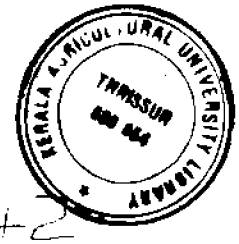
ROLE OF LABOUR FORCE (THOZHIL SENA) IN AGRICULTURAL DEVELOPMENT IMPLEMENTED THROUGH PEOPLE'S PLAN IN KERALA



BY

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2002

Dedicated To My

... Most Beloved Achan,

... Amma

&

... late maman

DECLARATION

I hereby declare that this thesis entitled "**Role of labour force (Thozhil Sena) in agricultural development implemented through people's plan in Kerala**" 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 of any degree, diploma, associateship, fellowship or other similar title, of any other university or society.

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Certified that this thesis entitled "**Role of labour force (Thozhil Sena) in agricultural development implemented through people's plan in Kerala**" is a record of research work done independently by Ms. Geetha. G. Nath (99-11-57) under my guidance and supervision and that it has not previously formed the basis for the award of any degree, fellowship or associateship to her.

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Introduction

INTRODUCTION

Agriculture continuous to be the mainstay of our economy even after 54 years of independence. Development in India is synonymous with rural development since more than two thirds of its population reside in the rural areas with agriculture as their main occupation, more accurately as their livelihood.

Economic growth in a predominantly agricultural country like India is critically dependent on a break through in agriculture. The weak performance of the agricultural sector is a bottle neck and remains one of the most difficult factor of the developmental programmes.

It is true that agriculture in India had a break through during the late sixties generally known as the 'Green Revolution Period'. Many attempts have since been made to examine its impact on the nations economy. The technological sophistication has brought a revolutionary change in the agricultural sector and the productivity has shown a progressive trend.

Human resources forms a significant input in the production process. In the agricultural sector, labourers play an important role. It is the lever spring that injects life, strength and continuity to development of our national economy.

Agricultural labourers in India are always a neglected community although more than two-third of the total work force of the country is in agriculture. The workforce in the country is today in the grips of a severe retrenchment phase (Srinivasan, 2000). To an average worker there is neither guarantee of employment security nor income security.

The agricultural labourers are the most exploited and oppressed class in the rural hierarchy. Their upliftment has to be one of the paramount concerns of our planners and administrators. One of the major limitations of planning of India is that despite a cautious effort made by the planners to promote labour intensive techniques of production the growth of employment has continuously lagged behind the growth of labour force.

Even in Kerala, the employment profile during the last two decades provide a startling situation. The number of days of employment is steadily declining especially for the regular agricultural labourers in the state.

Though Kerala is a chronic food deficit state, cultivation of rice, the staple food of its three crores people, has been unprofitable, since from mid 1970's. There has also been a fall in the area and production of paddy over the past few decades. The various land reforms promulgated since independence which led to the extreme fragmentation of land is seen as one of the factors that made agriculture as a low profit venture. Notwithstanding the social taboos and feudal ethos associated with paddy cultivation which works against making the rice purchase from the open market in a society like Kerala, the labour intensive crop like paddy could not be sustained for long unless the problem of shortage of adequate labourers in season coupled with exorbitant escalation in production cost are arrested (Kunnathukal Gramapanchayat, 1997).

The area decline under food crops and growing prominence of less labour intensive and relatively more profitable crops like rubber and coconut should be viewed against this back drop. The shift in cropping pattern in favour of less labour intensive commercial crop reduced the available days of

employment for agricultural labourers. The less intensive use of land, dilution in the application of other land saving measures have together put a curb on surplus generation and investment in agriculture particularly in food crops like paddy. On labourers side, though wages increased over a period of time the gross income of labourers declined as days of employment fell faster than the rise in wage rate. Further it has also been observed that with the decline in area under paddy, the traditionally trained crop specific labourers switched over to non-farm activities intensifying the crises (Kunnathukal Gramapanchayat, 1997).

In the ultimate analysis the solution to our employment problem lies in tapping our latent human resources especially the vast unemployed manpower in our rural areas and converting it into capital for economic development.

At this juncture, the relevance of Thozhil Sena formed by Kunnathukal Panchayat and Thamarakulam Panchayat is felt. Thozhil Sena is a body of different categories of labourers organized to solve the labour shortage problem. The members are given training to perform various farming operations. There is no need for the farmers to supervise the farming operations and the problem of periodical rise in wages does not arise. The thrust of the Thozhil Sena lies in improving the welfare of labourers.

Scope of study

In Kerala, the Thozhil Sena is implemented mainly in two panchayats, Kunnathukal of Thiruvananthapuram district and Thamarakulam of Alappuzha district. As this study is a pioneering research attempt in this area, it would certainly throw light in the various problems existing in the working nature of the Thozhil Sena, so that it will probably widen the scope and explore the

possibilities to extent this concept to all panchayats of Kerala. This study aims to look into the working of the Thozhil Senas of Kunnathukal panchayat and Thamarakulam panchayat with the following objectives.

1. To analyse the structure, function and role of Thozhil Sena of the selected panchayats.
2. To study the employment and income generation due to the implementation of Thozhil Sena.
3. To study the attitude and perception of its members and farmers towards it.
4. To identify the constraints as perceived by the members / officials / peoples representatives.

