reviewed here under

Lionberger (1960) defined awareness as the first knowledge about a new idea product or practice At the awareness stage a person has only general information about it

Behara and Sahoo (1975) studied the impact of National Demonstration on adoption of agricultural practices and revealed that only about three fourth of the sample farmers know about National Demonstration in some way or other

Gosh and Reddy (1978) reported that majority of the farmers and contact farmers belonged to the category of below mean value in terms of their awareness on different aspects of T&V System

Jaiswal et al (1978) conducted a comparative study of T&V System in Madhya Pradesh and Rajasthan and observed that eventhough a vast majority of contact farmers know the day of visit of village level workers about 65 per cent of them were not knowing the concept of contact farmers

Rao and Reddy (1979) conducted an evaluative study on the impact of T&V System in Andhra Pradesh and reported that almost all the farmers were aware of the term contact farmers and also the year of inception of T&V System

Vijayaraghavan (1979) reported that the awareness of IADP amongst participants was low to medium where as nearly one third of the non-participants belonged to low category

Sarkar and Reddy (1980) studied the impact of T&V System in West Bengal and reported that all the farmers were aware of the term contact farmers and most of them were aware of the year of inception of T&V system

Naik (1981) reported that majority of the farmers were unaware of the terms Benors extension system T&V System Intensive Extension System and contact farmers They were also ignorant of the correct year of inception of the T&V System

Singh (1988) reported that 84 per cent of IRDP beneficiaries selected the schemes by themselves without knowing the details of the programme in Nalanda District of Bihar

Theodore (1988) found that same proportion of contact farmers (45 per cent) and other farmers (45 per cent) belonged to the high awareness category with respect to the awareness about technological units of contingency farming practices

The studies reviewed depict that farmers had varying levels of awareness about different agricultural development programmes. If the welfare schemes are to succeed the agricultural labourers should have a better awareness about these schemes.

In this study an attempt was made to find the awareness of respondents about the modus operandi of KAWPS and KAWWFS.

2 3 2 Attitude of agricultural labourers towards welfare schemes

According to Allport (1935) attitude is a mental and neural state of readiness organised through experience exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related.

Newcomb (1951) speaks of attitude as a state of readiness for motive arousal and an individual's attitude towards something in his disposition to perform, perceive, think and feel in relation to it.

Guilford (1954) defined attitude as a predisposition on the part ^{of} an individual to evaluate some concept, relationship or object in a positive or negative fashion.

Kuppuswamy (1964) stated that attitudes are learned in the course of life experience which make the individuals behave in characteristic ways towards persons objects or issues to which they get related

Dahama (1970) opined that attitudes are learned responses and since they are always found in relation to objects ideas and persons they play an important role in determining human behaviour

Vasudeva (1976) defined attitude as an enduring organisation of evaluative belief and a learned tendency to react positively or negatively varying in degree to certain class of objects which determine the actual and potential responses of the individual

Schneider (1977) pointed out that most modern definitions of attitude emphasised cognitive affective and behavioural components of attitude

Bhatia (1978) opined that as a result of social learning and interaction each one of us acquire certain attitude towards persons things situations and issues

Gosh and Reddy (1978) studied the attitude of farmers and Agricultural Extension Workers towards T&V System in West Bengal and reported that majority of the farmers had

moderately favourable attitude towards T&V System Officials had medium or less favourable attitude towards T&V System

Samad (1979) studied the response of Special Package Programme for Agricultural Development in Kerala and found that as much as 82 per cent of farmers of the Intensive Paddy Development Units 83 per cent of farmers of the Coconut Package Units and 76 per cent of farmers of the Pepper Package Units were having favourable attitude towards the respective package programmes

Sarkar and Reddy (1980) stated that majority of the farmers and officers had moderately favourable attitude towards T&V System However there was need for developing a more favourable attitude towards the system

Balasubramani (1981) in the participative analysis of Farmers Service Co-operative Society revealed that majority of the small farmers (65 per cent) big farmers (57 50 per cent) and a considerable percentage of marginal farmers (40 per cent) have most favourable attitude towards Farmers Service Co-operative Society

Naik (1981) found that majority of the farmers and officials had moderately favourable attitude towards T&V System However there was still a need for developing favourable attitude among those having unfavourable attitude

Srinivasan (1981) found that nearly one half of the marginal farmers small farmers and big farmers showed most favourable attitude towards Dryland Technology

Cherian (1984) reported that majority of contact farmers and other farmers had medium attitude towards T&V system It was also found that majority of Village Extension Workers belonged to low attitude category and majority of officials belonged to medium attitude category

Prajapathi and Patel (1984) found that only 15 per cent of the extension workers had unfavourable attitude towards the T&V Programme while the majority of the respondents (62.50 per cent) were neutral

Nelson (1992) reported that majority of the farmers were having high level of attitude towards Krishi Bhavans in Kerala

From the above review of literature it is understood that people had varying degrees of attitude towards different extension systems and development programmes So here an attempt was made to know the attitude of agricultural labourers towards KAWPS and KAWFS

2.3.3 Utility perception of agricultural labourers about welfare schemes

Sergent (1951) defined role perception as a pattern or type of social behaviour which seems situationally appropriate to an action in terms of demands or expectations

According to Blalock (1963) perception has the following characteristics'

- (i) It is an individual matter Thus there may be as different perceptions as there are individuals,
- (ii) It must be considered and dealt within terms of what an individual actually experiences,
- (iii) It involves not only perceiving stimuli but also interpreting and describing these stimuli in terms of what are meaningful to the individual,
- (iv) Various internal and external factors may influence both the interpretation of the stimulus and the response it is likely to provoke and
- (v) It is a dynamic phenomenon that may be continually changing within the individual

According to Bonner (1966) perception is influenced by an orderly arrangement of physical objects and events but also modified by memory imagination needs opinion and expectations of others In the technical languages perceptions are determined by structural and functional factors

Tully (1968) stressed that a farmer does not become interested in any information if he does not perceive it as

relevant to his own farming situations his resources and his goals The farmer s perception will depend on his values beliefs and attitudes These are likely to differ some what from person to person and between farmers and extension workers

Mitchel (1978) stated that perception is that factor that shapes and produces what we actually experience

Balasubramanian (1981) observed that one tenth of the tribal respondents expressed that there was no change either in yield or income and one tenth of the respondents reported that they were able to repay the old debts because of their participation in Lab - to - Land programme

Muthukrishnan (1981) found that majority of the users (93 00%) of biogas plants had better perception towards the attributes of biogas plants

Dharmaraja (1982) inferred that majority of the marginal (75%) small (85%) and big farmers (80%) perceived the impact of VAP as gain of increased knowledge about agriculture

Charyula et al (1985) found that the beneficiaries of IRDP reported change in their occupation more days of self employment and wage employment additional income and crop intensification due to the programme

Verma (1986) reported that 85 per cent of the women beneficiaries of IRDP felt that their economic status had been raised and 88 per cent felt that their social status in the village had also been raised due to IRDP

Khanna (1987) found out that 90 70 per cent participants of IRDP felt that as a result of IRDP their family employment had increased 77 per cent felt their consumption level had increased and 64 per cent felt that their overall status in the village society had been elevated

Singh (1988) reported that 90 per cent of sample households expressed the view that as a result of IRDP their income and family employment had improved 77 per cent reported that their consumption level had increased and 49 4 per cent reported that they were able to cross the poverty line

Sharma (1989) found that majority of the beneficiaries of IRDP expressed that the assets provided had helped to generate more income

Khanna (1990) reported that about 90 70 per cent households felt that as a result of IRDP their family employment had increased 88 per cent reported that their income had increased and about 77 per cent of selected households felt that their consumption level had increased

Kalivaradhan (1990) inferred that majority of the women beneficiaries of IRDP expressed that they got increased

income and had changed their food habits. He further reported that more than two-third of the respondents felt that they got better education to their children and brought home appliances due to the implementation of IRDP.

The studies reviewed above show that farmers had different levels of perception about different development programmes.

In this study an attempt was made to know the utility perception of agricultural labourers about KAWPS and KAWFS.

2.4 Independent Variables

2.4.1 Relationship of awareness, attitude and utility perception of agricultural labourers with independent variables

Relationship of awareness, attitude and utility perception of agricultural labourers with independent variables viz education, family education, status, family size, socio-economic status, cosmopolitanness, mass media participation, social participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (both future and present) are presented below.

(1) Education

The following studies indicated the relationship of education with awareness, attitude and utility perception about development programmes and improved practices.

Independent variable	Author & year	Nature of relationship	Respondent	Dependent variables	
Education	Das and Sarkar	1970	Significant	Farmers	Attitude
	Makkar & Sohal	1974	Positive	Farmers	Attitude
	Behara & Sahoo	1975	Not significant	Farmers	Awareness
	Somasundaram	1975	Positive	Farmers	Awareness
	Viswanathar <u>et al</u>	1975	Positive	Farmers	Awareness
	Bhilegaonkar and Dakh	1978	Positive	Farmers	Utility perception
	Kher and Jha	1978	Not significant	Loanees	Attitude
	Pillai	1978	Not significant	Farmers	Utility perception
	Rao and Reddy	1979	Not significant	Farmers	Attitude
	Rao and Reddy	1979	Positive	Farmers	Awareness
	Vijayaraghavan	1979	Positive	Farmers	Awareness
	Balu	1980	Positive	Partic- ipants of IDADP	Awareness
	Jayavelu	1980	Positive	Cotton growers	Attitude
	Nandakumar	1980	Positive	Partic- ipants of D P A P	Awareness
	Ravichandran	1980	Positive	Sugar cane growers	Attitude
Sarkar and Reddy	1980	Significant	Farmers	Attitude	
Sarkar and Reddy	1980	Related	Farmers	Awareness	

Kamarudeen	1981	Positive	Farmers	Attitude
Muthukrishnan	1981	Positive	Farmers	Utility perception
Naik	1981	Positive	Farmers	Awareness
Haraprasad	1982	Positive	Farmers	Utility perception
Vijaya	1982	Positive	Farmers	Awareness
Vijayakumar	1983	Significant	Farmers	Attitude
Bhatnagar and Singhal	1984	Significant	Farmers	Attitude
Cherian	1984	Not significant	Farmers	Attitude
Cherian	1984	Not significant	Farmers	Awareness
Sinha <i>et al</i>	1984	Positive	Farmers	Attitude
Sundaram	1986	Positive	Farmers	Perception
Balan	1987	Positive	Farmers	Perception
Krishnakumar	1987	Positive	Farmers	Attitude
Selvakumar	1988	Positive	Farmers	Awareness
Swamy	1988	Not Significant	Farmers	Attitude
Theodore	1988	Positive	Farmers	Awareness
Kunchu	1989	Positive	Farmers	Awareness
Sajeevchandran	1989	Positive	Farmers	Attitude
Sajeevchandran	1989	Significant	Farmers	Awareness
Latha	1990	Positive	users of biogas	Utility perception
Nelson	1992	Not significant	Farmers	Attitude
Nelson	1992	Not significant	Farmers	Awareness

As many of the studies showed a significant relationship between education and dependent variables it was assumed that education would have an influence on awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

(u) Family education status

The researcher could not find any studies on family education status in relation to awareness and attitude of agricultural labourers about welfare schemes

Latha (1990) reported that a non-significant correlation existed between family education status and perception of users about the efficiency of biogas technology

For the purpose of study it was assumed that family education status would have a bearing on awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

(v) Family size

Not a single study could be obtained showing the relationship of family size on awareness and attitude of agricultural labourers about welfare schemes

Latha (1990) observed a non-significant relation between family size and perception of users about the efficiency of biogas technology

In the present study it was assumed that family size would influence awareness attitude and utility perception of agricultural labourers about KAWPS and KAWFS

(4v) Socio economic status

Following are the studies on socio-economic status in relation to awareness and attitude towards development programmes and improved practices

Independent variable	Author & year	Nature of relationship	Respondent	Dependent variables	
Socio economic status	Reddy and Reddy	1977	Significant	Farmers	Attitude
	Prakash	1980	Not significant	Farmers	Attitude
	Sarkar and Reddy	1980	Related	Farmers	Awareness
	Mani and Knight	1981	Positive	Participants of regulated market	Attitude
	Naik	1981	Significant	Farmers	Awareness
	Pathak	1981	Negative	Farmers	Attitude
	Cherian	1984	Positive	Farmers	Attitude
	Singh and Kunzroo	1985	Positive	Farmers	Attitude
	Syamala	1988	Positive	Farmers	Attitude

For the present study it was assumed that socio-economic status would influence awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS and hence taken as a variable

(c) Cosmopolitaness

Studies showing the relationship of cosmopolitaness with awareness of farmers is given below

Kamarudeen (1981) stated that there was non-significant relationship between cosmopolitaness and awareness of farmers about demonstrated cultivated practices

Nelson (1992) reported that cosmopolitaness was found to be positively but non-significantly related with the awareness of farmers about Krishi Bhavans

Following are the studies on cosmopolitaness in relation to attitude of farmers

Kamarudeen (1981) reported that cosmopolitaness and attitude towards demonstrated practices were positively but non-significantly related with respect to neighbour farmers but it was positively and significantly related in the case of control farmers

Vijayakumar (1983) stated that cosmopolitaness had a significant and positive relationship with the attitude of beneficiaries and non beneficiaries of Special Agricultural Development Units towards improved practices of coconut utilization

Swamy (1988) found that cosmopolitaness of

contact farmers had significant association with their attitude towards National Agricultural Extension Project

Though limited studies were obtained cosmopolitanness was included in this study as a variable to test its relationship with awareness attitude and utility perception of agricultural labourers about KAWPS and KAWFS

(vi) Mass media participation

The researcher could not obtain any studies on this variable in relation to attitude and utility perception of agricultural labourers about welfare schemes Its relationship with awareness about development programmes is understood by the following studies

Mani and Knight (1981) reported that mass media participation of and non participants of regulated market had positive and significant association with awareness

Naik (1981) reported that mass media exposure had a significant association with awareness about T & V system of both contact and other farmers

However it was assumed that mass media participation had an influence on awareness attitude and utility perception of agricultural labourers about welfare schemes and hence included in this study as a variable

vii) Social participation

Following are the studies on social participation in relation to awareness attitude and utility perception about various development programmes and improved practices

Independent variable	Author & year	Nature of relationship	Respondent	Dependent variables	
Social Participation	Somasundaram and Duraiswamy	1975	Not significant	Farmers	Awareness
	Reddy and Reddy	1977	dependent	Farmers	Attitude
	Bhilegaonkar and Dakh	1978	Positive	Farmers	Utility perception
	Pillai	1978	Not significant	Farmers	Perception
	Thangavelu	1979	Not significant	Loanees and non loanees	Attitude
	Nandakumar	1980	Positive	Participants of DPAP	Awareness
	Ravichandran	1980	Positive	Sugarcane growers	Attitude
	Balasubramani	1981	Not significant	Farmers	Awareness
	Mani and Knight	1981	Positive	Farmers	Awareness
	Muthukrishnan	1981	Not significant	Users of biogas	Utility perception
	Naik	1981	Not significant	Contact Farmers	Awareness
	Perinbam	1981	Positive	Farmers	Attitude
	Haraprasad	1982	Positive	Farmers	Awareness
	Vijaya	1982	Positive	Farmers	Attitude
	Cherian	1984	Positive	Contact farmers	Awareness
	Sinha <u>et al</u>	1984	Positive	Farmers	Attitude
	Sundaram	1986	Positive	Farmers	perception
	Krishnakumar	1987	Not significant	Contact Farmers	Attitude
Latha	1990	Positive	Users of biogas	Perception	
Nelson	1992	Not significant	Farmers	Attitude	
Nelson	1992	Positive	Farmers	Awareness	

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For the present study social participation was believed to influence the awareness attitude and utility perception of agricultural labourers about KAWPS and KAWFS and hence included in the study

(iii) Contact with extension agency

Studies showing the relationship of contact with extension agency with awareness attitude and utility perception about various development programmes and improved practices are presented below

Independent variable	Author & year	Year	Nature of relationship	Respondent	Dependent variables
Contact with extension agency	Reddy and Reddy	1977	Not Significant	Farmers	Attitude
	Khan	1978	Positive	Farmers	Awareness
	Rao and Reddy	1979	Significant	Farmers	Attitude
	Rao and Reddy	1979	Not significant	Farmers	Awareness
	Ravichandran	1980	Positive	Sugar cane growers	Attitude
	Balasubramani	1981	Positive	Farmers	Awareness
	Kamarudeen	1981	Positive	Farmers	Attitude
	Haraprasad	1982	Positive	Farmers	Awareness
	Sinha <u>et al</u>	1984	Positive	Farmers	Attitude
	Sundaram	1986	Positive	Farmers	Perception
	Balan	1987	Positive	Farmers	Perception
	Selvakumar	1988	Positive	Farmers	Awareness
Nelson	1992	Positive	Farmers	Attitude	
Nelson	1992	Not significant	Farmers	Awareness	

Contact with extension agency was included in the present study as a variable to test its relationship with awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

(ix) Economic motivation

Studies showing the relationship of economic motivation with awareness and attitude towards development programmes and improved practices are given below

Independent variable	Author & year		Nature of relationship	Respondent	Dependent variables
Economic motivation	Das and Sarkar	1970	Positive	Farmers	Attitude
	Kher and Jha	1978	Positive	Farmers	Attitude
	Thangavelu	1979	Positive	Loaness	Attitude
	Jayavelu	1980	Positive	Cotton growers	Attitude
	Nandakumar	1980	Positive	Farmers of DPAP	Awareness
	Aristotle	1981	Positive	Loaness	Awareness
	Balasubramani	1981	Not significant	Farmers	Attitude
	Balasubramani	1981	Not significant	Farmers	Awareness
	Mani and Knight	1981	Positive	Farmers	Awareness
	Sinha <u>et al</u>	1984	Positive	Farmers	Attitude
	Balan	1987	Positive	Farmers	Perception
	Sajeevchandran	1989	Positive	Pepper growers	Attitude
	Sajeevchandran	1989	Positive	Pepper growers	Awareness
	Nelson	1992	Not significant	Farmers	Attitude
Nelson	1992	Not significant	Farmers	Awareness	

But it was assumed that it would influence awareness attitude and utility perception of agricultural labourers about KAWPS and KAWFS and hence included as a variable

(x) Innovativeness

Following are the studies indicating the relationship of innovativeness and attitude towards development programmes and improved practices

Independent variable	Author & year		Nature of relationship	Respondent	Dependent variables
Innovativeness	Ravichandran	1980	Not significant	Sugar cane growers	Attitude
	Balasubramani	1981	Negative	Farmers	Attitude
	Balasubramani	1981	Positive	Farmers	Awareness
	Sundaram	1986	Positive	Farmers	Perception
	Balan	1987	Positive	Farmers	Perception
	Ramegowda and Siddaramaiah	1987	Positive	Farmers	Perception
	Sajeevchandran	1989	Not Significant	Farmers	Attitude
	Sajeevchandran	1989	Not significant	Farmers	Awareness
	Latha	1990	Positive	Farmers	Perception
	Nelson	1992	Not significant	Farmers	Attitude
Nelson	1992	Positive	Farmers	Awareness	

Though no study was reviewed on relationship between innovativeness and utility perception for the present study it was believed that innovativeness would have an influence on awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

(X i) Level of aspiration (future)

No single study could be obtained indicating the relationship of level of aspiration (future) with awareness attitude and utility perception of agricultural labourers about welfare schemes For the purpose of this study it was assumed that level of aspiration (future) would have a bearing on awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

(X ii) Level of aspiration (present)

The researcher could not obtain any study indicating the relationship of level of aspiration (present) and awareness attitude and utility perception But it was believed to have an influence on awareness attitude and utility perception of agricultural labourers about KAWPS and KAWWFS

2 5 Constraints experienced by the agricultural labourers
 in availing the benefits under welfare schemes

Balu (1980) stated that 75 per cent of the participants of IADP perceived that method of availing benefits was more complicated

Duraiswamy (1981) reported that delay involved in getting the benefits favouritism inadequate technical guidance were the major problems reported by the beneficiaries of IRDP

Ravichandran (1981) found that insufficient infrastructural facility high cost of inputs insufficient supply of seeds fertiliser and technical guidance were the problems as experienced by the beneficiaries of LLP

Ponnappan (1982) stated that almost all the beneficiaries of FFPA expressed that the supply of inputs was inadequate and that too at inappropriate time

Waghmare and Pandit (1982) observed that lack of knowledge technical guidance inputs and small size of holdings were the important constraints of wheat technology by tribal farmers of Madhya Pradesh

Mohan (1983) found that majority of the respondents felt that delay inadequate supply and favouritism in the

distribution of benefits were the important problems in the effective functioning of IRDP

Cherian (1984) reported that increasing cost of cultivation lack of timely availability of credit and other inputs were the problems perceived by farmers in T & V system

Ramalingam (1984) reported that the problems encountered by the participants of IRDP in availing the benefits were the non-availability of village officials in time difficulty to get information regarding the scheme and non co-operative attitude of rural work officers

Muthayya and VijayaKumar (1985) concluded that majority of the IRDP beneficiaries faced lack of inherent technical facilities as a major problem

Prasanthakumar (1988) reported that all the respondents felt that delay in getting the benefits was the major problem in effective formulation of IRDP Majority of the respondents expressed that favouritism in the distribution of benefits as the constraint

Rao (1989) found that about 90 per cent of IRDP beneficiaries reported that they required training and not provided the same

Sajeevchandran (1989) observed that inadequate and untimely supply of inputs large scale distribution of vines affected by quick and slow wilt diseases high cost of plant protection equipments high labour consumption high cost of fertilizers and lack of adequate financial assistance in the descending order of importance were the constraints faced by the pepper growers in the adoption of improved farm practice

Kalivaradhan (1990) reported that majority of the women beneficiaries of IRDP felt that delay in getting the benefits and DRDA office far away from house were the problems faced by them

Adhiguru (1991) reported that 10 percent of beneficiaries of IPRD expressed that the timeliness of information about subsidy was late

From the above review it is clear that farmers had various constraints in availing the benefits under developmental programmes

In this study also the constraints experienced by respondents in availing the benefits through KAWPS and KAWFS were proposed to be studied

2 6 Constraints experienced by the officials in implementing welfare schemes

Jaiswal et al (1978) observed that the important administrative constraints perceived by the officials under T & V system were lack of promotional avenue lack of allotment of incentives and improper supervision

Perinbam (1981) observed that village level workers had encountered the problem of undertaking responsibility from other ongoing developmental programmes which reduces the concentration of T & V works lack of promotional avenues for field level workers lack of incentives improper supervision and non provision of office facilities in the working areas of village level workers

Somasundaram (1983) observed that the important problem existing and encountered by the Agricultural Officers in T & V system was absence of contact farmers during village level workers visit

Kalaichelvan (1984) studied the technology transfer through T & V system and found that the major constraints encountered by the officials were lack of housing and conveyance facilities to the officials and larger jurisdiction to extension workers

Cherian (1984) observed that lack of office facilities in the areas of operation of Village Level Workers and frequent transfers were the important problems perceived by the village level workers whereas lack of conveyance facilities and heavy work load for time bound projects were the important problems perceived by the officials working under T&V system in Kerala

Kumar (1984) found that about three fourth (60 40 per cent) of the Assistant Agricultural Officers working under T&V system felt that the message given to them through lessons in fortnightly training sessions were more theoretical in nature rather than practical oriented Delay in getting solutions to the farmers problems referred to the subject matter specialists was the second major technical problem experienced by about two fifth (41 71 per cent) of the respondents

Puttaswamy (1986) reported the following as the problems in T&V system as perceived by Agricultural Assistants

- 1 Inputs like seeds fertilizers pesticides loans etc are not available in time to farmers
- 11 contact and other farmers are not available at the time of visit and do not co operate fully

- iii Proper and timely promotional opportunities for Agricultural Assistants are not available,
- iv supervisors are not co-operative,
- v It is not always possible to stick to the fixed schedule of visits and
- vi Agricultural Assistants cannot help farmers to obtain any financial help

From the studies reviewed above it is understood that the extension personnel and officials experienced various constraints in implementing the development programmes

Hence in this study also the constraints experienced by officials in implementing KAWPS and KAWWFS were proposed to be studied

2.7 Hypotheses

- 1 There would be no significant relationship between awareness of agricultural labourers about KAWPS and their selected profile characteristics
- 2 There would be no significant relationship between attitude of agricultural labourers towards KAWPS and their selected profile characteristics

- 3 There would be no significant relationship between utility perception of agricultural labourers about KAWPS and their selected profile characteristics
- 4 There would be no significant relationship between awareness of agricultural labourers about KAWWFS and their selected profile characteristics
- 5 There would be no significant relationship between attitude of agricultural labourers towards KAWWFS and their selected profile characteristics
- 6 There would be no significant relationship between utility perception of agricultural labourers about KAWWFS and their selected profile characteristics

METHODOLOGY

3 METHODOLOGY

This chapter presents a detailed description of the methods and procedures followed in conducting the study consisting of locale of the study sampling procedure measurement techniques used data collection procedure categorisation of respondents and statistical tests used in the analysis of data

3 1 Locale of the study

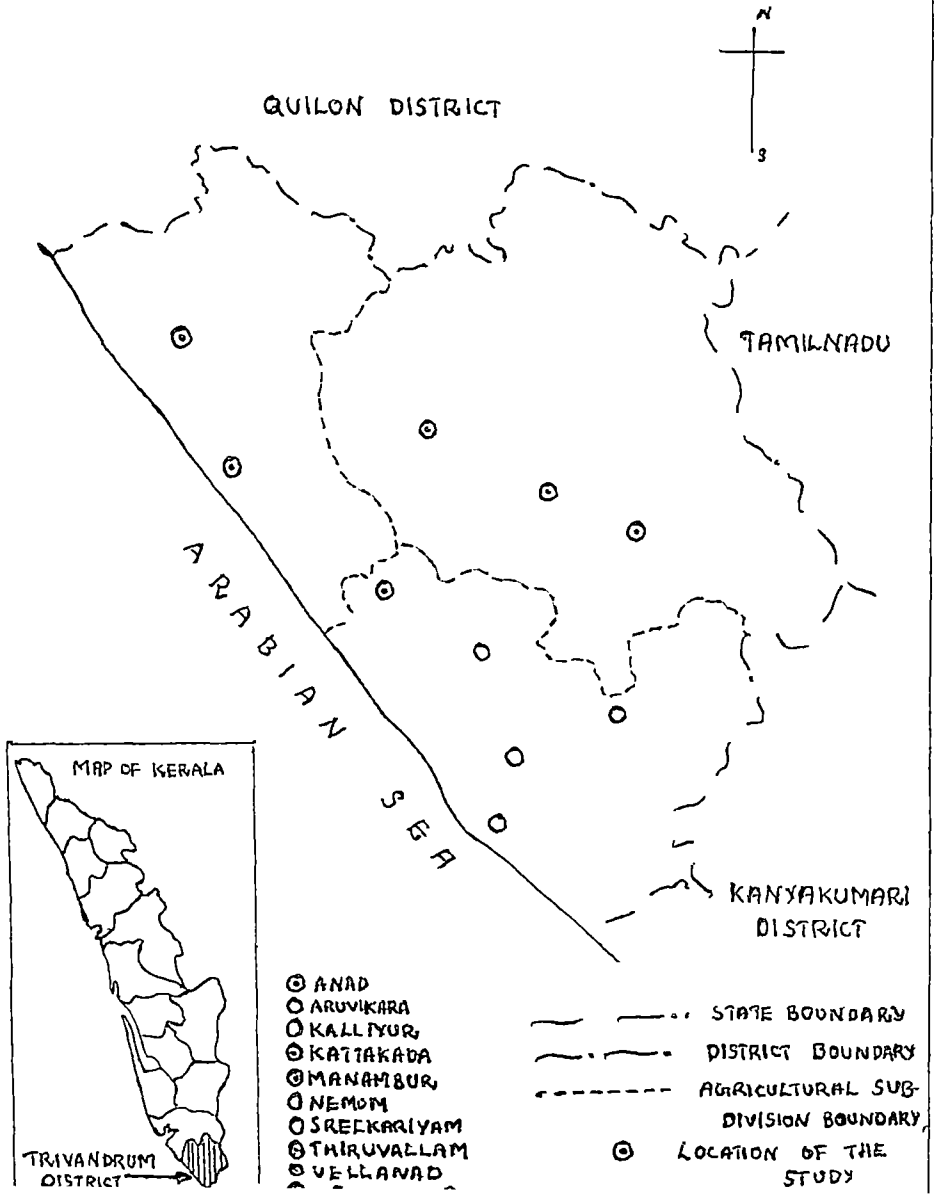
The study was conducted in Thiruvananthapuram district of Kerala State This district ranks third among the districts of Kerala in total number of agricultural labourers (Statistics for planning 1988) About 45 300 agricultural labourers are benefited under KAWPS in Thiruvananthapuram district (Office of the Labour Commissioner Thiruvananthapuram) and more than 10 000 agricultural labourers have become the members under KAWWFS in this district (Office of the Kerala Agricultural Workers Welfare Fund Board Thiruvananthapuram)

3 2 Sampling procedure

3 2 1 Selection of panchayats

Out of the 89 panchayats in Thiruvananthapuram district 10 panchayats were selected randomly for the purpose of the study

FIG 1 MAP SHOWING THE LOCATION OF THE STUDY



3 2 2 Selection of agricultural labourers

From each of the 10 panchayats selected a random selection of 8 agricultural labourers under KAWPS and under KWWFS was made from the list available at District Labour Office and Divisional Office of Kerala Agricultural Workers Welfare Fund Board Thiruvananthapuram respectively

Thus 16 agricultural labourers from each panchayat constituting a total of 160 agricultural labourers formed the respondents of this study with equal distribution of respondents under both KAWPS and KAWWFS

3 2 3 Selection of implementing officials

The Kerala Agricultural Workers Welfare Fund Scheme is implemented by the Kerala Agricultural Workers Welfare Fund Board at district level and all the five officials associated with the implementation of this scheme were taken for the study They included one District Welfare Fund Officer and his four assistants

All the 10 village officers in the selected 10 panchayats and all the 8 officials in the District Labour Office associated with the implementation of KAWPS were included in the present study They included one Deputy Labour Officer one agricultural labour officer and six of their assistants

Thus a total of 23 officials were also included as respondents of the study

3 3 Measurement techniques used for the dependent variables

3 3 1 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS

Awareness is one of the dependent variables for the present study. In this study awareness was operationally defined as the extent of general information possessed by agricultural labourers about the modus operandi of welfare schemes for agricultural labourers.

Gaikwad (1971) studied the awareness of participant farmers of Integrated Area Development Scheme by asking a few questions to find out whether they were aware or not about the scheme and awareness was measured by calculating percentage of farmers aware and unaware of the programmes.

Salunkhe (1977) measured awareness of farmers by asking questions on different aspects of Small Farmers Development Agency activities and giving scores for each correct answer.

Khan (1978) measured awareness by asking the respondents whether they were aware of certain measures of the government for improving the conditions of small farmers.

Naik (1981) studied awareness of respondents about T & V system by asking number of questions on several aspects of the system. The scoring index developed for the purpose of the study was used as a guideline to score each response. By summing up these scores on individual items the total score on awareness was obtained.

Cherian (1984) studied the awareness of farmers and village extension workers by asking a few questions on T & V system and a score of one was given for each correct answer and zero for wrong answers. The officials were given a few statements on the general principles and working of T & V system and were asked to indicate whether they agree or disagree with the statements and a score of one was given for agree and zero for disagree for positive statements. The scores obtained for all the questions were summed up to get the awareness score of an individual.

In the present study the method followed by Naik (1981) was adopted with slight modification to measure the awareness of respondents about the modus operandi of KAWPS and KAWWFS. A list of questions to measure the awareness of agricultural labourers under KAWPS and KAWWFS were prepared separately in consultation with the officials and by reviewing the relevant literature. These questions were included in the interview schedule to measure their awareness.

about the modus operandi of KAWPS and KAWWFS. A score of one was given for every correct answer and zero for the wrong answers. The scores were added up and the total score on awareness of each respondent was worked out.

3.3.2 Attitude of agricultural labourers towards KAWPS and KAWWFS

Attitude is taken as one of the dependent variables in the present study. Attitude is operationalised as the degree of positive or negative disposition of agricultural labourers and implementing officials towards welfare schemes for agricultural labourers.

An attitude scale is one which assesses the degree of affect the individual may associate with some psychological object. In this study, the attitude was measured using the attitude scale constructed for the purpose using the method of equal appearing intervals as described by Thurstone and Chave (1929).

Based on review of literature and discussion with experts, statements regarding different aspects of KAWPS and KAWWFS for agricultural labourers were set so as to make the respondents reflect their attitude through their responses. Then the statements were edited by eliminating those which failed to meet the standards by comparing with the criteria for selection of attitude statements as given by Edwards

(1957) Thus 50 statements were finally retained after screening and sent to a group of judges comprising experts of agricultural extension in different agricultural universities

They were asked to respond in terms of their own agreement or disagreement with the statements rather than in terms of the judged degree of favourableness or unfavourableness. Thus the responses were obtained on a five point continuum ranging from strongly agree, agree, undecided, disagree and strongly disagree with scores 5, 4, 3, 2 and 1 respectively for positive statements and the scoring pattern was reversed in the case of negative statements. From the scores obtained on each statement frequency, proportion and cumulative proportion were computed for each statement.

Taking the median of the distribution of judgments for each statement as the scale value of the statement, the scale value was computed using the formula

$$S = l + \left(\frac{0.50 - P_w}{P_b - P_w} \right) i$$

Where S = The median or scale value of the statement

l = The lower limit of the interval in which the median falls

P_b = The sum of the proportions below the interval in which the median falls

P_w - The proportion within the interval in which the median falls

i - The width of the interval and is assumed to be equal to 10

Interquartile range or Q value was also then worked out by finding the 25th and 75th centiles

$$C_{25} = i + \left(\frac{25 - P_b}{P_w} \right) i$$

$$C_{75} = i + \left(\frac{75 - P_b}{P_w} \right) i$$

$$Q = C_{75} - C_{25}$$

Two attitude scales were constructed ie to measure the attitude of agricultural labourers towards KAWPS and KAWWFS separately Based on S and Q values statements were selected for each scale such that the scale values of the statements on the psychological continuum were relatively equally spaced and the Q values were relatively small Thus there were 15 statements in each attitude scale constructed

The same scales were used to measure the attitude of implementing officials of KAWPS and KAWWFS

Statements in the attitude scale were arranged in random order and presented to the agricultural labourers and implementing officials with instructions to indicate their agreement or disagreement with each statement

Taking only the statements with which the respondents agreed with an attitude score was obtained for each respondent from the arithmetic mean of scale values of the statements. The attitude score obtained is regarded as an indication of the location of the subject on the psychological continuum on which the statements have been scaled

Reliability of the scale

A scale is said to be reliable when it produces results with high degree of consistency when administered to the same respondents. As the scale was used to measure the attitude of respondents of both KAWPS and KAWWFS, reliability was tested for both the categories of respondents. In this study the reliability of the scale was determined by split half method.

The scale was administered to 30 non - sample respondents of both KAWPS and KAWWFS. The scores of the odd-numbered items and the scores of the even numbered items of the above categories of respondents were correlated

separately. The correlation co-efficient between the two scores of respondents under KAWPS was found to be 0.836 which was highly significant and that under KAWWFS was 0.853 which also was highly significant. Hence it was concluded that the scales were reliable.

Validity of the scale

The validity of a scale means the fidelity with which it measures what it is supposed to measure. The developed scale was tested for the following two types of validity.

Content validity

The main criterion for content validity is how well the content of the scale represents the subject-matter under the study. Since the items selected for the scale were from the universe of contents, it was ensured that the items covered all aspects of the welfare schemes.

Construct validity

Measurement of a given concept has construct validity to the degree that when it is employed on research, it is able to yield an entire set of relationships that makes good theoretical sense to the researcher.

The construct validity was tested by calculating the correlation coefficient between socio - economic status and attitude scores of agricultural labourers under KAWPS and KAWWFS separately. The socio - economic status and attitude scores of 30 agricultural labourers under KAWPS were measured and the correlation between these two sets of scores was found to be 0.8130 which was significant. The socio economic status and attitude scores of agricultural labourers under KAWWFS was measured and the correlation coefficient between these two sets of scores was found to be 0.8618 which was significant. Hence, it was concluded that the scale had the construct validity.

3.3.3 Utility perception of agricultural labourers about KAWPS and KAWWFS

Utility perception is taken as one of the dependent variables for the study. Utility perception in the study is operationally defined as the meaningful sensation of the respondents about the worth or value of the welfare schemes for agricultural labourers.

In this study it was measured by using an arbitrary scale developed for the purpose of the study. It is considered as an arbitrary one since the rigorous procedure of standardization by estimating reliability and validity of the scale was not attempted in the present case.

First step was the preparation of statements depicting the utility of both the welfare schemes under study based on the relevant literature and detailed discussion with the implementing officials. After editing 9 statements were retained for respondents under KAWPS and 12 statements for respondents under KAWWFS for measuring their utility perception. These responses were obtained on a 4 point continuum as below

Responses	Score
Very much	4
Much	3
Little	2
Least	1

The scores thus obtained for each response were added to arrive at the total utility perception score of the respondent

3.4 Measurements of independent variables

Selected profile characteristics of agricultural labourers under study were taken as independent variables here

1 Education

Education refers to the extent of literacy obtained by the respondent at the time of investigation

Education was measured with the help of the scoring procedure followed by Trivedi (1963) in his socio economic status scale as follows

Category	Score
Illiterate	0
Can read only	1
Can read and write	2
Primary school	3
Middle school	4
High school	5
Collegiate	6

This technique was later adopted by Paneerselvam (1978) Sundareshan (1978) Jayavelu (1980) Sivaramakrishnan (1981) Venkataramaiah (1983) Vijju (1985) Rajagopal (1986) Subramaniam (1986) and Nandakumar (1988)

2 Family education status

This refers to the extent of literacy obtained by all the members above five years old of the respondent's family excluding the education status of the particular respondent

Ray (1967) measured the family education status by averaging the total education status with the effective family size. Here the effective family size refers to the size of family excluding members below the age of five. The same procedure was later adopted by Seema (1986) and Latha (1990). The same procedure was used here also. eg - If the total score obtained by family is 30 and effective family size is 6 then family education status = $30/6 = 5$

3 Family size

Family size refers to the total number of individuals residing as members of the family with each of the respondent. The numbers themselves will be the numerical values against each respondent. Supe and Singh (1968) measured family size as large (family having more than 5 members) and small (family having less than 5 members). The same procedure was used here.