Limitations

All human effort has some limitations. This study is no exception. As this is a single researcher investigation undertaken as a part of the requirement for the fulfillment of masters degree programme, the limitations of time and resources restricted the comprehensive and indepth study. The conclusions are restricted to conditions prevailing there and any attempt at generalization must be done with care. However accomplishment of the objectives to the maximum extent possible has been earnestly tried for.

Theoretical Orientation

THEORETICAL ORIENTATION

In this part clarification of important concept is being made with theoretical definitions and explanations. This also assists in evaluating one's own research efforts by comparing them with related efforts of others.

The review is presented under the following headings.

2.1 Agricultural labourer

2.2 Role of Thozhil Sena

2.3 Employment generation and income generation due to the implementation of Thozhil Sena

2.4 Attitude of the members and farmers towards Thozhil Sena

2.5 Perception about Thozhil Sena

2.6 Profile characteristics of the members and farmers and its relationship towards the selected dependent variables

2.7 Constraints about the functioning of the Thozhil Sena as perceived by its members / officials / peoples representatives.

2.8 Conceptual framework of the study

Till now no research has been conducted in this field, so there are no reviews of the dependent variables available. However related studies has been quoted.

2.1 Agricultural labourer

According to Report of National Commission on Labour (1969) an agricultural labourer is one who is basically unskilled and unorganized and has little for his livelihood than other personal labourer.

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".

Rao (1976) stated that in the 1971 census, an agricultural labourer was defined as "a person who worked in another person's land for wages in money, kind or share without any right or lease or contract on the land on which he works".

Padmanabhan (1981) defined agricultural labourer as a person doing any kind of agricultural operation for a farmer in receipt of wages in the form of either cash or kind or both.

Alex (1994) defined agricultural labourer as a person doing any kind of agricultural operation in paddy production, for a farmer in receipt of wages in the form of either cash or kind or both.

2.2 Role of Thozhil Sena

Thozhil Sena or labour force refers to a body of different categories of labourers with adequate training in the use of agricultural machinery such as tractor, power tiller, winnowing and spraying machines etc. to be pressed into service on request from farmers. Thozhil Sena provides labour to the farmers to revive the agricultural production sector while guaranteeing not less than

20 days of employment in a month to the agricultural labourers. Eventually, the experiments, which started initially in the name Thozhil Sena (Labour force) is working presently in two panchayats namely Kunnathukal and Thamarakulam and it is a society registered under the charitable societies act.

Role has been defined by many authors differently. Ogburn and Nimkoff (1964) defined role as a set of socially expected and approved behaviour patterns consisting of both duties and privileges associated with a particular position in a group. They further explained it as the obligation which an individual has towards this group.

Hodge and Johnson (1970) construed role as a unique combination of talent and attitude adopted to discharge a specific assignment. Luthans (1983) defined role as a position that has expectations evolving from established norms.

Seema (1986) in her study about the role of farm women in the decision-making process of a farming community, operationally defined role as a set of behavioural pattern consisting of duties and privileges associated with the position of women as house wives in making decisions related to their socio-economic life.

Ashaletha (1993) while studying the role of agricultural assistants in agricultural development, operationalised role as the activities related to a system of rights and duties associated with a position in the field of agricultural development.

Alex (1994) defined role as a set of behaviour pattern consisting of duties and privileges associated with the agricultural labourer employed by the farmer in making decisions with them in paddy production process.

2.3 Employment generation and income generation due to the implementation of Thozhil Sena

2.3.1 Employment generation

Mencher (1980) observed that even though wage rates were high in Kerala, number of days for which employment available for agricultural labourers were less.

Padmanabhan (1981) found that in Kerala the average period of unemployment in a year for men labourers was 138.87 days.

Santhanam *et al.* (1982) inferred in their study that about 30 per cent of the respondents, i.e., agricultural labourers in Kerala were employed for more than 181 days. Those employed for less than 120 days a year in Kerala was 18 per cent.

Chauchan and Sharma (1990) observed that dairy farming by the landless and poor farmers also substantially contributed to their family income and it provided gainful employment to large proportion of work force, most significantly in rural areas.

Nema *et al.* (1991) reported that the employment opportunities to human labour and bullock labourer were found in increasing trend (28.00 per cent and 14.00 per cent respectively) in watershed development project area, Barkhela-Mat in Guna district of Madhya Pradesh.

Senthilnathan (1991) opinioned that seasonal unemployment and under employment were the biggest problems faced by the agricultural labourers.

Lakshmi (1992) stated in her study on impact of dry land technologies in the watershed programme that majority (57.50 per cent) of farmers had low level of additional employment and only 14.17 per cent had medium level of employment. An overview of the results revealed that there was increase in the additional employment due to the introduction of improved dry land technologies under the watershed system with all categories of farmers.

Prasad and Krishna (1995) revealed that the direct employment generation programme was more suitable for creating additional employment opportunities than the assets creation programme.

2.3.2 Income generation

Surendran (1981) reported that 78 per cent got increased income, 11 per cent purchased new utensils, five per cent improved the existing house, fiver per cent changed their dressing pattern and 22 per cent invested in savings as a result of their participation in Toda Welfare Scheme.