4 Socio economic status

This refers to the position or status of an individual or a family in the society in terms of his occupation land holding caste education socio-political participation possessions house family type and annual income

The socio economic status scale developed by Venkataramaiah (1983) was used for the present study with slight modifications The scoring procedure was as follows

Categories	Score
------------	-------

a Occupation

No occupation	0
Agricultural labour as the sole occupation	1
Agricultural labour as main occupation with others as subsidiary	2

b Land holding Cents

c Caste

Scheduled	1
Backward	2
Forward	3

d Education

No schooling/illiterate	0
Functionally literate	1
Primary school	2
Middle school	3
High school	4
Collegiate	5

e Socio-political participation

Without any membership in socio political organisation	0
Membership in one or more socio political organisation	1
Official position in one or more socio political organisation	2
Active office bearer	3

F Possessions

None	0
One farm animal (bullock buffal og cow)/cycle/furniture	1
Two farm animals/bullock and/ radio	2
3 to 4 farm animals/improved farm implements/newspaper/ electricity	3
5 to 10 farm animals/gobur gas plant/pumpset	4
10 farm animals/tractor/ automobile	5

g House

Shed thatched	1
Mudwall thatched	2
Brickwall & tiled	3
Concrete house	4

h family type

Single	1
Nuclear	2
Joint	3

i Annual income Rs

The total score obtained for an individual for all the items was regarded as his socio economic status score. The procedure used by Venkataramaiah (1983) was also adopted by Ramachandran (1992).

5 Cosmopolitaness

This refers to the respondent s extent of contact with outside village such as visiting the nearest town the purpose of visit and membership in organisation outside the village

The scoring procedure developed and used by Desai (1981) was used with slight modifications in the present study

a	Frequency of visit to the nearest town	Score
	Two times or more a week	5
	Once in a week	4
	Once in a fortnight	3
	Once in a month	2
	Seldom	1
	Never	0
b	Purpose of visit	
	All relating to agriculture	5
	Some relating to agriculture	4
	Personal or domestic	3
	Entertainment	2
	Others	1
	No response	0
c	Membership in organisation outside the village	
	Member	1
	Non member	0

The total score obtained by an individual was taken as his cosmopolitanness score

The same procedure was used by Anilkumar (1988) Sabapathi (1988) Jaleel (1992) Nelson (1992) and Ramachandran (1992)

6 Mass media participation

This refers to the number and frequency of mass media information sources used or contacted by the respondents

The procedure used by Anantharaman (1977) was adopted with slight modifications in the present study for quantification of this variable. The scoring was done as follows

Medium	Frequency	Score
Radio	Daily	5
	2-6 times a week	4
	once a week	3
	once a fortnight	2
	rarely	1
	Never	0

News paper	Daily	5
	2-6 days a week	4
	once a week	3
	once a fortnight	2
	rarely	1
	never	0
Magazines	Regularly	2
leaflets and	Occasionally	1
bulletins	Never	0
Films (seen during last year)	>6	3
	4-6	2
	1-3	1
	None	0
Field days/ agricultural functions (attended during last year)	>6	3
	4 6	2
	1 3	1
	None	0
Television	Daily	5
	2 6 days a week	4
	Once a week	3
	Once a fortnight	2
	Rarely	1
	Never	0

- - - - -

The total score of each respondent was computed and was taken as his score for mass media participation. The original scale was adopted by Ramachandran (1992) also.

7 Social participation

This refers to the degree to which a respondent is involved in formal organisations either as member or as office bearer.

The procedure developed by Lokhande (1973) was used with slight modification for the purpose of measuring social participation here. The scoring procedure was as follows:

Items	Score
1 No membership	0
2 Membership in one organisation	1
3 Membership in more than one organisation	2
4 Office bearer in one organisation	3
5 Office bearer in more than one organisation	4

Attendance in meeting either as a member or as an office bearer was considered For attending meeting regularly occasionally and never the scores given were 3 2 and 1 respectively To obtain the final score of a respondent the scores secured as a member or office bearer were multiplied with scores secured for attendance in meetings and added up

The same method was followed by Vijju (1985) Subramaniam (1986) Prasannan (1987) Sabapathy (1988) Kumari (1989) and Jaleel (1992)

8 Contact with extension agency

This refers to the degree to which an individual contact extension agency to get information on agricultural or non agricultural aspects This was measured in terms of frequency and purpose of meeting the extension agents by the respondents

The following scoring procedure followed by Sirajudeen (1980) was used here

a Awareness		Score
1	Aware of extension agents	1
11	Not aware of extension agents	0
b Frequency of contact		
1	Beyond 3 months/once in a while	1
11	Once in 3 months	2
111	Once in a month	3
1v	Once in 15 days	4
v	Once in a week or more	5
c Purpose of contact		
1	Non agriculture	1
11	To avail input assistance	2
111	To avail subsidies and agricultural implements	3
1v	To get technical guidance	4
v	To get financial help	5
vi	To get employment opportunities	6

The score obtained for a b and c were added upto obtain the total score for this variable The same procedure was later adopted by Kunchu (1989) and Nelson (1992) The same procedure was followed here also

9 Economic motivation

It was operationalised in terms of profit maximisation and the relative value placed by a respondent on economic ends

In the present study this was measured using the economic motivation scale by Supe (1969). The scale consists of seven statements. The responses were collected in a five point continuum as strongly agree, agree, undecided, disagree and strongly disagree with assigned scores of 5, 4, 3, 2 and 1 respectively for positive statements. The scoring was reversed in the case of negative statements. The score obtained by an individual on all statements were added up to get the economic motivation score of the individual.

The same procedure was also followed by Prasannan (1987), Kumari (1989), Kunchu (1989), Sajeevchandran (1989) and Nelson (1992).

10 Innovativeness

It refers to the respondent's readiness to accept any new information or practice when compared to other members of social system.

As this variable denotes overt behaviour, it was measured in terms of covert behaviour closely associated with

change The innovativeness scale of Feaster (1968) with slight modifications was adopted in this study

The scale consisted of eight statements For the first four statements a score of 3 2 and 1 was assigned to yes undecided and no responses respectively and the scoring procedure was reversed in the case of last four statements The summation of the scores obtained by a respondent for all the statements indicated the innovativeness score

The scale was also adopted by Balan (1987) Kumari (1989) and Nelson (1992)

11 & 12 Level of aspiration (future and present)

It is operationally defined as the overall life goals in his reality world that a labourer is striving for

Cantril's self anchoring striving scale used by Cantril and Free (1962) was used in the present study According to this technique the respondent was asked to define in his own terms his hopes and fears for the future or the components of the best and worst possible life for him This provides a subjective frame of reference against which the respondent could evaluate his personal value satisfactions in life After these subjective points were

obtained the respondent was shown the picture of a ladder the top of which represented the best possible life for him as he defined it. He was asked to state where on the ladder of his life he felt he belonged to at present. The step number chosen from the ladder ranging from 0 to 10 represented his score of the present level of aspiration. He was then asked to state where on the ladder he thought he could be five years later. The step chosen represented his score of the future level of aspiration.

The same scale was also followed by Padmanabhan (1981) and Kalavathy (1989).

3.5 Constraints experienced by the agricultural labourers and officials in relation to the welfare schemes for agricultural labourers

Based on discussion with the agricultural labourers and also through review of related literature the constraints faced by the agricultural labourers under KAWPS and KAWWFS were collected separately. The eight constraints felt by agricultural labourers under KAWPS and KAWWFS were enlisted in the respective interview schedules.

The responses to each constraint was obtained on a three point continuum viz most important, important and

least important In order to rank the constraints a cumulative index was calculated For this weightages of 3 2 and 1 were given to the responses most important important and least important respectively The frequency of responses under each category was multiplied with the corresponding weightage and added to get cumulative index for the particular constraint The ratio between the cumulative index and the frequency of responses for each constraint was worked out Based on this ratio the constraints were ranked in each case

Constraints experienced by the implementing officials were found out by asking them to list out the constraints they experienced in implementing welfare schemes for agricultural labourers on a priority basis These constraints were recorded and they were numerically ranked based on the frequency of pooled responses

3.6 Data collection procedure

Prior to data collection a pilot study was conducted which included discussions with agricultural labourers trade union leaders experts of District Labour Office Kerala Agricultural Workers Welfare Found Board (Head Office Thrissur) and Labour Commissioner s Office Based on that interview schedule was prepared and it was pretested in a non sample area and minor modifications were made

Two types of tools were employed for data collection namely an interview schedule for obtaining data from agricultural labourers and a questionnaire for obtaining data from implementing officials of the schemes

Data were collected from agricultural labourers by personal interview by the researcher and data from the officials were also collected in person by the researcher by supplying them with structured questionnaire

3 7 Categorisation of respondents

Both groups of respondents namely those coming under KAWPS and those coming under KAWWFS were categorised into low and high group based on the scores obtained for the variables under study. Those respondents with scores below the sample mean for a particular variable were categorised as low group and those with scores above the sample mean for that variable were categorised as high group

3 8 Statistical tests used

3 8 1 Frequency and Percentage

Variables like education, family education status and family size were subjected to and interpreted in terms of frequency and percentage

3 8 2 Mean

The arithmetic mean \bar{x} is the quotient that results

when the sum of all items in the series is divided by the number of items

$$\bar{X} = \frac{\sum X}{N}$$

where \bar{X} mean

$\sum X$ - sum of scores on individual items

N number of items

The calculated mean were used in the categorisation of respondents

3 8 3 Mann-Whitney test

This test is used to test whether there is significant difference between two groups of respondents under KAWPS and KAWWFS with respect to their characteristics

The scores of both the groups would be arranged in ascending order of magnitude and were ranked from the lowest value to the highest irrespective of the groups to which each score belongs

Let W be the number of times the score in one group precedes the score of the other group W could be obtained directly using the formula

$$W = n_1 n_2 + \{[n_1(n_1+1)]/2\} - T_1$$

where n_1 Number of observations in group 1

n_2 = Number of observations in group 2

T_1 The sum of the ranks in the group of size n

Then the normal test of significance Z was calculated using the formula

$$Z = \frac{|W - n_1 n_2 / 2|}{\sqrt{\frac{n_1 n_2 (n_1 + n_2 + 1)}{12}}}$$

where W Number of times the scores in one group precedes the score of other group

n_1 Number of observations in group 1

n_2 Number of observations in group 2

3 8 4 Correlation coefficient

The correlation coefficient (r_{xy}) was computed to find out the degree of relationship of awareness attitude and utility perception about KAWPS and KAWWFS with their selected profile characteristics of agricultural labourers under KAWPS and KAWWFS

$$r_{xy} = \frac{P_{xy}}{\sqrt{x} \sqrt{y}}$$

where

P_{xy} Covariance between x and y

\sqrt{x} Standard deviation of the distribution of x

\sqrt{y} Standard deviation of the distribution of y

RESULTS

4 RESULTS

The results of the study are presented under the following heads

- 4 1 Characteristic profile of agricultural labourers under KAWPS and KAWWFS
- 4 2 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS
- 4 3 Attitude of agricultural labourers towards KAWPS and KAWWFS
- 4 4 Utility perception of agricultural labourers about KAWPS and KAWWFS
- 4 5 Comparison of agricultural labourers under KAWPS and KAWWFS with respect to their selected profile characteristics
- 4 6 Relationship of awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS with their selected profile characteristics
- 4 7 Relationship of attitude of agricultural labourers towards KAWPS and KAWWFS with their selected profile characteristics
- 4 8 Relationship of utility perception of agricultural labourers about KAWPS and KAWWFS with their selected profile characteristics

- 4 9 Attitude of implementing officials towards KAWPS and KAWWFS
- 4 10 Constraints experienced by agricultural labourers in availing the benefits under KAWPS and KAWWFS
- 4 11 Constraints experienced by officials in the implementation of KAWPS and KAWWFS
- 4 1 Characteristic profile of agricultural labourers under KAWPS and KAWWFS

1 Education

Distribution of agricultural labourers based on their education level is given below in Table 1

Table 1 Education-wise distribution of agricultural labourers

Category	KAWPS (n 80)		KAWWFS (n 80)	
	Frequency	Per cent	Frequency	Per cent
Illiterate	50	62 50	20	25 00
Can read/ can read and write	28	35 00	23	28 75
Formal schooling	2	2 50	37	46 25
Total	80	100 00	80	100 00

From Table 1 it is evident that about two third (62.50 per cent) of agricultural labourers under KAWPS were illiterate more than one third (35.00 per cent) had a literacy of either reading or reading and writing only and only 2.50 per cent had formal schooling whereas under KAWWFS nearly half (46.25 per cent) had formal schooling more than one fourth (28.75 per cent) could either read or read and write and one-fourth (25.00 per cent) were illiterate

So considerable number of majority of agricultural labourers under KAWPS were illiterate whereas majority under KAWWFS had formal schooling

11 Family education status

Distribution of agricultural labourers based on their family education status is shown in Table 2

Table 2 Distribution of agricultural labourers based on their family education status

Category	KAWPS (n 80)		KAWWFS (n 80)	
	Frequency	Per cent	Frequency	Per cent
0 (illiterate)	23	28.75	3	3.75
1-3 (low)	34	42.50	32	40.00
4-6 (high)	23	28.75	45	56.25
Total	80	100.00	80	100.00

The data presented in the Table 2 reveal that 42.50 per cent of agricultural labourers under KAWPS had low educational level in their families while 56.25 per cent of agricultural labourers under KAWWFS had high family educational status. It is also noted that one-fourth of the family of agricultural labourers under KAWPS came under the illiterate group whereas only 3.75 per cent of families of agricultural labourers under KAWWFS belonged to the same group.

So it is inferred that majority of agricultural labourers under KAWPS had low family educational status whereas majority of agricultural labourers under KAWWFS had high educational status among family members.

3 Family size

Distribution of agricultural labourers based on their family size is presented in Table 3.

Table 3 Distribution of agricultural labourers based on their family size

Category	KAWPS (n 80)		KAWWFS (n 80)	
	Frequency	Per cent	Frequency	Per cent
Small (≤ 5)	46	57.50	23	28.75
Large (> 5)	34	42.50	57	71.25
Total	80	100.00	80	100.00

It can be seen from table 3 that 57.50 per cent of agricultural labourers under KAWPS had small families with a size of five members or less. Under KAWWFS 71.25 per cent of agricultural labourers had large families.

Hence it is inferred that majority of agricultural labourers under KAWPS had small family size whereas majority under KAWWFS had large family size.

iv Other profile characteristics

Agricultural labourers under KAWPS and KAWWFS were classified into two categories as low and high based on their socio-economic status, cosmopolitanness, mass media participation, social participation, contact with extension agency, economic motivation, innovativeness, level of aspiration (future) and level of aspiration (present) and are presented in Table 4.

Table 4 Distribution of agricultural labourers based on their selected profile characteristics

Characteristics	Respondents	Category	Frequency	Percent
Socio economic status	KAWPS (N 80)	low < 9 63	47	58 75
		High > 9 63	33	41 25
	KAWFS (n 80)	Low < 14 93	38	47 50
		High > 14 93	42	52 50
Cosmopolitaness	KAWPS (n 80)	Low < 2 21	48	60 00
		High > 2 21	32	40 00
	KAWWFS (n 80)	Low < 4 75	35	43 75
		High > 4 75	45	56 25
Mass media Participation	KAWPS (n 80)	Low < 1 85	54	67 50
		High > 1 85	26	32 50
	KAWWFS (n 80)	Low < 6 06	42	52 50
		High > 6 06	38	47 50
Social participation	KAWPS (N 80)	Low < 0 64	70	87 50
		High > 0 64	10	12 50
	KAWWFS (n 80)	Low < 02 74	36	45 00
		High > 02 74	44	55 00
Contact with extension agency	KAWPS (n 80)	Low < 1 03	58	72 50
		High > 1 03	22	27 50
	KAWWFS (n 80)	Low < 1 80	60	75 00
		High > 1 80	20	25 00
Economic motivation	KAWPS (n-80)	Low < 22 71	39	48 75
		High > 22 71	41	51 25
	KAWWFS (n 80)	Low < 26 89	30	37 50
		High > 26 89	50	62 50
Innovativeness	KAWPS (n 80)	Low < 14 78	36	45 00
		High > 14 78	44	55 00
	KAWWFS (n 80)	Low < 18 11	37	46 25
		High > 18 11	43	53 75
Level of aspiration (future)	KAWPS (n 80)	Low < 2 51	40	50 00
		High > 2 51	40	50 00
	KAWWFS (n 80)	Low < 4 36	37	46 25
		High > 4 36	43	53 75
Level of aspiration (present)	KAWPS (n 80)	Low < 2 31	48	60 00
		High > 2 31	32	40 00
	KAWWFS (n 80)	Low < 2 69	36	45 00
		High > 2 69	44	55 00

Table 4 reveals the following results Under KAWPS majority of agricultural labourers (58.75 per cent) had low socio economic status while more than half (52.50 per cent) of agricultural labourers under KAWWFS had high socio economic status

In the case of cosmopolitaness nearly two third (60 percent) of agricultural labourers under KAWPS had low cosmopolitaness while 56.25 per cent of under KAWWFS came under high socio economic status

Regarding massmedia participation majority of agricultural labourers (67.50 and 52.50 per cent under KAWPS and KAWWFS respectively) had low mass media participation

More than three fourth of agricultural labourers (87.50 per cent) under KAWPS had low social participation while more than half (55.00 per cent) under KAWWFS had high social participation

Nearly three fourth of agricultural labourers (72.50 and 75.00 per cent under KAWPS and KAWWFS respectively) were found to have low contact with extension agency

More than half of the agricultural labourers (51.25 and 62.50 per cent under KAWPS and KAWWFS respectively) had high economic motivation

More than half of agricultural labourers (55 00 and 53 75 per cent under KAWPS and KAWWFS respectively) were found to have high innovativeness

Half of agricultural labourers (50 00 per cent) under KAWPS had high level of aspiration (future) while 53 75 per cent of agricultural labourers under KAWWFS belonged to the same class. Regarding level of aspiration (present) nearly two third (60 00 per cent) of agricultural labourers under KAWPS had low level of aspiration (present) while more than half (55 00 percent) of agricultural labourers belonged to high level of aspiration (present) category.

So it is inferred that majority of agricultural labourers under KAWPS were found to possess low socio economic status, low cosmopolitaness, low massmedia participation, low social participation, low contact with extension agency, high economic motivation, high innovativeness and low level of aspiration (both present and future) whereas majority of agricultural labourers under KAWWFS were found to have high socio economic status, high cosmopolitaness, low mass media participation, high social participation, low contact with extension agency, high economic motivation, high innovativeness and high level of aspiration (both present and future).

4.2 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS

Distribution of agricultural labourers based on their awareness about modus operandi of KAWPS and KAWWFS is furnished in Table 5

Table 5 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS

Respondents	Category	Frequency	Per cent
KAWPS (n 80)	Low \leq 2.6	37	46.25
	High $>$ 2.6	43	53.75
KAWWFS (n 80)	Low \leq 8.88	37	46.25
	High $>$ 8.88	43	53.75

Results of Table 5 depict that more than half (53.75 per cent) of agricultural labourers under both KAWPS and KAWWFS had high level of awareness about the modus operandi of KAWPS and KAWWFS.

Hence it is inferred that more than half of the agricultural labourers under both KAWPS and KAWWFS had high awareness about modus operandi of KAWPS and KAWWFS.