Singh and Singh (1989) observed that there is an increase in the income of all recipients including farmers and agricultural labourers. The initial improvement has led to a considerable increase in the level of education and consequently the socio-economic status of local people.

Balishter and Chandraumesh (1990) in their study reported that the overall increase in income of sample beneficiary families was worked out to about 38 per cent. The higher increase was recorded for landless labourers in

both scheduled caste (49 per cent) and non-scheduled caste families (48 per cent).

Gowda and Jayaramaiah (1996) from their study on impact of watershed development found that the extent of increase in annual gross income of farmers was due to the implementation of watershed development programme. The increase was significant with small farmers but not significant with regard to marginal farmers. The average annual gross income of small farmers was Rs. 11,970 over four years of implementation of watershed programme.

Reddy (1990) stated that in the case of youth trained in poultry there was considerable rise in their annual income from Rs. 940/- to Rs. 9,100/-. .

Sankaran (1997) concluded that increased income was the directly perceived impact of Integrated Watershed Development Programmes (IWDP). The income of 68.33 per cent of men respondents and 56.66 per cent of women respondents were found to be increased due to their involvement in IWDP.

2.4 Attitude of the members and farmers towards Thozhil Sena

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

Thurstone (1946) defined attitude as the degree of positive or negative effect associated with some psychological object towards which people can differ in varying degrees.

Katz and Scotland (1959) stated that attitude is a tendency on disposition to evaluate an object or the symbol of that object in a certain way.

Sharma (1972) defined attitude as a personal disposition which implies an individual to react to some object or situation.

Singh (1978) showed that high scores on attitude towards farming and continuous decision-making were associated with progressive farm behaviour.

Shilaja (1990) reported that majority of the farm women possessed a favourable attitude towards mixed farming.

Fathimabi (1993) observed that most of the agricultural labourers had favourable attitude towards welfare schemes for agricultural labourers implemented by the Government of Kerala.

According to Rajendralal (1997) any development programme aimed at the welfare of the people, calls for maximum people's participation to achieve this participation the beneficiaries should have a positive attitude towards the development programmes.

2.5 Perception about Thozhil Sena

Crowe and Crowe (1956) defined perception as the meaningful sensation that assumes an important role in the life of an individual. It refers to the ways by which the individual receives, interprets and responds to the stimuli picked by one's sense organs.

According to Kuppuswamy (1964) perception is the process of becoming aware of objects or events or characteristics by means of sensory operations. Previous experience influence present perceptions. Thus perception is a mighty complex process. A person tends to identify a given

situation or object in terms of what is familiar to him. In other words perception depends not only on the pattern of the stimuli but also the individual's past experiences and his needs.

Jaiswal and Roy (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 perception of farmer will depend on his values, beliefs and attitudes.

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

Balu (1980) stated that 75 per cent of participants of Intensive Agriculture Development Programme (IADP) perceived that method of availing benefits was more complicated.

Taylor *et al.* (1980) refers perception as the mental process of recognizing the stimuli we receive. One has to both perceive (recognize) and interpret the sensations that are received before they became perceived messages.

Muthukrishnan (1982) found that majority of the users (93.00 %) of biogas plants had better perception towards the attributes of biogas plants.

Sundaram (1986) reported that majority of the farmers (75 %) had medium level of perception; 14.00 per cent and 11.00 per cent of the respondents respectively had low and high level of perception about the effectiveness of soil conservation practices.

Sudha (1987) conducted a study on lab to land programme and found that about 55 per cent of the non-tribals and 75 per cent of the tribals belonged to high perception group.

Sharma (1989) found that majority of the women beneficiaries of Integrated Rural Development Programme expressed that they got increased income.

Meera (1995) found that two groups of farmers differed significantly with respect to mean utility perception scores for important agricultural practices.

Sarkar (1995) opined that utility on the usefulness of ADPS depends on how well the farmers perceive it.

Bhatia and Rajendran (1996) opined that perception becomes further more accurate and more serviceable as a result of one's increase in experience.

According to Prithvi (1996) as the clients are involved in the planning process they perceive the idea of the programme in a better way.

Sitaram (1997) observed that the farmers perception of utility of ADPs through People's Plan is depended on how effectively they make use of recommendations as described in the plan.

Santhosh (1999) found that 63 per cent of farmers perceived ADPs implemented through People's Plan as useful to them and 39 per cent perceived it as least or not useful to them.

2.6 Profile characteristics of the members and farmers and its relationship towards the selected dependent variables

2.6.1 Age

Prasad (1995) found that any new skill development is possible only among the younger age groups as their physical strength and their psychomotor skills are their peak.

Muller (1997) reported a positive and significant correlation between age and need satisfaction of women in her study of the analysis of group characteristics of women's group and their role in rural development.

Sindhu (1997) identified a positive relationship between age and planning and marketing aspects of cut flower growers in Thiruvananthapuram district.

Jayapalan (1999) reported that there is a non-significant relationship between age and extent of adoption of recommended practices by the farmers of bittergourd cultivation.

2.6.2 Caste

Sharma and Singh (1970) and Bhople and Patki (1992) reported the role performance of agricultural labourers coming from poor and backward castes was found to be higher than that of others.

Panickar (1979) in his study conducted in Kuttanad reported that agricultural labourers consists primarily of low caste Hindus like Ezhava and Harijans and poor Christians of Kerala.

Panickar (1979), Chauhan (1983) and Nanchar aiah (1989) reported that agricultural labour is most drawn from the socially and economically backward sections of the rural community.

Rao (1984) reported that when castes lose the tools and techniques of their traditional occupations, they tend to become agricultural labourers.

Ramachandran (1990) observed that in Tamil Nadu scheduled castes are concentrated among the hard labouring sections of the population, particularly among agricultural labourers.

2.6.3 Education status

Anithakumari (1989) reported a positive and significant relationship between education and extent of adoption in her study on the transfer of technology on pulses and oil seeds in the Onattukara tracts of Kerala.

Alex (1994) reported that education was not associated with the role perception / role performance of labourers with regard to their participation in decision making with farmers in paddy production.

Ghosh (1995) found a positive or more or less high relationship between educational status and group cohesiveness.

Muller (1997) reported a negative and non-significant relationship between educational status of the respondent and the group interaction.

2.6.4 Annual income

Badagaonkar (1987) reported a positive and significant relationship between annual income and management orientation of the farmers.

NABARD (1995) identified that majority of the farmers of self help groups were possessing low level of annual income.

Padmaiah *et al.* (1998) reported a positive and significant relationship between annual income and extent of adoption of recommended practices in groundnut cultivation.

2.6.5 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.

2.6.6 Economic motivation

Nanjaiyan (1985) observed that an overwhelming majority of small farmers (63.00 per cent) had medium level of economic motivation and nearly one-fifth of them (19.50 per cent) had low level of economic motivation. Only 17.50 per cent of small farmers were found to have high level of economic motivation

Masood (1987) found that 40.00 per cent of the total dry land blackgram growers had high level of economic motivation and almost equal percentage (39.17 per cent) of respondents had low level of economic motivation.

Rathinasabapathi (1987) observed that majority of the respondents had medium level (55.48 per cent) and nearly one fourth of the respondents had low level (20.31 per cent) of economic motivation.

Juliana (1989) found that 47.50 per cent of big farmers followed by an equal percentage (37.50 per cent) of marginal and small farmers had a high level of economic motivation.

Balavatti and Sundarasamy (1990) in their study on adoption of dry land practices observed that economic motivation had a non-significant association with adoption.

Leemarose (1991) reported that 40.00 per cent of the chilli growers possessed medium level of economic motivation. The high and low levels were seen at equal proportion (30.00 per cent each).

Sophia (1991) observed that nearly half (46.67 per cent) of the dry land farmers had medium level of economic motivation followed by 28.29 per cent and 24.44 per cent with low and high levels respectively.

Chockalingam (1994) stated that nearly half of the dry land farmers (48.33 per cent) had medium level of economic motivation, followed by low (42.50 per cent) and high (9.17 per cent) levels.

Kamaraj (1996) observed that more or less equal percentage of respondents were seen among the three levels of economic motivation. Moderate level of economic motivation category (36.67 per cent) had a slight edge over others *i.e.,* 32.50 and 30.83 per cent in low and high levels respectively.

Sankaran (1997) pointed out that majority of men respondents (43.33 per cent) had medium level of economic motivation whereas majority of women respondents (46.67 per cent) had low level of economic motivation.

2.6.8 Achievement motivation

McClelland (1961) stated that achievement motivation is the desire to do well not so much for the sake of social recognition or prestige, but to attain an inner feeling of personal accomplishment.

Lowell (1952) proved that high need achievers should perform better than those with low scores.

Durand (1975) supported Lowell's findings by stating that people with a need to achieve do perform better.

Hosur (1977), Janardhana (1979) and Kalavathi (1989) reported that achievement motivation was not related with job perception and performance.

A significant association between achievement motivation and level of performance were reported by Porter *et al.* (1974), Durand (1975), Singh and Kumar (1975), Luthans (1983), Reddy (1983) and Singh and Srivastava (1983).

Singh (1974) reported significant negative correlation between the level of performance of Block Development Officers and their achievement motivation.

Seema (1986) found that achievement motivation had no significant relationship with role perception, role performance and extent of participation in implementing the decisions.

2.6.9 Self confidence

Khare (1976) opined that confidence would play an important role in the success of a creator or innovator.

Pandyaraj (1978) found a positive and significant relationship between self confidence and communication behaviour of Junior Agricultural Officers in Kerala.

Joseph (1983), Nizamudeen (1996), Varma (1996) and Sangeetha (1997) reported a good majority of respondents belonged to high group with respect to self confidence.

2.6.10 Mass media exposure

Rajapandi (1983) reported that mass media exposure was positively and significantly related to the extent of adoption by both wetland and dry land farmers.

Masood (1987) in the study with dry land blackgram growers observed that majority (41.66 per cent) of the farmers were found to have high level of exposure to mass media whereas more than one third (34.17 per cent) of the farmers had medium level of exposure. Low level of mass media exposure was seen with 24.17 per cent of the respondents.

Sophia (1991) observed that nearly three-fifth (62.22 per cent) of the dry land farmers possessed moderate level of mass media exposure, followed by 20.00 per cent and 17.78 per cent with low land high levels respectively.