4.3 Attitude of agricultural labourers towards KAWPS and KAWWFS

Distribution of agricultural labourers based on their attitude towards KAWPS and KAWWFS is presented in Table 6

Table 6 Attitude of agricultural labourers towards KAWPS and KAWWFS

Respondents	Category	Frequency	Per cent
KAWPS (n 80)	Low \leq 3 12 (Unfavourable)	38	47 50
	High $>$ 3 12 (Favourable)	42	52 50
KAWWFS (n 80)	Low \leq 3 26 (Unfavourable)	38	47 50
	High $>$ 3 26 (Favourable)	42	52 50

It is evident from Table 6 that more than half (52 50 percent) of agricultural labourers under both KAWPS and KAWWFS had favourable attitude towards these schemes

So majority of agricultural labourers under both KAWPS and KAWWFS had favourable attitude towards KAWPS and KAWWFS

4 4 Utility perception of agricultural labourers about KAWPS and KAWWFS

Distribution of agricultural labourers based on their utility perception is presented in Table 7

Table 7 Utility perception of agricultural labourers about KAWPS and KAWWFS

Respondents	Category	Frequency	Per cent
KAWPS (n 80)	Low \leq 29 21	35	43 75
	High $>$ 29 21	45	56 25
KAWWFS (n 80)	Low \leq 38 21	47	58 75
	High $>$ 38 21	33	41 25

More than half (56 25 per cent) of agricultural labourers under KAWPS had high utility perception about KAWPS while majority (58 75 per cent) of agricultural labourers under KAWWFS had low level of utility perception about KAWWFS

Hence it is inferred that majority of agricultural labourers under KAWPS had high utility perception about KAWPS whereas majority of agricultural labourers under KAWWFS had low utility perception about KAWWFS

4 5 Comparison of agricultural labourers under KAWPS and KAWWFS with respect to their selected profile characteristics

The mean scores with respect to selected profile characteristics of respondents are presented in Table 8

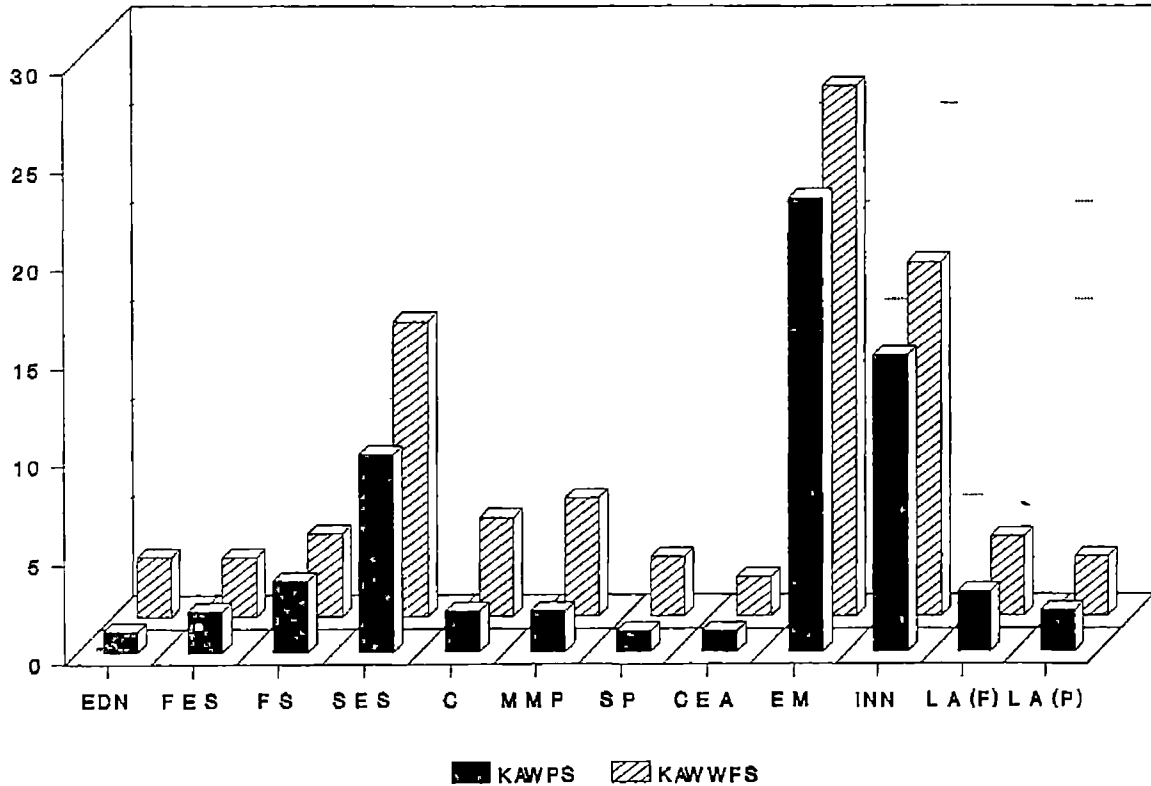
Table 8 Comparison of mean scores of agricultural labourers under KAWPS and KAWWFS with respect to their selected profile characteristics

Sl No	Characteristics	Mean scores of respondents under		Z value
		KAWIS	KAWWIS	
1	Education	1 00	3 00	6 07**
2	Family education status	2 00	3 00	3 20**
3	Family size	3 34	4 23	3 35**
4	Socio economic status	10 00	15 00	8 43**
5	Cosmopolitaness	2 00	6 00	6 59**
6	Mass media participation	2 00	6 00	6 59**
7	Social participation	2 00	6 00	6 59**
8	Contact with extension agency	1 00	2 00	3 14**
9	Economic motivation	23 00	27 00	5 68**
10	Innovativeness	15 00	18 00	6 19**
11	Level of aspiration (future)	3 00	4 00	7 85**
12	Level of aspiration (present)	2 00	3 00	2 34*

** Significant at 01 level

* Significant at 05 level

Mean scores



EDN Education FES Family Education FS Family Size SES Socio Economic Status C Cosmopolitan
MMP Mass media participation SP Social participation CEA Contact with extension agency
EM Economic motivation INN Innovativeness LA(F) Level of Aspiration (Future)
LA(P) Level of Aspiration (Present)

From Table 8 it is evident that the calculated Z value was significant at 1 per cent level of probability for all the profile characteristics except for level of aspiration (present) As mean scores of all characteristics of agricultural labourers under KAWWFS were found higher they were considered to be superior over the other

Hence it is inferred that there was significant difference between agricultural labourers under KAWPS and KAWWFS in their profile characteristics like education family education status family size socio economic status cosmopolitaness mass media participation social participation contact with extension agency economic motivation innovativeness and level of aspiration (both future and present)

4 6 Relationship of awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS with their selected profile characteristics

Correlation analysis was done to find out the relationship between awareness of agricultural labourers about KAWPS and KAWWFS and their selected profile characteristics and the results are presented in Table 9

Table 9 Correlation between awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS and their selected profile characteristics

Sl No	Characteristics	Agricultural Labourers under KAWPS (N 80) Correlation Coefficient r	Agricultural Labourers under KAWWFS (n 80) Correlation Coefficient r
1	Education	0.4477**	0.6464**
2	Family education status	0.0578 ^{ns}	0.0399 ^{ns}
3	Family size	0.1972 ^{ns}	0.2636*
4	Socio economic Status	0.3072**	0.5875**
5	Cosmopolitaness	0.3521**	0.5343**
6	Mass media participation	0.5282**	0.6490**
7	Social participation	0.3737**	0.6122**
8	Contact with extension agency	0.3395**	0.3970**
9	Economic motivation	0.1462 ^{ns}	0.5976**
10	Innovativeness	0.4503**	0.5320**
11	Level of aspiration (future)	0.3262**	0.5015**
12	Level of aspiration (present)	0.2080 ^{ns}	0.1267 ^{ns}

** significant at 0.01 level

* significant at 0.05 level

ns not significant

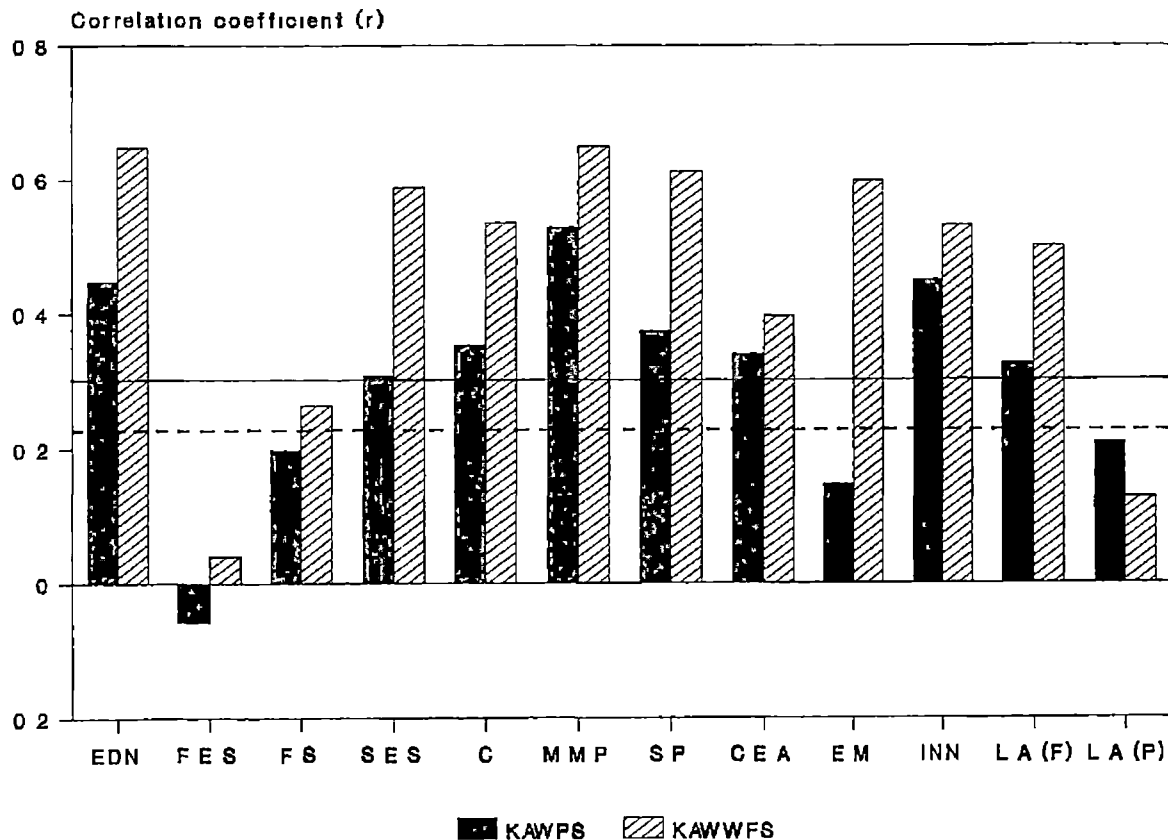
A perusal of results presented in Table 9 reveals that education socio economic status cosmopolitaness mass media participation social participation contact with extension agency innovativeness and level of aspiration (future) had positive and significant correlation with awareness of agricultural labourers under KAWPS about modus operandi of KAWPS at 1 per cent level of probability So it is inferred that characteristics like education socio economic status cosmopolitaness mass media participation social participation contact with extension agency innovativeness and level of aspiration (future) were influencing positively the awareness of agricultural labourers under KAWPS about the modus operandi of KAWPS

Table 9 also depicts that education family size socio economic status cosmopolitaness mass media participation social participation contact with extension agency economic motivation innovativeness and level of aspiration (future) had positive and significant correlation with awareness of agricultural labourers under KAWWFS about modus operandi of KAWWFS Among these variables except

family size all others were significant at 1 per cent level of probability while family size was significant at 5 per cent level of probability Hence it is inferred that characteristics like education family size socio economic status cosmopolitaness mass media participation social participation contact with extension agency economic motivation innovativeness and level of aspiration (future) had positive influence on awareness of agricultural labourers under KAWWFS about the modus operandi of KAWWFS

4.7 Relationship of attitude of agricultural labourers towards KAWPS and KAWWFS with their selected profile characteristics

Correlation analysis was done to find out the relationship between attitude of agricultural labourers towards KAWPS and KAWWFS and their selected profile characteristics and the results are presented in Table 10



EDN Education FES Family Education FS Family Size SES Socio Economic Status C Cosmopolitaness
 MMP Mass media participation SP Social participation CEA Contact with extension agency
 EM Economic motivation INN Innovativeness LA (F) Level of Aspiration (Future)
 LA (P) Level of Aspiration (Present) ——— Significant at 0.01 level - - - Significant at 0.05 level

Fig 3 Correlation between awareness of the agricultural labourers about

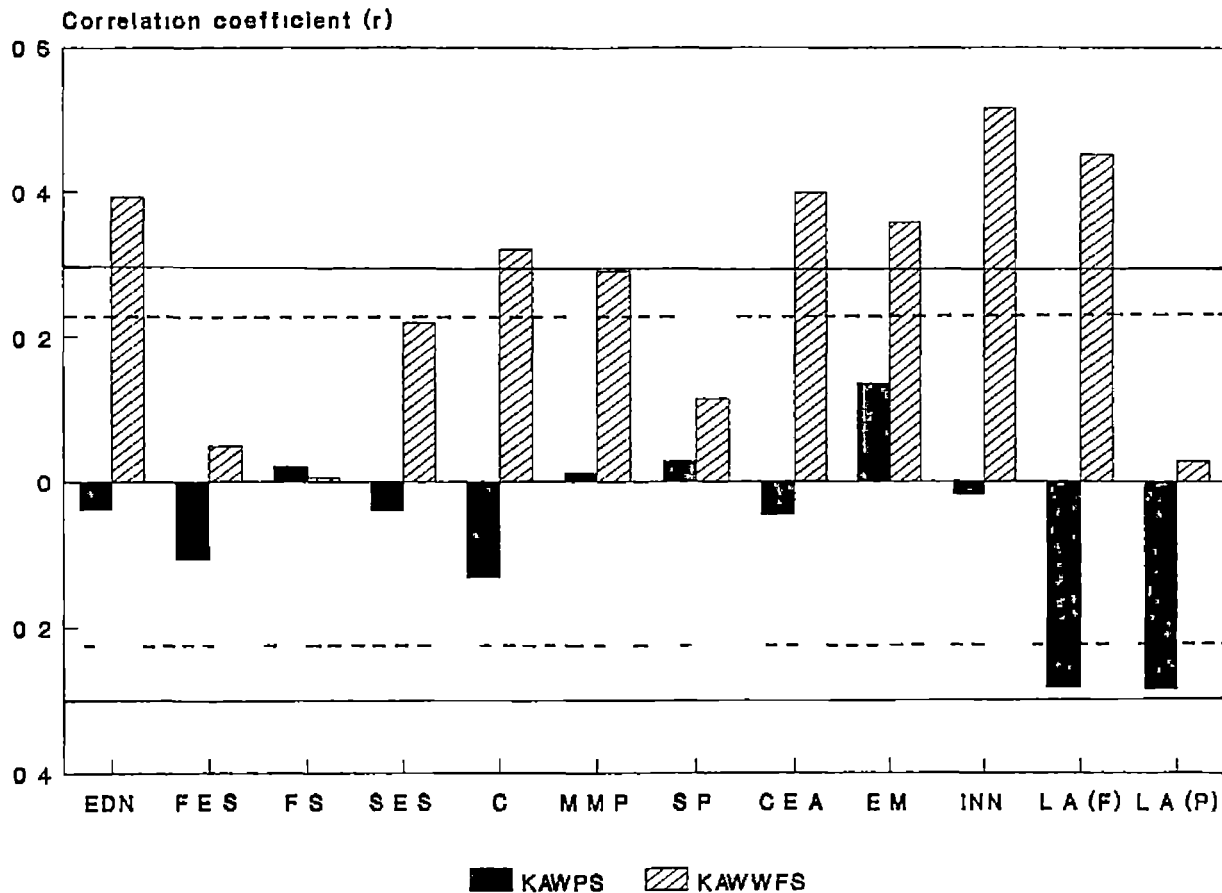
Table 10 Correlation between attitude of agricultural labourers towards KAWPS and KAWWFS and their selected profile characteristics

Sl No	Characteristics	Agricultural Labourers under KAWPS (N 80) Correlation Coefficient r	Agricultural Labourers under KAWWFS (n 80) Correlation Coefficient r
1	Education	0.0371 ^{ns}	0.3943 ^{**}
2	Family education status	0.1064 ^{ns}	0.0484 ^{ns}
3	Family size	0.0213 ^{ns}	0.0062 ^{ns}
4	Socio economic status	0.0392 ^{ns}	0.2199 ^{ns}
5	Cosmopolitaness	-0.1315 ^{ns}	0.3205 ^{**}
6	Mass media participation	0.0120 ^{ns}	0.2968 [*]
7	Social participation	0.0287 ^{ns}	0.1149 ^{ns}
8	Contact with extension agency	0.0448 ^{ns}	0.3985 ^{**}
9	Economic motivation	0.1358 ^{ns}	0.3571 ^{**}
10	Innovativeness	0.0161 ^{ns}	0.5145 ^{**}
11	Level of aspiration (future)	0.2817 [*]	0.4520 ^{**}
12	Level of aspiration (present)	0.2833 [*]	0.0292 ^{ns}

** significant at 0.01 level

* significant at 0.05 level

ns Non significant



EDN Education FES Family Education FS Family Size SES Socio Economic Status C Cosmopolitaness
MMP Mass media participation SP Social participation CEA Contact with extension agency
EM Economic motivation INN Innovativeness LA (F) Level of Aspiration (Future)
LA (P) Level of Aspiration (Present) — Significant at 0.01 level -- Significant at 0.05 level

Fig 4 Correlation between attitude of the agricultural labourers towards

Results presented in Table 10 reveals that only level of aspiration (future) and level of aspiration (present) of agricultural labourers under KAWPS had negative and significant correlation with their attitude towards KAWPS at 5 per cent level of probability. All other characteristics had no significant relationship with attitude of agricultural labourers towards KAWPS. So it is inferred that level of aspiration (both future and present) were influencing the attitude of agricultural labourers towards KAWPS negatively.

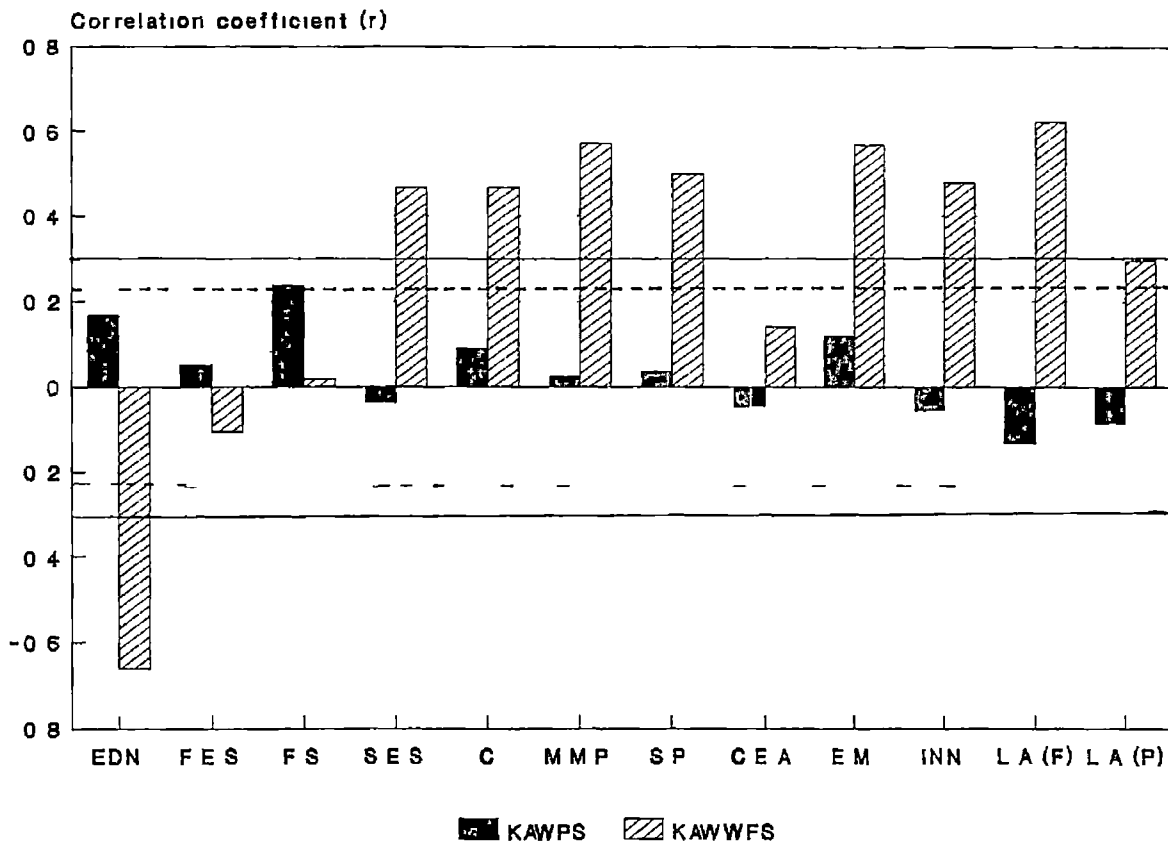
From Table 10 it is also observed that education, cosmopolitaness, mass media participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (future) had positive and significant relationship with attitude of agricultural labourers towards KAWWFS. Among these variables all were found to be significant at 1 percent level of probability except mass media participation which was significant at 5 per cent level of probability. Hence it is inferred that characteristics like education, cosmopolitaness, mass media participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (future) were influencing positively the attitude of agricultural labourers towards KAWWFS.