Savithri (1992) concluded that 62.27 per cent of the farm women were found to have high level of exposure to mass media followed by medium and low levels with 24.00 per cent and 13.73 per cent respectively.

Sivanandham (1992) while studying the impact analysis of percolation ponds in a semidry farming system revealed that a majority of the farmers

(56.50 per cent) had medium level of mass media exposure followed by high (25.50 per cent) and low (18.00 per cent) levels.

Chandran (1993) has stated that 42.00 per cent of sunflower cultivating dry land farmers had low level of exposure to mass media. Medium and high level of mass media exposure were seen among 34.50 per cent and 23.50 per cent respectively.

Kamaraj (1996) observed that majority (54.17 per cent) of the dry land farmers had a moderate level of exposure to mass media sources, followed by 27.50 per cent with low level of media exposure. High level exposure was reported for less than one fifth (18.33 per cent) of the respondents.

Sankaran (1997) reported in his study on impact of integrated watershed development programme on farmer beneficiaries that majority of the respondents (50.00 per cent and 68.33 per cent men and women respectively) had low level of mass media exposure.

It could be inferred that the extent of mass media exposure of the respondents varied at different conditions.

2.6.11 Innovativeness

Ravichandran (1980) reported that innovativeness was negatively and non-significantly associated with adoption of registered sugarcane growers.

Sajeevachandran (1989) observed that there was significant and positive relationship between education and innovativeness.

Menon (1995) observed that innovativeness had contributed to the changing farming conditions and continues to raise the performance level of farmers. Thus a

modern farmer who is innovative is willing to change his believes, attitudes and ways of acting in response to new challenges and developments.

2.6.12 Political orientation

It refers to the affiliation of the farmers with politics.

Holmstorm (1978) indicated that more than 90 per cent of the respondents were members of trade unions.

Padmanabhan (1981) reported that majority of the agricultural labourers were not members in trade unions.

Rexlin (1984) stated that majority of the small farm women (94.70 per cent) were not participating in any political organisations.

2.6.13 Scientific orientation

Somasundaram (1976) reported a positive and significant association between scientific orientation and adoption behaviour.

Kamarudeen (1981) found significant positive relationship between scientific orientation and attitude of farmers towards the demonstrated agricultural practices.

Anithakumari (1989) reported that forty five to fifty per cent of farmers were below the mean scientific orientation score of the respective group.

Raji (1991) and Sangeetha (1997) found that the majority of the respondents had high scientific orientation.

2.7 Constraints about the functioning of the Thozhil Sena as perceived by its members / officials / peoples representatives

According to Webster's Third New International Dictionary, constrain is to check especially from free or easy indicator or to force by structure or limitation imposed by nature, oneself circumstance or exigencies.

Parameswaran (1973) revealed that lack of knowledge poor efficiency, unsustainability of soil and lack of conviction among the farmers were the most important reasons for the non-adoption of package programme of cotton by the farmers of Coimbatore district.

McCollum (1981) observed that proliferation of units and staff, absence of effective co-ordination, conflicts, slow decision making, rigidity of rules etc. were the features which hindered development operations.

Waghmare and Pandit (1982) found that lack of knowledge, lack of technical guidance, unawareness on use of plant protection chemicals and high cost of chemical fertilizers were the important constraints faced by farmers.

Sherwani (1983) opined that one of the most common problem faced by women was the dual role she had to play at the domestic front and work floor.

Govind (1984) reported that lack of knowledge emerged as a problem against active participation of women in agriculture, livestock and other house based activities.

According to ODI (1994) the main problems encountered with the functioning of organisations were insufficient academic training staff,

difficulty in understanding the research activities which respond to production needs and lack of experience in interdisciplinary work.

Rannorey (1994) listed out the problems related to people's participation as religion, caste, pattern of education, ignorance of people, lack of information among people, lack of initiative and lack of ability to execute.

Dhillion and Hansra (1995) identified low level of awareness, village factionalism, illiteracy, poverty of people and non-involvement of the community as the problems pertinent to participation.

High cost of raw materials, low economic status, improper repayment of loans, non availability of adequate raw materials, lack of interest among officials, wrong selection of beneficiaries and lack of team spirit were the problems hindering function of women groups in rural development as reported by Muller (1997).

Thomas (1998) observed that inadequate financial assistance, non availability of quality planting material, non availability of agricultural inputs in time, political interference and inadequate training were the major problems in implementing watershed development programmes.

Veluswamy and Manohari (1999) identified the problem in poverty alleviation programme as inadequate loan amount, delay in sanctioning loan, inadequate marketing facilities and lack of training.

2.8 Conceptual framework of the study

The main objective of the conceptual framework being developed in this study is to provide an abstract view of the respondents (both members and farmers) profile characteristics and their interaction with dependent

variables. It is assumed that the profile characteristics have an indirect influence on the dependent variables. These facts are intricately associated with each other and hence, a holistic view of all these contributing factors only would give a clear picture of the dependent variables.