4 8 Relationship of utility perception of agricultural labourers about KAWPS and KAWWFS with their selected profile characteristics

Correlation analysis was done to find out the relationship between utility perception of agricultural labourers about KAWPS and KAWWFS and their selected profile characteristics and the results are presented in Table 11

Table 11 Correlation between utility perception of agricultural labourers about KAWPS and KAWWFS and their selected profile characteristics

Sl No	Characteristics	Agricultural Labourers under KAWPS (N 80) Correlation Coefficient r	Agricultural Labourers under KAWWFS (N 80) Correlation Coefficient r
1	Education	0 1656 ^{ns}	0 6607 ^{**}
2	Family education status	0 0511 ^{ns}	0 1066 ^{ns}
3	Family size	0 2348 [*]	0 0177 ^{ns}
4	Socio-economic status	0 0354 ^{ns}	0 4667 ^{**}
5	Cosmopolitaness	0 0879 ^{ns}	0 4660 ^{**}
6	Mass media participation	0 0235 ^{ns}	0 5699 ^{**}
7	Social participation	0 0340 ^{ns}	0 5000 ^{**}
8	Contact with extension agency	0 0464 ^{ns}	0 1405 ^{ns}
9	Economic motivation	0 1202 ^{ns}	0 5691 ^{**}
10	Innovativeness	-0 0537 ^{ns}	0 4796 ^{**}
11	Level of aspiration (future)	-0 1332 ^{ns}	0 6212 ^{**}
12	Level of aspiration (present)	-0 0847 ^{ns}	0 2952 [*]
**	significant at 0 01 level	*	significant at 0 05 level
ns	Non significant		



EDN Education FES Family Education FS Family Size SES Socio Economic Status C Cosmopolitaness
MMP Mass media participation SP Social participation CEA Contact with extension agency
EM Economic motivation INN Innovativeness LA(F) Level of Aspirat on (Future)
LA(P) Level of Aspirat on (Present) ——— Signficant at 0.01 level - - - Signficant at 0.05 level

Fig 5 Correlation between utility perception of agricultural

A perusal of the results presented in Table 11 shows that only family size had positive and significant correlation with utility perception of agricultural labourers about KAWPS at 5 per cent level of probability. All other characteristics had no significant correlation with utility perception of agricultural labourers about KAWPS. Hence it is inferred that family size had positive influence on the utility perception of agricultural labourers about KAWPS.

It is also observed from Table 11 that education, socio economic status, cosmopolitaness, mass media participation, social participation, economic motivation, innovativeness and level of aspiration (both future and present) had significant correlation with utility perception of agricultural labourers about KAWWFS. Among these characteristics except level of aspiration (present) all were significant at 1 per cent level of probability and level of aspiration (present) at 5 per cent level of probability. Except education all were found to be positively correlated while education was negatively correlated with utility perception of agricultural labourers about KAWWFS. Hence it is inferred that characteristics like socio economic status, cosmopolitaness, mass media participation, social participation, economic motivation, innovativeness, level of aspiration (future) and level of aspiration (present) had a

positive influence and education had a negative influence on the utility perception of agricultural labourers about KAWWFS

4.9 Attitude of implementing officials towards KAWPS and KAWWFS

Distribution of implementing officials based on their attitude towards KAWPS and KAWWFS is given in Table 12

Table 12 Attitude of implementing officials towards KAWPS and KAWWFS (n 23)

Category	Frequency	Per cent
Low ≤ 3 14 (Unfavourable)	10	43.48
High > 3 14 (Favourable)	13	56.52
Total	23	100

It is evident from Table 12 that more than half (56.52 per cent) of the implementing officials had a favourable attitude towards KAWPS and KAWWFS



4 10 Constraints experienced by agricultural labourers in availing the benefits under KAWPS and KAWWS

4 10 1 Constraints experienced by agricultural labourers in availing the benefit under KAWPS

The constraints experienced by agricultural labourers in availing the benefit under KAWPS are presented in Table 13

Table 13 Constraints experienced by agricultural labourers in availing the benefit under KAWPS

Sl No	Constraints	Cumulative index Frequency of responses	Rank
1	Non availability of pension regularly	2 61	1
2	Complexity in the procedure for application to pension	2 25	2
3	Time delay in sanctioning the pension	2 10	3
4	Pension amount is meagre	1 93	4
5	Favouritism by officials in sanctioning the application	1 51	5
6	Bribing of officials at village level	1 48	6
7	Inaccessibility with the officials	1 25	7
8	Fraud in the distribution of pension	1 06	8

A perusal of Table 13 reveals that non availability of pension regularly was the most important constraint perceived by the agricultural labourers under KAWPS followed by complexity in the procedure for application to pension time delay in sanctioning the pension and pension amount is meagre. The other constraints in the order of importance as experienced by the respondents were favouritism by the officials in sanctioning the application bribing of officials at village level inaccessibility with the officials and fraud in the distribution of pension.

4 10 2 Constraints experienced by agricultural labourers in availing the benefits under KAWWFS

Constraints experienced by agricultural labourers in availing the benefits under KAWWFS are presented in Table 14

Table 14 Constraints experienced by agricultural labourers in availing the benefits under KAWWFS

Sl No	Constraints	Cumulative index Frequency of responses	Rank
1	Non availability of benefits in time	2 46	1
2	Lack of knowledge about the benefits	2 25	2
3	Complexity of procedure for applying to the scheme	1 83	3
4	Inaccessability with the officials	1 43	4
5	Partisan approach of trade unions	1 34	5
6	Inadequate guidance by the officials	1 28	6
7	Monthly contribution of agricultural labourers is difficult	1 12	7
8	Contribution by agricultural labourers is high	1 08	8

A perusal of Table 14 reveals that the most important constraint experienced by the agricultural labourers under KAWWFS was the non-availability of benefits in time followed by lack of knowledge about the benefits and complexity of procedure for applying to the scheme. Inaccessability with the officials, partisan approach of the trade unions and inadequate guidance by the officials were the other major constraints.

4 11 Constraints experienced by officials in the implementation of KAWPS and KAWWFS

4 11 1 Constraints experienced by officials in the implementation of KAWPS

The constraints experienced by officials in the implementation of KAWPS were presented in Table 15

Table 15 Constraints experienced by officials in implementing KAWPS

No	Constraints	Frequency	Rank
1	Identification of the agricultural labourer as per the rules and regulations of the scheme	17	1
2	Non availability of fund from Government	15	2
3	Death of the pensioner is not informed to the authority	8	3
4	Change in address of the pensioner is not informed to the authority	7	4
5	Larger jurisdiction under Deputy Labour Officer	3	5

A glance of Table 15 reveals that most important constraint experienced by implementing officials of KAWPS was identification of agricultural labourer as per rules and regulations of the scheme followed by non availability of fund from Government and death of pensioner is not informed to the authority

4 11 2 Constraints experienced by officials in the implementation of KAWWFS

Constraints experienced by officials in the implementation of KAWWFS are presented in Table 16

Table 16 Constraints experienced by officials in implementing KAWWFS

No	Constraints	Frequency	Rank
1	The staff pattern allowed is insufficient	5	1 5
2	Due to lack of funds the scheme can not be implemented effectively	5	1 5
3	Lack of conveyance facilities to go for collecting contribution from agricultural labourers	4	3 5
4	Larger jurisdiction under the divisional office	4	3 5
5	Heavy work load for officials	3	5

The data presented in table 16 reveals that the staff pattern allowed is insufficient was the most serious constraint experienced by implementing officials of KAWWFS followed by due to lack of funds the scheme can not be implemented effectively and lack of conveyance facilities to go for collecting contribution from agricultural labourers

DISCUSSION

5 DISCUSSION

The results obtained in the present study are discussed in this chapter under the following main heads

- 5 1 Characteristic profile of agricultural labourers under KAWPS and KAWWFS
- 5 2 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS
- 5 3 Attitude of agricultural labourers towards KAWPS and KAWWFS
- 5 4 Utility perception of agricultural labourers about KAWPS and KAWWFS
- 5 5 Comparison of agricultural labourers under KAWPS and KAWWFS with respect to their selected profile characteristics
- 5 6 Relationship of awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS with their selected profile characteristics
- 5 7 Relationship of attitude of agricultural labourers towards KAWPS and KAWWFS with their selected profile characteristics
- 5 8 Relationship of utility perception of agricultural labourers about KAWPS and KAWWFS with their selected profile characteristics
- 5 9 Attitude of implementing officials towards KAWPS and KAWWFS
- 5 10 Constraints experienced by agricultural labourers in availing the benefits under KAWPS and KAWWFS
- 5 11 Constraints experienced by officials in the implementation of KAWPS and KAWWFS

1 Characteristic profile of agricultural labourers under KAWPS and KAWWFS

Of the sampled agricultural labourers under KAWPS about two third of them were found to be illiterate. This might be due to the reason that all agricultural labourers under KAWPS were above sixty years and had lesser chance to undergo either formal schooling or non formal education.

In the case of agricultural labourers under KAWWFS nearly half of them were found to have formal schooling upto high school. The agricultural labourers under KAWWFS were found to have an age range of 18 to 60 who might have got better chances for formal schooling.

Majority of agricultural labourers under KAWPS were found to have low family education status. This might be due to the small family size for majority of agricultural labourers under KAWPS. It was seen that majority of agricultural labourers under KAWWFS had high family education status. The reason behind this might be due to their large family size.

More than half of the agricultural labourers under KAWPS had a small family size which might be due to the reason that their children live separately after marriage.

Under KAWWFS it was observed that majority of agricultural labourers had large families. This might be due to their unmarried children dependent on the parents as in joint families.

Majority of agricultural labourers under KAWPS were found to possess low socio-economic status and this could be attributed to the reason that the components of socio economic status scale viz occupation land holding socio political participation income etc which were low inturn resulting in a low socio economic status. It was noted that more than half of the agricultural labourers under KAWWFS had high socio economic status which might be due to the significant contribution of components of socio economic status scale like occupation education socio political participation income etc.

About two - third of agricultural labourers under KAWPS had low cosmopolitaness which might be due to their old age thus being more confined to their houses. It was observed that more than half of the agricultural labourers under KAWWFS had high cosmopolitaness which might be due to their high educational status in combination with their high social participation and innovativeness which inturn made them more externally oriented.

More than two third of the agricultural labourers under KAWPS had low mass media participation and their low literacy rate and physical inability might have contributed to this result Besides their accessibility to massmedia like television films etc was found to be very poor More than half of the agricultural labourers under KAWWFS had low mass media participation inspite of their high educational status and high innovativeness This might be due to lack of opportunities to get exposure to media like films, television etc

A great majority of agricultural labourers under KAWPS were found to have low social participation with the reasons such as old age low educational status and low cosmopolitaness which might have resulted low participation in social organizations More than half of the agricultural labourers under KAWWFS had high social participation This might be due to the fact that contrary to their counterpart young age high educational status and high cosmopolitaness which inturn made them to participate in the social organisations to avail the benefits extended by them

Nearly three fourth of the agricultural labourers under KAWPS had low contact with extension agency Many of them were not even aware of the existence of the extension agencies in their place Moreover the concentration of extension worker on farmers rather than on agricultural

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labourer was more which might be the reason for the obtained result. Three fourth of the agricultural labourers under KAWWFS were also found to have low contact with extension agency. In the same corollary as above this result could also be explained.

It was observed that more than half of the agricultural labourers under KAWPS had high economic motivation. Their illiteracy coupled with restricted seasonal and specific skilled work might have made them to be more economic oriented so as to have a secured life in the society. About two third of agricultural labourers under KAWWFS had high economic motivation. This might be due to their high level of aspiration (both future and present). Besides facilities proposed to be offered under KAWWFS to the agricultural labourers might have made them more economically motivated.

More than half of the agricultural labourers under KAWPS were found to have high innovativeness. With their long experience in the field of agriculture they might have come across various new technologies and innovations which contributed positively to the development of agriculture. This might have created an innovative mind in them.

More than half of the agricultural labourers under KAWWFS had high innovativeness which might be due to their

high educational status socio economic status
cosmopolitaness social participation and level of aspiration
(both future and present)

It was observed that agricultural labourers under KAWPS were found to possess low level of aspiration (both future and present) As most of them were aged they could not aspire for more except self actualization during their last stage in human cycle It could be seen that more than half of the agricultural labourers under KAWWFS had high level of aspiration (both future and present) Young age high education socio economic status and economic motivation might have contributed to this result

5 2 Awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS

It could be observed that more than half of the agricultural labourers under KAWPS had high awareness about modus operandi of KAWPS It might be due their long experience in the field of agricultural labour and also the early inception of the scheme in 1980

It was also noted that agricultural labourers under KAWWFS had high level of awareness about modus operandi of KAWWFS Characteristics like high socio economic status

cosmopolitaness social participation economic motivation innovativeness and level of aspiration (both future and present) for majority of agricultural labourers under KAWWFS might have contributed to this result

5 3 Attitude of agricultural labourers towards KAWPS and KAWWFS

It was evident that more than half of the agricultural labourers under KAWPS had a favourable attitude towards KAWPS All agricultural labourers under KAWPS were above 60 years old and they could not go for work which coupled with their low socio economic status might have made them to consider pension as a boon This might have inturn developed a favourable attitude in them towards KAWPS

Majority of the agricultural labourers under KAWWFS had a favourable attitude towards KAWWFS Proposition for various attractive benefits like super annuation benefits medical benefits ex gratia payment etc under KAWWFS may give a better life for the agricultural labourers and this feeling might have created a favourable attitude in them towards KAWWFS

5 4 Utility perception of agricultural labourers about KAWPS and KAWWFS

It was seen that more than half of the agricultural labourers under KAWPS were found to have high utility perception about KAWPS. The favourable attitude of agricultural labourers towards KAWPS might have influenced their sense of perception about KAWPS. It is quite logical to think that people who receive the pension may perceive its utility more meaningfully.

But majority of agricultural labourers were having low utility perception about KAWWFS. Though the scheme was introduced in 1990, no benefits have not yet been released to its members. Hence they could not evaluate the different benefits under the scheme.

5 5 Comparison of agricultural labourers under KAWPS and KAWWFS with respect to their selected profile characteristics

Results of Table 8 depicted that there was significant difference between agricultural labourers under KAWPS and KAWWFS with respect to all their selected profile characteristics under study. As mean scores of all the characteristics of agricultural labourers under KAWWFS were

found higher they were considered to be superior over the other

The reasons attributed in the case of high education family education status family size socio economic status cosmopolitaness social participation economic motivation innovativeness and level of aspiration (both future and present) of agricultural labourers under KAWWFS in the profile analysis are applicable to their superiority over the other with respect to these characteristics Even though mass media participation and contact with extension agency of agricultural labourers under KAWWFS were found low the significant difference observed over those under KAWPS might be due to their young age high education high cosmopolitaness and high social participation

5 6 Relationship of awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS with their selected profile characteristics

An appraisal of Table 9 showed that characteristics like education socio economic status cosmopolitaness mass media participation social participation contact with extension agency innovativeness and level of aspiration (future) of agricultural labourers

under KAWPS had positive and significant correlation with their awareness about modus operandi of KAWPS. So the hypothesis set for the study that there would be no significant relationship between awareness of agricultural labourers under KAWPS and their selected profile characteristics was rejected for the above mentioned variables and the same was accepted for other variables like family education status, family size, economic motivation and level of aspiration (present).

The data presented in the table also revealed that except family education status and level of aspiration (present), all other variables registered positive and significant correlation with awareness of agricultural labourers under KAWWFS about modus operandi of KAWWFS. Hence the hypothesis that there would be no significant relationship between awareness of agricultural labourers under KAWWFS with their selected profile characteristics was accepted for variables like family education status and level of aspiration (present) and the same was rejected for all other variables.

The relationship of each characteristic with awareness of agricultural labourers is separately discussed below.

The positive and significant correlation between education and awareness of agricultural labourers under KAWPS and KAWWFS obtained indicated that an increase in education level would result in increasing awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS. Education exposes them to external world by which they might have received information regarding these welfare schemes from different sources. Even though the education level of agricultural labourers under KAWPS was low, their long experience in the field of agricultural labour and awareness through various programmes might have contributed to the obtained result.

This result is in conformity with the findings of previous researchers like Somasundaram (1975), Viswanathan et al (1975), Rao and Reddy (1979), Vijayaraghavan (1979), Balu (1980), Nandakumar (1980), Sarkar and Reddy (1980), Naik (1981), Vijaya (1982), Selvakumar (1988), Theodore (1988) and Sajejevchandran (1989).

It was observed that a non significant relationship existed between family education status and awareness of agricultural labourers under KAWPS and KAWWFS. It indicated that family education status did not have any influence on

awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS. Low family education status for the majority of agricultural labourers under KAWPS might have been the reason for the obtained result in the case of KAWPS.

A non significant correlation was obtained between family size and awareness of agricultural labourers under KAWPS which meant that family size had no influence on their awareness about modus operandi of KAWPS. This might be due to the small family size for the majority of agricultural labourers under KAWPS.

In the case of agricultural labourers under KAWWFS a positive and significant correlation was obtained between family size and awareness which depicted that an increase in family size would result in increasing the awareness of agricultural labourers about modus operandi of KAWWFS. As the family size increases more external contacts can be expected which may contribute to increased awareness. This might be the reason for the result obtained.

Positive and significant relationship was noticed between socio economic status and awareness of agricultural labourers under KAWPS and KAWWFS. It depicted that agricultural labourers having high socio economic status normally would have a high awareness about modus operandi of

KAWPS and KAWWFS Even though the socio economic status of agricultural labourers under KAWPS was low as seen in profile analysis their high innovativeness and economic motivation might have influenced to result a positive and significant correlation between these two variables The components of socio economic status scale like education socio political participation possessions income etc might have favourably influenced the awareness of agricultural labourers under KAWWFS and hence the result

This result is in tune with the findings of Sarkar and Reddy (1980) and Naik (1981)

Correlation between cosmopolitaness and awareness of agricultural labourers about KAWPS and KAWWFS was found to be positive and significant It indicated that more the cosmopolitaness more would be the awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS The more a person is oriented to outside world he may develop more contacts with other persons and agencies and get exposed to various information sources This might be the reason behind the obtained result The present result is contradictory to the findings of Kamarudeen (1981) and Nelson (1992)

Positive and significant correlation was obtained between mass media participation and awareness of agricultural labourers under KAWPS and KAWWFS It indicated

that agricultural labourers having more mass media participation would normally have a high awareness about modus operandi of KAWPS and KAWWFS. It is quite reasonable that the prime purpose and function of mass media were to create general awareness among the audience and hence the result. This result supports the findings of Mani and Knight (1981) and Nail (1981).

It was observed that a positive and significant relationship existed between social participation and awareness of agricultural labourers about KAWPS and KAWWFS. It revealed that more the social participation more would be the awareness of agricultural labourers. There is reason to believe that persons by virtue of their participation in different organisations will gain information about KAWPS and KAWWFS due to their interaction with other well informed persons and officials and they would assist and influence in disseminating the information to other agricultural labourers.

This result is in tune with the findings of Nandakumar (1980), Mani and Knight (1981), Haraprasad (1982), Cherian (1984) and Nelson (1992).

A positive and significant correlation between contact with extension agency and awareness of agricultural labourers under KAWPS and KAWWFS depicted that more the

contact with extension agency more would be the awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS. By contact with extension agency the chance of getting information is more which might have contributed to the obtained result. This result was previously supported by researchers like Khan (1978), Balasubramani (1981), Haraprasad (1982) and Selvakumar (1988). Eventhough the contact with extension agency was low for agricultural labourers under KAWPS and KAWWFS, the high innovativeness and economic motivation of those under KAWPS and high education, social participation, innovativeness, economic motivation etc. of those under KAWWFS might have contributed to the obtained result.

Economic motivation was found to have a non significant relationship with awareness of agricultural labourers under KAWPS, which meant that economic motivation did not have any influence on awareness of agricultural labourers about modus operandi of KAWPS. In spite of the fact that majority of agricultural labourers under KAWPS had high economic motivation, this result was obtained, which might be due to their low education, cosmopolitaness and mass media participation. The non significant relationship between these two variables was supported by researchers like Balasubramani (1981) and Nelson (1992).

In the case of agricultural labourers under KAWWFS a positive and significant correlation was noticed between economic motivation and awareness which depicted that more the economic motivation more would be their awareness about modus operandi of KAWWFS. The more one is motivated by economic benefits the more he will be trying to get information about such sources and hence this result. This was previously supported by researchers like Nandakumar (1980), Aristotle (1981), Mani and Knight (1981) and Sajeevchandran (1989).

Positive and significant relationship obtained between innovativeness and awareness of agricultural labourers under KAWPS and KAWWFS indicated that an increase in innovativeness would result in increasing awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS. Innovative people usually accept new ideas quickly and for that they try to get more information which might have resulted in an increased awareness of agricultural labourers. This is in tune with the findings of Balasubramani (1981) and Nelson (1992).

A positive and significant correlation was found between level of aspiration (future) and awareness of agricultural labourers under KAWPS and KAWWFS. It indicated that an increase in level of aspiration (future) resulted in an increasing awareness of agricultural labourers about modus

operandi of KAWPS and KAWWFS Those who aspire for a better future life will naturally like to have more information about the schemes which serve them and this might be attributed to the positive and significant correlation between these two variables Though the agricultural labourers under KAWPS had low level of aspiration (future) due to their high economic motivation and innovativeness it might have resulted in the obtained result

But level of aspiration (present) had a non-significant relationship with awareness of agricultural labourers under KAWPS and KAWWFS which showed that this variable didnot have any influence^{on} awareness of agricultural labourers about modus operandi of KAWPS and KAWWFS In the case of agricultural labourers under KAWPS it might be due to the fact that more than half of them had low level of aspiration (present) Their low education and socio-economic status might have contributed to it Hence a non-significant correlation was obtained

5 7 Relationship of attitude of agricultural labourers towards KAWPS and KAWWFS with their selected profile characteristics

A cursory view of Table 10 revealed that out of the twelve characteristics only level of aspiration⁷ (both future

and present) had significant and negative relationship with attitude of agricultural labourers towards KAWPS. So the hypothesis that there would be no significant relationship between attitude of agricultural labourers under KAWPS and their selected profile characteristics was rejected for level of aspiration (both future and present) and the same was accepted for all other characteristics.

The table also revealed that characteristics like education, cosmopolitaness, mass media participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (future) had positive and significant correlation with attitude of agricultural labourers towards KAWWFS. So the hypothesis that there would be no significant relationship between attitude of agricultural labourers under KAWWFS and their selected profile characteristics was rejected for the above mentioned variables and the same was accepted for the remaining characteristics viz. family education status, family size, socio economic status, social participation and level of aspiration (present).

A non-significant relationship was obtained between education and attitude of agricultural labourers under KAWPS which depicted that education had no influence on attitude of agricultural labourers towards KAWPS. This might be due to the reason that majority of agricultural labourers under KAWPS had low education level as seen in profile analysis.

This result is in tune with the findings of Kher and Jha (1978) Rao and Reddy (1979) Swamy (1988) and Nelson (1992)

In the case of agricultural labourers under KAWWFS education was found to have a positive and significant relationship with their attitude towards KAWWFS which meant that more the education more would be their attitude towards KAWWFS Their high education level as seen in profile analysis which had been viewed as a means of increasing knowledge would instill a favourable attitude in them might be the reason behind this result This result is in agreement with the findings of Das and Sarkar (1970) Makkar and Sohal (1974) Jayavelu (1980) Ravichandran (1980) Sarkar and Reddy (1980) Kamarudeen (1981) Vijayakumar (1983) Bhatnagar and Singhal (1984) Sinha et al (1984) Krishnakumar (1987) and Sajeevchandran (1989)

It was observed that correlation between family education status and attitude of agricultural labourers under KAWPS and KAWWFS was non significant which depicted that family education status had no influence on attitude of agricultural labourers towards KAWPS and KAWWFS The low family education status for the majority of agricultural labourers under KAWPS as seen in profile analysis might be the reason behind the result under KAWPS In the case of agricultural labourers under KAWWFS eventhough they had a

high family education status the delay in the disbursement of proposed benefits might have contributed to the non significant correlation between the two variables as obtained here

Family size was found to have a non-significant relationship with attitude of agricultural labourers under KAWPS and KAWWFS It indicated that family size had no influence on attitude of agricultural labourers towards KAWPS and KAWWFS Small family size for the majority of agricultural labourers might be the reason for the obtained result in the case of agricultural labourers under KAWPS In the case of agricultural labourers under KAWWFS eventhough they had large family size it was mainly due to their younger children whose contribution in influencing the attitude might be negligible and hence the result

It was found that a non-significant correlation existed between socio economic status and attitude of agricultural labourers towards KAWPS and KAWWFS It depicted that socio economic status had no influence on attitude of agricultural labourers towards KAWPS and KAWWFS The low socio economic status as seen in profile analysis might be the reason behind this result in the case of agricultural labourers under KAWPS In the case of agricultural labourers under KAWWFS who had a high socio economic status need not feel KAWWFS as essential to them which might be the reason

for the non significant correlation between these two variables This result is in agreement with the finding of Prakash (1980)

Agricultural labourers under KAWPS were found to have a non significant correlation between cosmopolitaness and their attitude towards KAWPS It meant that cosmopolitaness had no influence on attitude of agricultural labourers towards KAWPS This might be due to their low cosmopolitaness as seen in profile analysis This result supports the finding of Kamarudeen (1981)

In the case of agricultural labourers under KAWWFS positive and significant correlation was noticed between cosmopolitaness and attitude which indicated that more the cosmopolitaness more would be their attitude towards KAWWFS As cosmopolitaness increases one s exposure to various information sources and persons may increases which inturn has cumulative effect in influencing the attitude favourably This might be the reason for this result This is in tune with the findings of Vijayakumar (1983) and Swamy (1988)

Non significant relationship between mass media participation and attitude of agricultural labourers towards KAWPS obtained indicated that mass media participation had no influence on attitude of agricultural labourers towards KAWPS This might be due to the reason that majority of

agricultural labourers had low mass media participation as seen in profile study

In the case of agricultural labourers under KAWWFS a positive and significant relationship was noticed between mass media participation and attitude which depicted that more the mass media participation more would be their attitude towards KAWWFS Exposure to different mass media like newspaper radio television etc may help to acquire more information about KAWWFS which might have influenced their attitude favourably

Social participation was found to have a non significant relationship with attitude of agricultural labourers under KAWPS and KAWWFS It depicted that social participation had no influence on attitude of agricultural labourers towards KAWPS and KAWWFS In the case of agricultural labourers under KAWPS this result might have been due to their low social participation Attitude though is individual oriented it is largely borrowed from groups to which one belongs Man is a social being and his membership or involvement in different groups in the society influences his behaviour to a large extent and determines his attitude formation and change People who are members of different organization might have obtained more information leading to a high attitude Majority opinion and group conformity are largely responsible for change in attitude favourably Even

though social participation of agricultural labourers under KAWWFS was high a non significant correlation obtained might be due to their low mass media participation and contact with extension agency

This result is in conformity with the findings of Thangavelu (1979) Krishnakumar (1987) and Nelson (1992)

Non significant correlation obtained between contact with extension agency and attitude of agricultural labourers under KAWPS showed that contact with extension agency had no influence on attitude of agricultural labourers towards KAWPS This might be due to the fact that most of them had low contact with extension agency as seen in profile study This result is in tune with the finding of Reddy and Reddy (1977)

Positive and significant correlation obtained between contact with extension agency and attitude of agricultural labourers under KAWWFS indicated that more the contact with extension agency the more would be their attitude towards KAWWFS Eventhough they had low contact with extension agency due to their high socio economic status cosmopolitaness and social participation the present result might have obtained This result is in tune with the findings of Rao and Reddy (1979) Ravichandran (1980) Kamarudeen (1981) Sinha et al (1984) and Nelson (1992)

Correlation between economic motivation and attitude of agricultural labourers under KAWPS was found non-significant which meant that economic motivation had no influence on attitude of agricultural labourers towards KAWPS. Eventhough agricultural labourers under KAWPS had high economic motivation as seen in profile study their low education level socio economic status cosmopoliteness social participation etc might have contributed to the obtained result. This result is in tune with the findings of Balasubramani (1981) and Nelson (1992).

Positive and significant correlation between economic motivation and attitude of agricultural labourers under KAWWFS obtained indicated that increase in economic motivation would result in increasing their attitude towards KAWWFS. An economically motivated person would always have a favourable attitude towards the scheme from which he is supposed to get monetary or other benefits and hence the result. This was previously supported by researchers like Das and Sarkar (1970) Kher and Jha (1978) Thangavelu (1979) Jayavelu (1980) Sinha et al (1984) and Sajeevchandran (1989).

The correlation between innovativeness and attitude of agricultural labourers under KAWPS was found non significant. It depicted that innovativeness had no influence

on attitude of agricultural labourers towards KAWPS. Eventhough agricultural labourers under KAWPS had a high innovativeness as seen in profile study their low education status socio economic status mass media participation cosmopolitaness etc might have contributed to this result. This result is in tune with the findings of Ravichandran (1980) Sajeevchandran (1989) and Nelson (1992).

The correlation between innovativeness and attitude of agricultural labourers under KAWWFS was found positive and significant which showed that more the innovativeness more would be their attitude towards KAWWFS. Those who are willing to accept new ideas will naturally have a favourable attitude towards KAWWFS in which a variety of benefits are offered.

Negative and significant correlation was obtained between level of aspiration (future) and attitude of agricultural labourers under KAWPS which depicted that an increase in level of aspiration (future) would result in decreasing attitude of agricultural labourers towards KAWPS. Majority of agricultural labourers under KAWPS had low level of aspiration (future) and for them pension is their only source of income which might have created a favourable attitude in them. Hence the obtained result.

Positive and significant correlation observed between level of aspiration (future) and attitude of agricultural labourers under KAWWFS indicated that more the level of aspiration (future) more would be their attitude towards KAWWFS. The proposed benefits under KAWWFS which may give a better future life might have created a favourable attitude in agricultural labourers towards KAWWFS.

Negative and significant correlation obtained between level of aspiration (present) and attitude of agricultural labourers under KAWPS depicted that a increase in level of aspiration (present) would result in decreasing attitude of agricultural labourers towards KAWPS. The reason is same as that discussed for level of aspiration (future) with its relationship with attitude towards KAWPS. Non significant relationship was observed between level of aspiration (present) and attitude of agricultural labourers under KAWWFS. This indicated that level of aspiration (present) had no influence on their attitude towards KAWWFS.

5.8 Relationship of utility perception of agricultural labourers about KAWPS and KAWWFS with their selected profile characteristics

A glance of Table 11 revealed that only family size was found to have a positive and significant correlation with utility perception of agricultural labourers about KAWPS.

Hence the hypothesis that there would be no significant correlation between utility perception of agricultural labourers under KAWPS and their selected profile characteristics was rejected for family size and the same was accepted for the remaining characteristics

The same table also depicted that education socio economic status cosmopolitaness mass media participation social participation economic motivation innovativeness and level of aspiration (both future and present) had significant relationship with utility perception of agricultural labourers under KAWWFS All these variables except education were found to have a positive correlation with utility perception of agricultural labourers under KAWWFS Hence the hypothesis that there would be no significant relationship between utility perception of agricultural labourers under KAWWFS with their selected profile characteristics was rejected for the above mentioned variables and the same was accepted for the remaining variables viz family education status family size and contact with extension agency

Non significant correlation was observed between education and utility perception of agricultural labourers under KAWPS which meant that education had no influence on utility perception of agricultural labourers about KAWPS It

might be due to their low education level as seen in profile study Pillai (1978) also reported a similar result as obtained here

Negative and significant correlation was obtained between education and utility perception of agricultural labourers under KAWWFS. It indicated that more the education low would be their utility perception about KAWWFS. Increase in education may increase one's awareness on other schemes and programmes which also help in critical evaluation on things. The delay in disbursing the proposed benefits under KAWWFS even after three years of inception of the scheme might have reduced their utility perception about the scheme and hence the result.

Non significant correlation was obtained between family education status and utility perception of agricultural labourers under KAWPS and KAWWFS. It depicted that family education status had no influence on utility perception of agricultural labourers about KAWPS and KAWWFS. Low family education status for majority of agricultural labourers under KAWPS might be the reason for the obtained result in the case of agricultural labourers under KAWPS. This result is in tune with the finding of Latha (1990).

Positive and significant correlation obtained between family size and utility perception of agricultural

labourers under KAWPS indicated that more the family size more would be their utility perception about KAWPS. As family size increases the needs and wants also increase where pension could serve to some extent and hence the result. Non significant relationship was observed between family size and utility perception of agricultural labourers under KAWWFS. It meant that family size had no significant influence on utility perception of agricultural labourers about KAWWFS. This result supports the finding of Latha (1990).

Socio economic status of agricultural labourers under KAWPS was found to have a non significant correlation with their utility perception about KAWPS. It indicated that socio economic status had no influence on utility perception of agricultural labourers about KAWPS. As more than half of the sample under KAWPS had low socio economic status it might have resulted in a non-significant correlation between these two variables as obtained here.

Positive and significant relationship between socio economic status and utility perception of agricultural labourers under KAWWFS was obtained which meant that an increase in socio economic status would result in increasing the utility perception of agricultural labourers about KAWWFS. Those who have a high position in the society will naturally have a better awareness. Moreover their higher

education social participation and cosmopolitaness might have influenced their utility perception about KAWWFS

Correlation of cosmopolitaness mass media participation and social participation with utility perception of agricultural labourers under KAWPS was found to be non significant It meant that cosmopolitaness mass media participation and social participation had no influence on utility perception about KAWPS

From the profile study it was seen that majority of agricultural labourers under KAWPS had low cosmopolitaness mass media participation and social participation and this might be the reason for the obtained result Pillai (1978) and Muthukrishnan (1987) reported a non-significant correlation between social participation and utility perception

Cosmopolitaness mass media participation and social participation had positive and significant correlation with utility perception of agricultural labourers under KAWWFS It depicted that more the cosmopolitaness mass media participation and social participation more would be their utility perception about KAWWFS Due to high cosmopolitaness mass media participation and social participation agricultural labourers get more exposure to outside world persons agencies and schemes By frequent

contacts mutual exchange and sharing of views and experiences take place. These all might have created an increased utility perception of agricultural labourers about KAWWFS. Positive and significant correlation between social participation and perception was previously reported by Bhilegaonkar and Dakh (1978), Sundaram (1986) and Latha (1990).

Non significant relationship between contact with extension agency and utility perception of agricultural labourers under KAWPS and KAWWFS indicated that contact with extension agency had no influence on utility perception of agricultural labourers about KAWPS and KAWWFS. This might be due to the low contact with extension agency by the majority of agricultural labourers under KAWPS and KAWWFS as seen in profile study.

Economic motivation and innovativeness were found to be non significantly related to the utility perception of agricultural labourers under KAWPS. Eventhough they had high economic motivation and innivativeness as seen in profile study, their low education level, cosmopoliteness, mass media participation and social participation might have influenced their utility perception about KAWPS.

The relationship between economic motivation and utility perception of agricultural labourers under KAWWFS was

found positive and significant. This showed that an increase in economic motivation would result in increasing utility perception of agricultural labourers about KAWWFS. Agricultural labourers with high economic motivation would be keen in knowing the various benefits offered under KAWWFS. Consequent to this he might have perceived the utility of KAWWFS better. This result is in conformity with the finding of Balan (1987).

Positive and significant correlation between innovativeness and utility perception of agricultural labourers under KAWWFS obtained revealed that an increase in innovativeness would result in increasing utility perception of agricultural labourers about KAWWFS. This could be better explained by Bem's (1972) theory of self perception which states that people come to know their own attitudes, emotions and other internal states partially by inferring them from their overt behaviour occurs. Thus the innovative agricultural labourers might have developed a better perception about the utility of KAWWFS. This result is in tune with the findings of Sundaram (1986), Balan (1987), Ramegowda and Siddaramaiah (1987) and Latha (1990).

Both future and present level of aspiration were found to have a non significant correlation with utility perception of agricultural labourers under KAWPS. It meant

that level of aspiration (both future and present) had no influence on their utility perception about KAWPS. It might be due to the low level of aspiration (both future and present) for majority of agricultural labourers under KAWPS as seen in profile study.

Positive and significant correlation was observed between level of aspiration (both future and present) and utility perception of agricultural labourers under KAWWFS. It depicted that high level of aspiration (both future and present) would result in high utility perception of agricultural labourers about KAWWFS. High level of aspiration (both future and present) for majority of agricultural labourers under KAWWFS as seen in profile study might be the reason behind this result.

5.9 Attitude of implementing officials towards KAWPS and KAWWFS

It is evident from Table 12 that more than half of the implementing officials had favourable attitude towards KAWPS and KAWWFS.

KAWPS and KAWWFS are the two major welfare schemes in the State exclusively for agricultural labourers which are implemented by the Department of Labour and Agricultural Workers Welfare Fund Board respectively. The officials

working in these departments will have naturally a favourable attitude towards these schemes which can create a good image among the agricultural labourers about the implementing officials. Moreover, by implementing such welfare schemes for the betterment of agricultural labourers, the credibility of implementing officials may also be increased. All these might have contributed to develop a favourable attitude for majority of implementing officials towards KAWPS and KAWFS.

5 10 Constraints experienced by agricultural labourers in availing the benefits under KAWPS and KAWFS

5 10 1 Constraints experienced by the agricultural labourers in availing the benefit under KAWPS

A perusal of Table 13 indicated that non-availability of pension regularly was the most important constraint by respondents under KAWPS. As per the scheme, the pension has to be paid once in 3 months to the pensioner. For most of the beneficiaries, as they can't go for work, pension is the major source of income. From the survey, it is understood that pension has not been disbursed for the last 10 months for majority of the beneficiaries. Hence, a regular payment of pension should be effected.