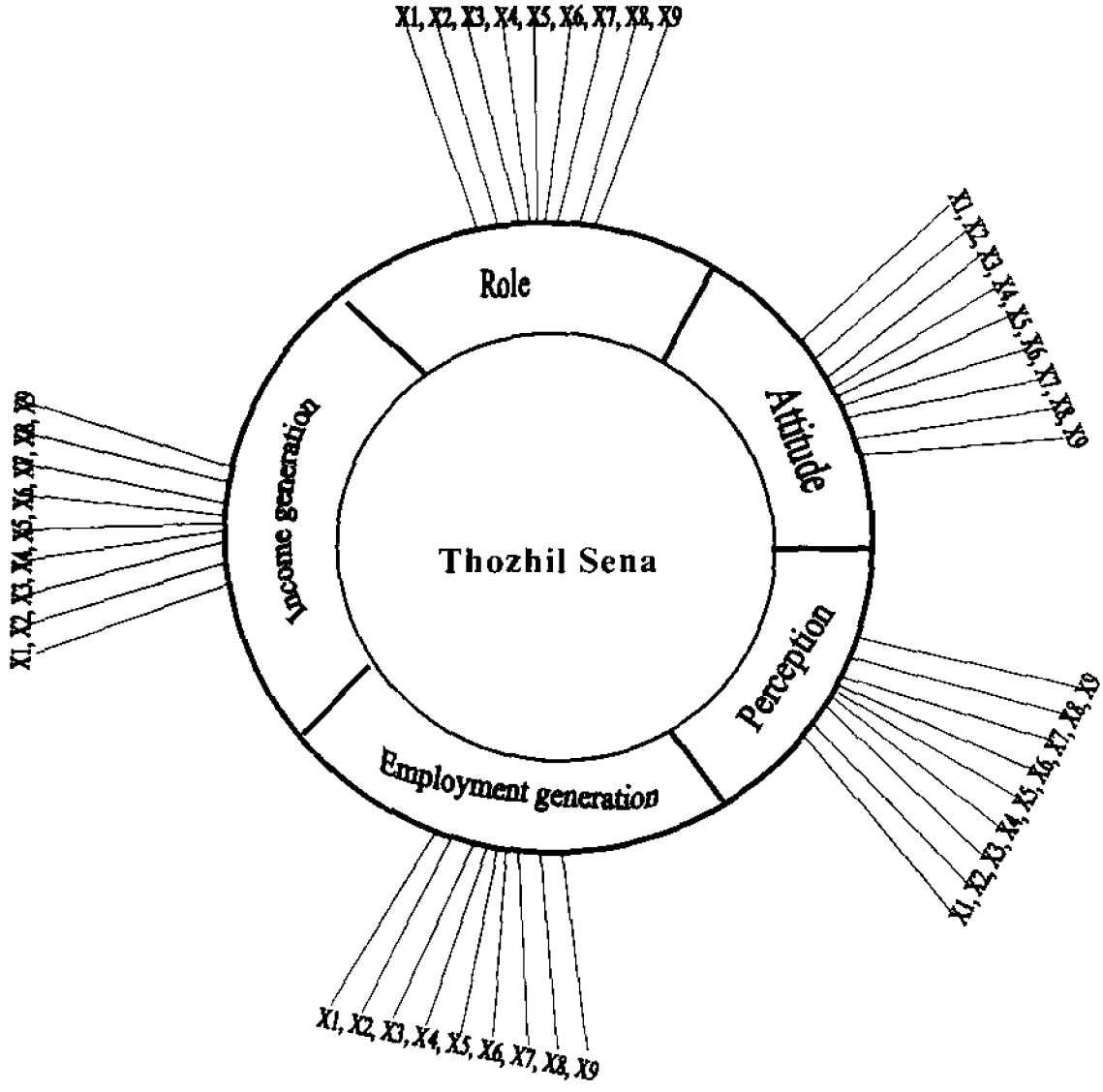


Fig. 2a Conceptual framework of the study with respect to members

X1 Age
X2 Caste
X3 Education
X4 Annual income
X5 Family size
X6 Economic motivation
X7 Achievement motivation
X8 Self confidence
X9 Attitude towards people's Plan