The second most important constraint experienced was complexity in the procedure for application to pension.

In the application age income occupation and experience as agricultural labourer have to be certified by the village officer and the labourers found it difficult to get it certified

The other constraints experienced in the order of importance time delay in sanctioning the pension pension amount is meagre favouritism by the officials in sanctioning the application bribing of officials at village level inaccessibility to the officials and fraud in the disbursal of pension

Usually it takes 6 months to one year to sanction the pension by District Labour Office and there are even cases where the pension is released after the death of the applicant So such a delay has to be minimised as far as possible

The pension amount was raised to Rs 70 per month with effect from 1990 and even that amount is not substantial to meet the basic requirements So an increase in the amount of pension is preferred

Bribing is often needed to please the officials at the village level to get the application certified Since the implementing authority is at district level labourers find it difficult to get in touch with the officials even if they want to meet them

5 10 2 Constraints experienced by agricultural labourers in availing the benefits under KAWWFS

Table 14 depicted that the most important constraint as experienced by respondents under KAWWFS was non availability of benefits in time. Even after 3 years of inception of the scheme and payment of atleast 12 months contribution benefits have not yet been released. It implies that action should be speeded up to release the benefits soon.

The second most important constraint experienced was the lack of knowledge about the benefits. A sound knowledge about the benefits of the scheme enables people to take necessary measures to obtain the benefits and so care has to be taken for wider propaganda about the details of the scheme through extension agencies and mass media.

Complexity of procedure for applying to the scheme is recorded as the next important constraint. It is essential to get certificates to prove age and identity as an agricultural labourer from concerned authority which make the procedure complex. The next constraint was inaccessibility to the officials followed by partisan approach of trade unions. As the implementing authority is at district level people often find it difficult to contact them if they make

any default in their contribution Trade unions discrimination in identifying the beneficiaries cause difficulty to the labourers

Other constraints in the order of importance were inadequate guidance by the officials monthly contribution is difficult and contribution by agricultural labourers is high A proper guidance by the officials regarding when to make contribution when to apply for a particular benefit etc will be very useful to the labourers

5 11 Constraints experienced by officials in the implementation of KAWPS and KAWWFS

5 11 1 Constraints experienced by officials in the implementation of KAWPS

A perusal of Table 15 indicated that the most important constraint experienced by officials in implementing KAWPS was identification of agricultural labourer as per the rules and regulations of the scheme As per the scheme the beneficiary should have an annual family income of less than Rs 1500 This limit is too low that the agricultural labourers have to do malpractices to be included in the scheme

The next most important constraint identified was non availability of fund from Government which causes

difficulty in the timely disbursement of pension. This naturally results in heavy work load to officials at the time of payment of pension after a long spell of time. The third most important constraint identified was death of the pensioner is not informed to the authority. Consequent to this pension sent as money order will be accepted by some other persons.

Change in address of the pensioner is not informed to the authority was the constraint perceived as next most important. This also causes difficulty to officials.

Larger jurisdiction under Deputy Labour Officer was another constraint. In the case of any complaint the Deputy Labour Officer has to make enquiry on it. The whole district under a Deputy Labour officer with limited staff members is thus a problem to them.

5 11 2 Constraints experienced by officials in the implementation of KAWWFS

A glance of Table 16 revealed that the most important constraint experienced by officials in implementing KAWWFS was the staff pattern allowed is insufficient which will hinder the functions to be carried out effectively. For collection of contribution from agricultural labourers and for office work only 5 officials are there in the divisional

office Another most important constraint was due to lack of funds the scheme can not be implemented effectively Even after three years of inception the benefits can not be given to agricultural labourers The contribution from land owners have not yet been collected which actually has to form a part of the fund

The next constraint identified was lack of conveyance facilities to go for collecting contribution from agricultural labourers Though monthly collection of contribution from agricultural labour is prescribed in the scheme it is difficult for officials No government vehicles are provided for this purpose and this causes great difficulty to officials

Larger jurisdiction under the divisional office was another constraint identified Only one office is there at district level to carry out the KAWWFS with limited staff resource it is difficult for the officials to cover the whole district

Heavy work load was another perceived constraint Due to limited staff and larger jurisdiction officials have heavy work load

7 SUMMARY

6 SUMMARY

Agriculture over centuries continues to be the base of our nation's economy and agricultural labour constitutes one of the very vital inputs in the agricultural production process. But lacking land and other assets worth name agricultural labourers form the most vulnerable section in our society. So Government of Kerala over the years has introduced welfare schemes for the betterment of agricultural labourers. The present study aimed at the analysis of the two welfare schemes viz KAWPS and KAWWFS with the following specific objectives

- 1 To study the characteristic profile of agricultural labourers under KAWPS and KAWWFS
- 2 To study the awareness of agricultural labourers about the modus operandi of KAWPS and KAWWFS
- 3 To study the attitude of agricultural labourers towards KAWPS and KAWWFS
- 4 To study the utility perception of agricultural labourers about KAWPS and KAWWFS
- 5 To study the attitude of implementing officials towards KAWPS and KAWWFS
- 6 To identify the constraints if any experienced by agricultural labourers in availing the benefits under KAWPS and KAWWFS and by officials in implementing the same
- 7 To suggest the ways and means to improve KAWPS and KAWWFS

The study was carried out in Thiruvananthapuram district of Kerala. A random sample of 10 panchayats were selected and 8 agricultural labourers under KAWPS and 8 under KAWWFS from each selected panchayats were selected randomly. Thus a total of 160 agricultural labourers formed the respondents of the study with equal distribution of respondents under KAWPS and KAWWFS.

Besides these all the 23 officials associated with the implementation of KAWPS and KAWWFS were also selected.

A detailed review of literature was done and experts were consulted. Based on this the dependent variables viz, awareness about KAWPS and KAWWFS, attitude towards KAWPS and KAWWFS and utility perception about KAWPS and KAWWFS were selected for the study.

Profile characteristics included in the study viz education, family education, status, family size, socio economic status, cosmopolitaness, mass media participation, social participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (both future and present) were taken as independent variables based on the review of literature and discussion with experts.

Awareness about KAWPS and KAWWFS was measured separately using the scale developed by Naik (1981) with slight modification.

Attitude of agricultural labourers towards KAWPS and KAWWFS was measured separately using the scale developed for the purpose of study using the method of equal appearing intervals as described by Thurstone and Chave (1929) Each scale consisted of 15 statements The same scale was used for implementing officials to measure their attitude towards KAWPS and KAWWFS

Utility perception about KAWPS and KAWWFS was measured separately using an arbitrary scale developed for the purpose of this study The final scale administered consisted of 9 and 12 statements under KAWPS and KAWWFS respectively

Education was measured using the scoring procedure developed by Trivedi (1963) Family education status was measured by the scale developed by Ray (1967) The procedure used by Supe and Singh (1968) was followed for the present study to measure family size

Socio economic status was measured by the scoring procedure developed by Venkataramaiah (1983) The procedure developed by Desai (1981) was used here to assess the cosmopolitaness The scoring system of Anantharaman (1977) was followed to measure mass media participation

Social participation was measured by the scoring procedure developed by Lokhande (1974) The scoring

procedure followed by Sirajudeen (1980) was used to measure contact with extension agency. The procedure developed by Supe (1969) was followed to assess the economic motivation.

Innovativeness was measured by the scoring procedure used by Feaster (1968). The procedure developed by Cantril and Free (1962) was used to measure level of aspiration (both future and present).

Based on discussion with agricultural labourers and through review of literature, constraints experienced by agricultural labourers under KAWPS and KAWWFS were collected separately and included in the interview schedule to rank in a three point continuum.

Constraints experienced by implementing officials were asked to list out by them on priority basis and were ranked based on the frequency of pooled responses.

Data were collected from agricultural labourers with the help of a well structured and pre-tested interview schedule after a pilot study. From the implementing officials data were collected in person by using a structured questionnaire.

The data so collected were analysed with the help of statistical techniques viz. frequency and percentage analysis, mean, Mann-Whitney test and correlation analysis to

derive the results The salient findings of the study were as follows

Salient findings

The characteristic profile of agricultural labourers

- 1 Majority of agricultural labourers under KAWPS were found to have low education while those under KAWWFS had high education
- 2 Majority of agricultural labourers under KAWPS had low family education status whereas majority under KAWWFS had high family education status
- 3 More than half of the agricultural labourers under KAWPS were having small family size while nearly three fourth of the agricultural labourers KAWWFS had large family size
- 4 Majority of agricultural labourers under KAWPS had low socio economic status while majority under KAWWFS had high socio economic status
- 5 Majority of agricultural labourers under KAWPS had low cosmopolitaness whereas those under KAWWFS had high cosmopolitaness

- 6 Mass media participation was found to be low for majority of agricultural labourers under both KAWPS and KAWWFS
- 7 Majority of agricultural labourers under KAWPS had low social participation whereas under KAWWFS majority had high social participation
- 8 Contact with extension agency was low for majority of agricultural labourers under both KAWPS and KAWWFS
- 9 Economic motivation was found to be high for majority of agricultural labourers under both KAWPS and KAWWFS
- 10 Majority of agricultural labourers under both KAWPS and KAWWFS had high innovativeness
- 11 Half of the agricultural labourers under KAWPS had low level of aspiration (future) and majority under KAWWFS had high level aspiration (future)
- 12 Majority of agricultural labourers under KAWPS had low level of aspiration (present) whereas majority under KAWWFS had high level of aspiration (present)
- 13 More than half of agricultural labourers under both KAWPS and KAWWFS had high awareness about the modus operandi of KAWPS AND KAWWFS respectively

- 14 Majority of agricultural labourers under both KAWPS and KAWWFS had favourable attitude towards KAWPS and KAWWFS respectively
- 15 Majority of agricultural labourers under KAWPS had high utility perception about KAWPS and majority under KAWWFS had low utility perception about KAWWFS
- 16 There was significant difference between agricultural labourers under KAWPS and KAWWFS with respect to all their selected profile characteristics under study viz education family education status family size socio economic status cosmopolitaness mass media participation social participation contact with extension agency economic motivation innovativeness and level of aspiration (both future and present)
- 17 Positive and significant relationship was obtained between awareness of agricultural labourers under KAWPS about the modus operandi of KAWPS and their characteristics like education socio economic status cosmopolitaness mass media participation social participation contact with extension agency innovativeness and level of aspiration (future)
- 18 Characteristics of agricultural labourers under KAWWFS like education family size socio economic status cosmopolitaness mass media participation social

participation contact with extension agency economic motivation innovativeness and level of aspiration (future) were found to have positive and significant correlation with their awareness about modus operandi of KAWWFS

- 19 Level of aspiration (both future and present) of agricultural labourers under KAWPS had negative and significant correlation with their attitude towards KAWPS
- 20 Education cosmopolitaness mass media participation contact with extension agency economic motivation innovativeness and level of aspiration (future) of agricultural labourers under KAWWFS had positive and significant relationship with their attitude towards KAWWFS
- 21 Family size of agricultural labourers under KAWPS had positive and significant correlation with their utility perception about KAWPS
- 22 Socio economic status cosmopolitaness mass media participation social participation economic motivation innovativeness and level of aspiration (both future and present) of agricultural labourers under KAWWFS had positive and significant relationship

with their utility perception about KAWWFS while education had negative and significant correlation

23 More than half of the implementing officials had a favourable attitude towards KAWPS and KAWWFS

24 Most important constraint experienced by agricultural labourers under KAWPS was non availability of pension regularly followed by complexity in the procedure for application to pension pension amount is meagre favouritism by officials in sanctioning the application bribing of officials at village level inaccessibility to officials and fraud in the distribution of pension

25 Non availability of benefits in time was the most important constraint experienced by agricultural labourers under KAWWFS followed by lack of knowledge about the benefits complexity of procedure in applying to the scheme inaccessibility to the officials partisan approach of trade unions inadequate guidance by the officials monthly contribution of agricultural labourers is difficult and contribution by agricultural labourers is high

26 Identification of agricultural labourer as per the rules and regulations of the scheme was the most important constraint experienced by officials in the

implementation of KAWPS followed by non availability of fund from Government death of the pensioner is not informed to the authority and larger jurisdiction under Deputy Labour Officer

27 The staff pattern allowed is insufficient was the most serious constraint experienced by implementing officials of KAWWFS followed by due to lack of funds the scheme can not be implemented effectively lack of conveyance facilities to go for collecting contribution from agricultural labourers larger jurisdiction under divisional office and heavy work load for officials

Suggestions by agricultural labourers and implementing officials in improving the functioning of KAWPS and KAWWFS

Based on the constraints experienced agricultural labourers and implementing officials pointed out some suggestions in improving the functioning of KAWPS and KAWWFS which are presented below

Suggestions by agricultural labourers under KAWPS in improving the functioning of KAWPS

- 1 Regular payment of pension without any due should be effected for proper functioning of KAWPS

- 2 After verification of the application to KAWPS if eligible pension should be sanctioned immediately
- 3 Pension amount has to be increased so as to meet the requirement of agricultural labourers
- 4 Measures should be taken against the officials who deny the pension without sound reason

Suggestions by agricultural labourers in improving the functioning of KAWFS

- 1 Action has to be expedited to disburse the benefits offered under KAWFS soon
- 2 Measures have to be taken to intimate the agricultural labourers about the scheme details
- 3 Guidance and supervision by officials can help the agricultural labourers to know when to make contribution to the scheme
- 4 Contribution from land owners has to be collected immediately

Suggestions by implementing officials in improving the functioning of KAWPS

- 1 The income limit now prescribed in the scheme shall be raised so that more agricultural labourers can be benefited

- 2 Adequate staffing should be there in offices for smooth functioning of KAWPS
- 3 Make provision to avail the fund for the scheme in time so that regular payment of pension can be effected
- 4 Frequent supervision of the beneficiaries by the officials can help them to ascertain the details regarding death or change in address of the pensioners

Suggestions by implementing officials in improving the functioning of KAWFS

- 1 Clerical staff has to be provided at the rate of one for every 5000 agricultural labourers enrolled
- 2 Provision of vehicles can make the conveyance for collection of contribution from agricultural labourers easier
- 3 Local offices have to be opened in villages/panchayats according to the concentration of agricultural labourers enrolled
- 4 The superannuation benefit has to be modified by reducing it to suit the financial condition of the KAWWF Board if it is to work smoothly and survive as there is no contribution from Government to the Board is envisaged in the scheme

- 5 Urgent step has to be taken up for collecting contribution from land owners

Implications of the findings of the study

The findings of the study indicate that agricultural labourers under KAWPS were in a miserable condition with low education socio economic status cosmopolitaness mass media participation social participation contact with extension agency and level of aspiration Adequate steps are to be taken to improve their socio economic conditions without leaving them neglected and give their contribution to the field of agriculture due consideration

In the case of agricultural labourers under KAWWFS they were found to have low mass media participation and contact with extension agency It was seen from the correlation analysis that these two variables had positive and significant influence in determining awareness and attitude towards KAWWFS Mass media participation also influences the utility perception of agricultural labourers about KAWWFS So efforts are to be taken to enhance their mass media participation and contact with extension agency

Utility perception of agricultural labourers under KAWWFS was found low Only after availing the benefits they

proposed benefits under KAWWFS

The constraints perceived by agricultural labourers under KAWPS and KAWWFS and that by implementing officials should be given due consideration and necessary actions are to be taken

Suggestions for future research

The present investigation can be elaborated along the following lines of research work in future

- 1 Similar studies are to be conducted in other districts of the state
- 2 A comparison of beneficiaries and non-beneficiaries of welfare schemes with respect to their characteristics can be undertaken
- 3 More number of independent variables can be included

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APPENDICES

APPENDIX I

PART I

KERALA AGRICULTURAL UNIVERSITY
COLLEGE OF AGRICULTURE

WLLIARL SCHIMLS IOR AGRICULTURAL LABOURERS
A MULTIDIMENSIONAL ANALYSIS

Interview schedule (Agricultural labourers of both under KAWPS and KAWWFS)

Serial Number

Name of respondent

Age

Address

Panchayat

Block

Subdivision

1 Education

Illiterate / can read only / can read and write / primary / middle / high / college

2 Family education status

What is the education status of your family?

Education status									
Name	Age	Illite rate	Can read only	Can read and write	Primary	Middle	High	College	
-	-	-	-	-	-	-	-	-	-

3 Family size

What is the total number of members in your family ?

Adult
Children

Total

4 Socio economic status

1 Occupationn

No occupation

Agricultural labour as the sole occupation

Agricultural labour as main occupation
with others as subsidiary

2 Land holding Cents

3 Caste

Scheduled

Backward

Forward

4 Education

No schooling illiterate

Functionally literate

Primary school

Middle school

High school

Collegiate

5 Socio political participation

Without any membership in socio political organisation

Membership in one or more organisation

Official position in one or more organisation

Active office bearer

6 Possessions

None

One farm animal (bullock buffallow cow / cycle /
furniture)

Two farm animals/bullock and/radio

3 to 4 farm animals / improved farm implements /
newspaper / electricity

5 to 10 farm animals / gobar gas plant / pumpset / 10
farm animals / tractor / automobile

7 House

slod thatched

mud vall & thatched

brickwall & tiled

concrete house

8 Family

Single

Nuclear

Joint

9 Annual income Rs

111

5 Cosmopolitaness

- a How many times do you visit the nearby towns ?
Two times or more a week/once in a week/once in a fortnight/once in a month/seldom/Never
- b Purpose of visit
All relating to agriculture/some relating to agriculture/personal or domestic/entertainment/others/
no response
- c Membership in organisation outside the village
Non member/member

6 Mass media participation

<u>Medium</u>	<u>Frequency</u>
Radio	daily 2 6 days a week once a week once a fortnight rarely never
Newspaper	Daily 2-6 days a week once a week once a fortnight rarely never
Magazines leaflets and bulletins	Regularly Occasionally never
Films (seen during last year)	> 6 4 6 1 3 None
Field days/agricultural functions (attended during last year)	> 6 4 6 1 3 None
Television	Daily 2 6 days a week once a fortnight rarely never

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7 Social participation

Please indicate whether you are a member or an office bearer in the following organisation and if so how frequently you attend the meetings

Sl No	Organisation	As a member	As an office bearer	Attend meeting		
				Regularly	Occasionally	Never
1	Panchayat					
2	Co operative Society					
3	Rural radio forum					
4	Youth club					
5	Labour union					
6	Any others					

8 Contact with extension agencies

a Awareness
Are you aware of any extension agency operating in your area ?

Yes/No

If yes

Name the extension agency

b How frequently you make contact with extension agencies?

- once in a while or beyond 3 months
- once in three months
- once in a fortnight
- once in a week

c Purpose of contact

- Non agriculture
- to avail input subsidies
- to avail subsidies and agricultural implements
- to get technical aid



9 Economic motivation

Please state to what extent you agree or disagree with each of the statements

(SA Strongly Agree A Agree UD Undecided DA Disagree SDA Strongly Disagree)

SA A UD DA SDA

- a An agricultural labourer should work towards larger economic profits
- b The most successful agricultural labourer is the one who makes the maximum profit
- c An agricultural labourer must earn his living but the important thing in life cannot be defined in economic terms
- d It is difficult for the labourer's children to make good start unless he provide them with economic assistance
- e In addition to the job as an agricultural labourer I like to take up some other enterprise to earn more-money
- f I would work hard without rest in order to earn maximum money to run my family
- g All I want from my job is to make just a reasonable living for the family

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10 Innovativeness

Please give your answers as Yes undecided (UD) or No

Yes UD No

- a Do you want to learn new ways of farming?
- b If the Agricultural Extension worker gives a talk on improved cultivation aspects would you attend?
- c If the government would help you to establish a farm elsewhere would you move?
- d Do you want a change in your life?
- e Do you want your sons to be agricultural labourers?
- f It is better to enjoy today and let tomorrow take care of itself
- g The future of man lies in the hand of God
- h One should try to farm the way his parents did

11 & 12 Level of aspiration (future and present)

All of us want certain things out of life If you imagine your future as an agricultural labourer in the best possible way what your life look like than if you are to be happy

- a) What are your hopes for the future
 - a
 - b
 - c

On the contrary if you imagine your future in the worst possible light what would your life look like

b) What are your worries and fears of the future?