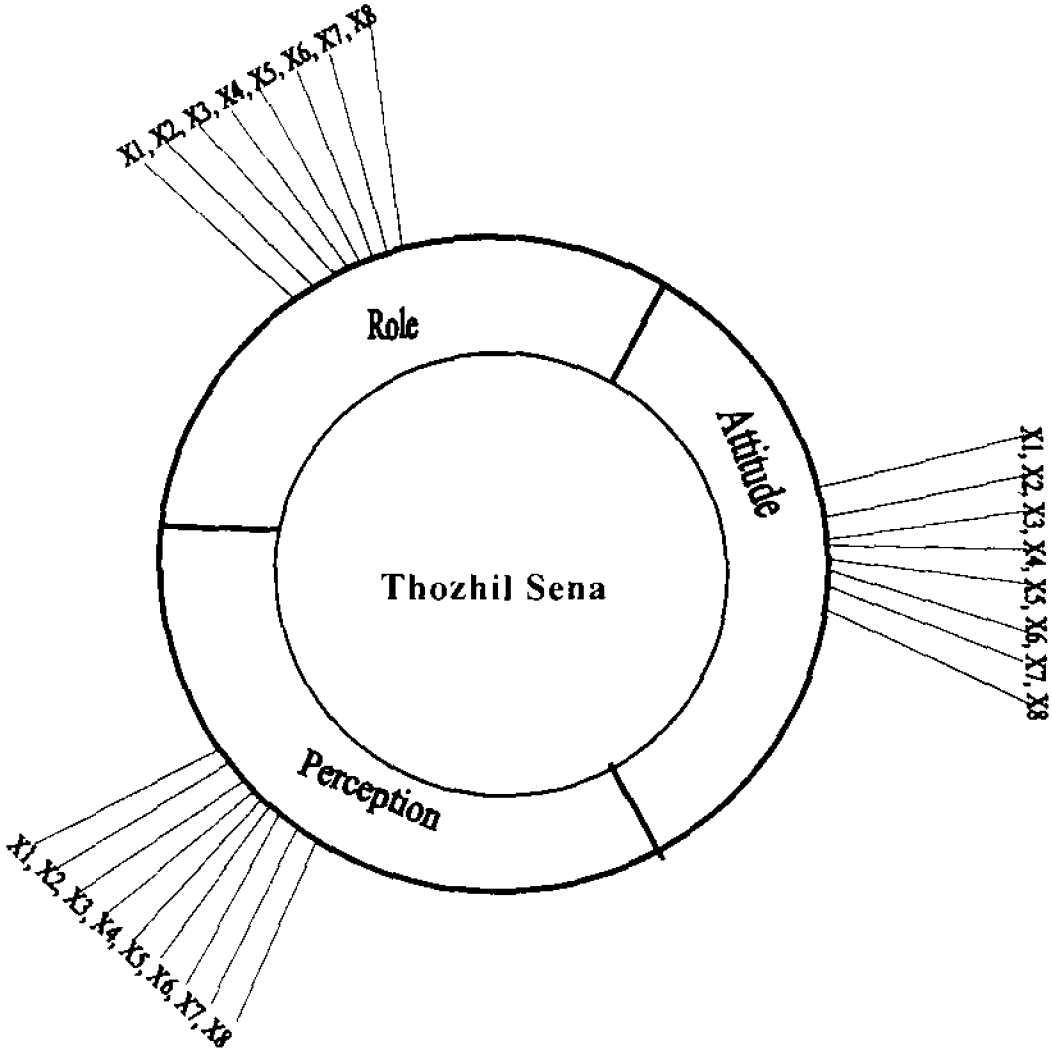


Fig. 2b Conceptual framework of the study with respect to farmers

X1 Age
X2 Education
X3 Annual income
X4 Exposure to mass media
X5 Innovativeness
X6 Political orientation
X7 Scientific orientation
X8 Economic motivation