- a
- b
- c

c) How do you feel about your present life?

much better neutral tiresome much tiresome

d) How would be your life after five years?

much better neutral tiresome much tiresome

Here is a picture of ladder. Suppose we say that the top of the ladder represents the best possible life for you and the bottom represents the worst possible life for you.

In the light of your hopes and fears for the future where on the ladder do you feel you personally stand at step No

Where on the ladder you think you would be five years from now step No

- - 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0

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PART II
(for agricultural labourers under KAWPS only)

1 Awareness of agricultural labourers about modus operandi
of Kerala Agricultural workers Pension Scheme

True/False

- 1 Do you know when the scheme was started?
- 2 Do you know the age limit prescribed for this scheme?
- 3 For how many years an agricultural labourer should work under a land owner to get the benefit?
- 4 Can a pensioner have benefits from other schemes if he avails pension?
- 5 What is the prescribed income limit for the scheme?
- 6 Do you know to whom the application is to be submitted?
- 7 Do you know what is the frequency of payment of pension?
- 8 Do you know in which months the pension is to be paid?

2 Attitude of agricultural labourers towards Kerala
Agricultural workers Pension Scheme

Please indicate your agreement or disagreement to following statements

A Agree
DA - Disagree

<u>Statements</u>	A	DA
-------------------	---	----

- 1 Pension scheme aims at meeting the needs of living of agricultural labourers

- 3 Pension scheme gives social status to agricultural labourers
- 4 With the introduction of pension scheme there is an upliftment of rural economy
- 5 Pension scheme is a waste of time as far as agricultural labourers are concerned
- 6 Pension scheme helps agricultural labourers to lead a comfortable life
- 7 Pension scheme improves the living conditions of agricultural labourers
- 8 Pension scheme does not improve the welfare of agricultural labourers
- 9 Pension scheme motivates agricultural labourers to remain in the field of agriculture
- 10 Pension scheme improves the economic condition of aged agricultural labourers
- 11 Pension scheme gives social security to agricultural labourers
- 12 Pension scheme should be wound up
- 13 Pension scheme is necessary for all agricultural labourers irrespective of the income limit
- 14 Pension scheme creates a feeling that aged agricultural labourers are not a botheration to their family
- 15 To avail the benefit through pension scheme creates a inferiority feeling to agricultural labourers

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3 Utility perception of agricultural labourers about the Kerala Agricultural Workers Pension Scheme

(Below are given some statements which reflect the utility of Kerala Agricultural Workers Pension Scheme How do you feel about these statements)

	Very much	Much	Little	Least
1 Pension helps to improve the economic condition of aged agricultural labourers				
2 Pension is a boon to agricultural labourers				
3 Pension gives security to agricultural labourers in their old age				
4 Pension gives independence to aged agricultural labourers as they need not depend on others				
5 Aged agricultural labourers need not go for work as pension is given				
6 Pension helps in meeting cost of living of agricultural labourers				
7 Pension increases the status of agricultural labourers in the society				
8 There is an upliftment of rural economy with the introduction of this scheme				
9 Pension is essential to all agricultural labourers irrespective of their age				

X1

4 Constraints in availing the benefit under KAWPS by the agricultural labourers

Please indicate the degree of intensity of the following constraints experienced by you in availing the benefit through KAWPS

	Most important	Important	Least important
1 Non availability of pension regularly			
2 Pension amount is meagre			
3 Complexity in the procedure for application to pension			
4 Delay in sanctioning the pension			
5 Favouritism by the officials in sanctioning the application			
6 Fraud in the distribution of pension			
7 Bribing of officials at village level			
8 Inaccessibility with the officials			
9 Any others if any			

5 In the light of above problems please suggest your solutions for the proper functioning of KAWPS

PART III
(for agricultural labourers under KAWWFS only)

1 Awareness of agricultural labourers about Kerala Agricultural Workers Welfare Fund Scheme

True/False

- 1 Do you know when this scheme was started?
- 2 Do you know the age limit of the target group?
- 3 Do you know to whom the application is to be submitted?
- 4 Do you know who identify the agricultural labourers?
- 5 Do you know that an identity card is issued to each member?
- 6 Do you know the contribution to be made by agricultural labourers?
- 7 Do you know the contribution to be made by a land owner?
- 8 Do you know that one ceases to be a member if he defaults the payment of contribution consecutively for six months ?
- 9 Have you heard about the superannuation benefit?
- 10 Have you heard about the educational scholarships?
- 11 Are you aware of the ex gratia benefits?
- 12 Do you know maximum amount provided under superannuation benefit?
- 13 Do you know the amount given as ex gratia?

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- 14 Do you know the amount of educational scholarship to dependent children of agricultural labourers?
- 15 Are you aware of the provision of advance for the marriage expenses of member or his daughter/daughters?
- 16 Do you know that there is a provision for insurance premium to the members?
- 17 Are you aware of the maternity benefit for women agricultural labourers ?
- 18 Do you know that there is a provision for purchase of agricultural land?

2 Attitude of agricultural labourers towards Kerala Agricultural Workers Welfare Fund Scheme

Please indicate your level of agreement or disagreement to following statements

- A Agree
- DA Disagree

Statements	A	DA
------------	---	----

- 1 Welfare fund scheme is the best programme implemented for the welfare of agricultural labourers
- 2 Welfare fund scheme aims at meeting the needs of living of agricultural labourers

- 3 The future of agricultural labourers are brightened with the introduction of welfare fund scheme
- 4 Welfare fund scheme leads to overall development of the family of agricultural labourer
- 5 Welfare fund scheme acts as a means for poverty alleviation
- 6 Welfare fund scheme gives social status to agricultural labourers
- 7 With the introduction of welfare fund scheme there is an upliftment of rural economy
- 8 Welfare fund scheme gives social security to agricultural labourers
- 9 Welfare fund scheme helps the agricultural labourers to lead a comfortable life
- 10 Welfare fund scheme improves the living conditions of agricultural labourers
- 11 Welfare fund scheme does not improve the welfare of agricultural labourers
- 12 Welfare fund scheme is a waste of time as far as agricultural labourers are concerned
- 13 Welfare fund scheme is essential for the agricultural prosperity of the State
- 14 Welfare fund scheme should be wound up
- 15 Introduction of welfare fund scheme creates an inspiration among agricultural labourers

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3 Utility perception of agricultural labourers about the Kerala Agricultural Workers Welfare Fund Scheme

Below are given some statements which reflect the utility of Kerala Agricultural Worker s Welfare Fund scheme How do you feel about the statements?

-----	-----	-----	-----
Very much	Much	Little	Least
-----	-----	-----	-----

- 1 The scheme provides for the overall development of the family of agricultural labourers
- 2 The superannuation benefit is a boon to the agricultural labourer in his old age
- 3 Ex gratia payment is a relief to the family of agricultural labourer
- 4 Educational scholarships to the children of agricultural labourer help them to give a bright future
- 5 Medical assistance scheme gives security to the life of agricultural labourer
- 6 Maternity benefit is a great help to women agricultural labourers
- 7 The scheme helps to improve the working conditions of agricultural labourers

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- 8 Advances for marriage expenses to the member or his daughters is useful
 - 9 Advance for the purchase of agricultural land is beneficial
 - 10 Payment of old age pension helps to improve the economic condition of agricultural labourers
 - 11 Measure for the maintenance or repair of house improves the living conditions of agricultural labourers
 - 12 The benefits of the scheme give a status to agricultural labourers in the society
-
- 4 Constraints in availing the benefits of Kerala Agricultural workers Welfare Fund Scheme by the agricultural labourers

(Please indicate the degree of intensity of the following constraints experienced by you in availing the benefits through Kerala Agricultural Welfare Fund Scheme)

--- - -- - -
Most Important Least
Important

- 1 Complexity of procedure for applying to the scheme
- 2 Non availability of benefits in time

12/11

- 3 Lack of knowledge about the benefits
 - 4 Partisan approach of trade unions
 - 5 Contribution by agricultural labourers is high
 - 6 Monthly contribution by agricultural labourers is difficult
 - 7 Inaccessibility with the officials
 - 8 Inadequate guidance by the officials
-
- 5 In the light of above problems please suggest the solutions for proper functioning of the scheme

APPENDIX II

KERALA AGRICULTURAL UNIVERSITY

COLLEGE OF AGRICULTURE VELLAYANI

WELFARE SCHEMES FOR AGRICULTURAL LABOURERS
A MULTIDIMENSIONAL ANALYSIS

Questionnaire (implementing officials of KAWPS/KAWWFS)

Name

Designation

Nature of employment Permanent/temporary

i Attitude of implementing officials towards welfare schemes for agricultural labourers viz Kerala Agricultural Workers Pension Scheme and Kerala Agricultural Workers Welfare Fund Scheme

a Attitude of implementing officials towards Kerala Agricultural Workers Pension Scheme

Please indicate your degree of agreement or disagreement to following statements

A Agree

DA Disagree

Statements

A

DA

- 1 Pension scheme aims at meeting the needs of living of agricultural labourers
- 2 Pension scheme acts as a means for poverty alleviation
- 3 Pension scheme gives social status to agricultural labourers
- 4 With the introduction of pension scheme there is an upliftment of rural economy
- 5 Pension scheme is a waste of time as far as agricultural labourers are concerned
- 6 Pension scheme helps agricultural labourers to lead a comfortable life
- 7 Pension scheme improves the living conditions of agricultural labourers
- 8 Pension scheme does not improve the welfare of agricultural labourers

111

Statements

- - - -
A DA
-

- 9 Pension scheme motivates agricultural labourers to remain in the field of agriculture
- 10 Pension scheme improves the economic condition of aged agricultural labourers
- 11 Pension scheme gives social security to agricultural labourers
- 12 Pension scheme should be wound up
- 13 Pension scheme is necessary for all agricultural labourers irrespective of the income limit
- 14 Pension scheme creates a feeling that aged agricultural labourers are not a botheration to their family
- 15 To avail the benefit through pension scheme creates an inferiority feeling to agricultural labourers

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b Attitude of implementing officials towards Kerala Agricultural workers Welfare Fund Scheme

Please indicate your r agreement or disagreement to following statements

A Agree DA Disagree

	- - - -	- - - -
Statements	A	DA
	- - - -	- - - -

- 1 Welfare fund scheme is the best programme implemented for the welfare of agricultural labourers
- 2 Welfare fund scheme aims at meeting the needs of living of agricultural labourers
- 3 The future of agricultural labourers are brightened with the introduction of welfare fund scheme
- 4 Welfare fund scheme leads to overall development of the family of agricultural labourer
- 5 Welfare fund scheme acts as a means for poverty alleviation



- 6 Welfare fund scheme gives social status to agricultural labourers
- 7 With the introduction of welfare fund scheme there is an upliftment of rural economy
- 8 Welfare fund scheme gives social security to agricultural labourers
- 9 Welfare fund scheme helps the agricultural labourers to lead a comfortable life
- 10 Welfare fund scheme improves the living conditions of agricultural labourers
- 11 Welfare fund scheme does not improve the welfare of agricultural labourers
- 12 Welfare fund scheme is a waste of time as far as agricultural labourers are concerned
- 13 Welfare fund scheme is essential for the agricultural prosperity of the State
- 14 Welfare fund scheme should be wound up

✓)

1⁵ Inti diction of welfare fund scheme creates an inspiration among agricultural labourers

2 Please list out the constraints experienced by you in implementing the labour welfare schemes for agricultural labourers

a) Kerala Agricultural Workers Pension Scheme

- 1)
- 11)
- 111)
- 1V)
- v)

b) Kerala Agricultural Workers Welfare Fund Scheme

- 1)
- 11)
- 111)
- 1V)
- v)

3 Please list out your suggestions in improving the functioning of labour welfare schemes for agricultural labourers

a) Kerala Agricultural Workers Pension Scheme

b) Kerala Agricultural Workers Welfare Fund Scheme

APPENDIX III

ATTITUDE SCALE

a The statements selected for the attitude scale to measure the attitude of agricultural labourers and implementing officials towards KAWPS

No	Statements	S value	Q value
1	Pension scheme aims at meeting the needs of living of agricultural labourers	3 85	0 84
2	Pension scheme acts as a means for poverty alleviation	4 07	0 87
3	Pension scheme gives social status to agricultural labourers	4 00	0 90
4	With the introduction of pension scheme there is an upliftment of rural economy	3 5	0 91
5	Pension scheme is a waste of time as far as agricultural labourers are concerned	1 96	1 76
6	Pension scheme helps agricultural labourers to lead a comfortable life	3 86	0 95
7	Pension scheme improves the living conditions of agricultural labourers	4 07	0 99

11

No	Statements	S value	Q value
8	Pension scheme does not improve the welfare of agricultural labourers	2 17	1 6
9	Pension scheme motivates agricultural labourers to remain in the field of agriculture	3 95	1 12
10	Pension scheme improves the economic condition of aged agricultural labourers	2 05	1 17
11	Pension scheme gives social security to agricultural labourers	4 17	0 92
12	Pension scheme should be wound up	1 75	1 28
13	Pension scheme is necessary for all agricultural labourers irrespective of the income limit	3 91	1 37
14	Pension scheme creates a feeling that aged agricultural labourers are not a botheration to their family	4 00	1 37
15	To avail the benefit through pension scheme creates an inferiority feeling to agricultural labourers	2 29	1 6

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b The statements selected for the attitude scale to measure the attitude of agricultural labourers and implementing officials towards KAWWFS

No	Statements	S value	Q value
1	Welfare fund scheme is the best programme implemented for the welfare of agricultural labourers	4 19	0 64
2	Welfare fund scheme aims at meeting the needs of living of agricultural labourers	3 85	0 84
3	The future of agricultural labourers are brightened with the introduction of welfare fund scheme	4 00	0 84
4	Welfare fund scheme leads to overall development of the family of agricultural labourer	4 14	0 85
5	Welfare fund scheme acts as a means for poverty alleviation	4 07	0 87
6	Welfare fund scheme gives social status to agricultural labourers	4 00	0 90
7	With the introduction of welfare fund scheme there is in upliftment of rural economy	3 5	0 91

14

No	Statements	S value	Q value
8	Welfare fund scheme gives social security to agricultural labourers	3 86	0 95
9	Welfare fund scheme helps the agricultural labourers to lead a comfortable life	3 86	0 95
10	Welfare fund scheme improves the living conditions of agricultural labourers	4 07	0 99
11	Welfare fund scheme does not improve the welfare of agricultural labourers	2 17	1 16
12	Welfare fund scheme is a waste of time as far as agricultural labourers are concerned	1 96	1 76
13	Welfare fund scheme is essential for the agricultural prosperity of the State	2 12	1 23
14	Welfare fund scheme should be wound-up	1 75	1 28
15	Introduction of welfare fund scheme creates an inspiration among agricultural labourers	3 89	1 27

WELFARE SCHEMES FOR AGRICULTURAL LABOURERS A MULTIDIMENSIONAL ANALYSIS

BY

FATHIMABI, P K B Sc (Ag)

**ABSTRACT OF THE THESIS
SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENT
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**DEPARTMENT OF AGRICULTURAL EXTENSION
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VELLAYANI
THIRUVANANTHAPURAM**

1993

ABSTRACT

The study Welfare Schemes for Agricultural Labourers A Multidimensional Analysis was carried out with the following objectives

- 1 To study the characteristic profile of agricultural labourers under KAWPS and KAWWFS
- 2 To study the awareness of agricultural labourers about the modus operandi of KAWPS and KAWWFS
- 3 To study the attitude of agricultural labourers towards KAWPS and KAWWFS
- 4 To study the utility perception of agricultural labourers about KAWPS and KAWWFS
- 5 To study the attitude of implementing officials towards KAWPS and KAWWFS
- 6 To identify the constraints if any experienced by agricultural labourers under KAWPS and KAWWFS and by officials in implementing the same
- 7 To suggest the ways and means to improve KAWPS and KAWWFS

The study was conducted in 10 randomly selected panchayats of Thiruvananthapuram district. A sample of 160 agricultural labourers i.e. 80 under KAWPS and 80 under KAWWFS selected using random allocation technique formed the respondents of the study. In addition to that 23 officials associated with the implementation of KAWPS and KAWWFS were also included in the present study.

Personal interview was conducted with the help of well structured and pre tested interview schedule to collect data from agricultural labourers and a structured questionnaire was used to collect data from implementing officials.

The analysis of welfare schemes for agricultural labourers was done by studying the awareness, attitude and utility perception of agricultural labourers about KAWPS and KAWWFS which formed the dependent variables of the study.

The selected profile characteristics of agricultural labourers were taken as independent variables which included education, family education, status, family size, socio economic status, cosmopolitaness, mass media participation, social participation, contact with extension agency, economic motivation, innovativeness and level of aspiration (both future and present).

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The salient findings of the study are as follows

Majority of agricultural labourers under KAWPS were found to have low education low family education status small family size low socio-economic status low cosmopolitaness low mass media participation low social participation low contact with extension agency high economic motivation high innovativeness and low level of aspiration (both future and present)

Majority of agricultural labourers under KAWWFS had high education high family education status large family size high socio economic status high cosmopolitaness low mass media participation high social participation low contact with extension agency high economic motivation high innovativeness and high level of aspiration (both future and present)

Majority of agricultural labourers under KAWPS and KAWWFS had high awareness about modus operandi of KAWPS and KAWWFS respectively

Majority of agricultural labourers under KAWPS and KAWWFS had favourable attitude towards KAWPS and KAWWFS respectively

Majority of agricultural labourers under KAWPS had high utility perception about KAWPS and majority under KAWWFS had low utility perception about KAWWFS

There was significant difference between agricultural labourers under KAWPS and KAWWFS with respect to all their selected profile characteristics

Positive and significant correlation was obtained between awareness of agricultural labourers under KAWPS about modus operandi of KAWPS and their characteristics like education socio economic status cosmopolitaness mass media participation social participation contact with extension agency innovativeness and level of aspiration (future)

Characteristics of agricultural labourers under KAWWFS like education family size socio economic status cosmopolitaness mass media participation social participation contact with extension agency economic motivation innovativeness and level of aspiration (future) were found to have a positive and significant correlation with their awareness about modus operandi of KAWWFS

Level of aspiration (both future and present) of agricultural labourers under KAWPS had negative and significant correlation with their attitude towards KAWPS

Education cosmopolitaness mass media participation contact with extension agency economic motivation innovativeness and level of aspiration (future) of agricultural labourers under KAWWFS had positive and significant relationship with their attitude towards KAWWFS

Family size of agricultural labourers under KAWPS had positive and significant correlation with their utility perception about KAWPS

Socio economic status cosmopolitaness mass media participation social participation economic motivation innovativeness and level of aspiration (both future and present) of agricultural labourers under KAWWFS had positive and significant correlation with their utility perception about KAWWFS while education had negative and significant correlation

Majority of the implementing officials had a favourable attitude towards KAWPS and KAWWFS

Most important constraint experienced by agricultural labourers under KAWPS was non availability of pension regularly while those under KAWWFS was non availability of benefits in time Identification of agricultural labourer as per the rules and regulations of the scheme and the staff pattern allowed is insufficient were the most important constraints experienced by officials in the implementation of KAWPS and KAWWFS respectively