Methodology

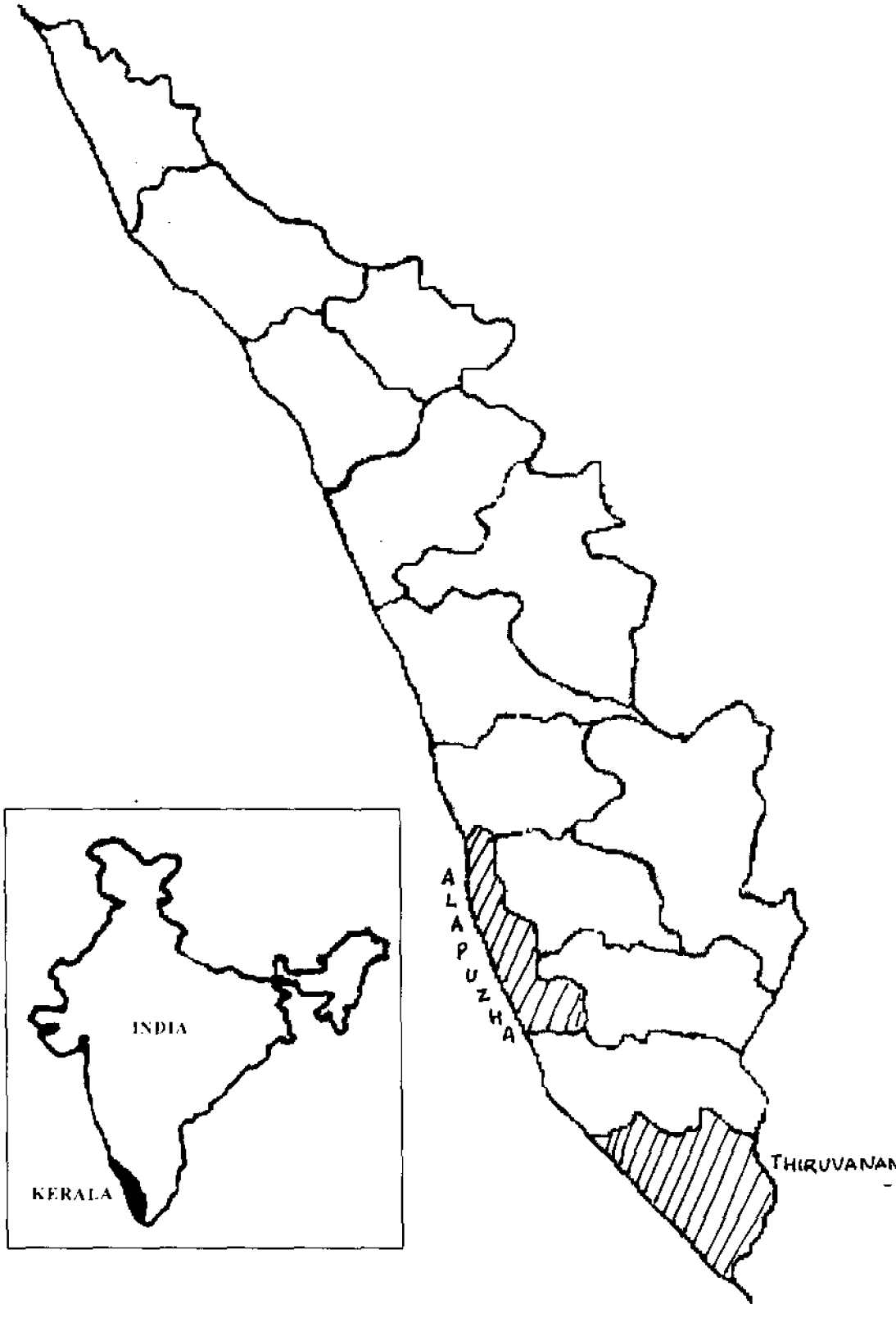


Fig. 1 Map showing the locale of the study

METHODOLOGY

This chapter deals with the research methods and procedures used in the study and are presented under the following sub-headings.

3.1 Locale of the study

3.2 Selection of respondents

3.3 Selection, operationalisation and measurement of variables

3.4 Constraints experienced by officials / peoples representatives / members while undertaking the programme

3.5 Techniques of data collection

3.6 Categorisation of respondents

3.7 Statistical methods and tools

3.1 Locale of the study

The study was conducted at Kunnathukal Panchayat in Thiruvananthapuram district and at Thamarakulam panchayat in Alappuzha district. The selection was made keeping in view of the following criteria.

a) These were the only panchayats in Kerala where this new concept was adopted and put into practice

b) No scientific investigation has been so far conducted to study the role of Thozhil Sena in agriculture.

3.2 Selection of respondents

Thozhil Sena at Kunnathukal Panchayat of Thiruvananthapuram district consists of about 400 members and at Thamarakulam 60 members.

Two categories of respondents were selected for the study. The first category includes a random sample of 50 members of each Thozhil Sena from each of the panchayat .

The second category includes 50 farmers selected at random from each panchayat, who had the services of Thozhil Sena, thus making 100 members of Thozhil Sena and 100 farmers who had the services of Thozhil Sena.

The reason why 50 out of 60 members have been selected from Thamarakulam Thozhil Sena in comparison to 50 out of 400 from Kunnathukal is that the Thozhil Sena of Thamarakulam panchayat is a recent development and is yet to establish itself. So care was taken to include maximum number of respondents from Thamarakulam.

For identifying the constraints, 30 officials and people's representatives who are associated with the working of Thozhil Sena were selected as the respondents.

3.3 Selection, operationalisation and measurement of variables

As adoption of Thozhil Sena has already occurred either partially or fully and the proposed activities envisaged in the working of Thozhil Sena were completed in the study areas an expost facto design was used in the study.

3.3.1 Selection of variables

Detailed review of literature and discussions with experts and scientists in agricultural extension were made use in selecting the variables that could possibly influence the dependent variables. Moreover a pilot study conducted by the researcher justified the relevance of the selected variables. Judge's rating was relied upon for the final selection of the variables.

The list of variables selected along with the methods used to measure them are given below.

Independent variables for the first category of respondents i.e., members of each Thozhil Sena.

Variables

Independent Variables	Measurements
1. Age	Standardized procedure
2. Caste	Census Report, 1991
3. Education	Scoring procedure by Sindhu (1997).
4. Annual income	Scoring procedure developed for the study
5. Family size	Standardized procedure
6. Economic motivation	Scoring procedure by Supe (1969)
7. Achievement motivation	Scoring procedure by Manohari (1988)
8. Self confidence	Scoring procedure by Pandiyaraj (1978)
9. Attitude towards people's Plan	Scoring procedure by Parvathy (2000)

Dependent variables

1. Role	Scoring procedure developed for the study
2. Attitude	Scoring procedure developed for the study
3. Perception	Scoring procedure developed for the study
4. Employment generation	Scoring procedure by Lakshmi (2000)
5. Income generation	Scoring procedure developed by the study
6. Savings	Scoring procedure developed by the study

Variables (independent and Dependent) selected for the second category of respondents i.e., Farmers.

Independent variables

1. Age	Standardized procedure
2. Education	Scoring procedure by Sindhu (1997)
3. Annual income	Scoring procedure developed for the study
4. Exposure to mass media	Scoring procedure by Pradeepkumar (1993)
5. Innovativeness	Scoring procedure by Selvanayagam (1986)
6. Political orientation	Scoring procedure by Surendran (2000)
7. Scientific orientation	Scoring procedure by Supe (1969)
8. Economic motivation	Scoring procedure by Supe (1969)

Dependent variables

1. Role	Scoring procedure developed for the study
2. Attitude	Scoring procedure developed for the study
3. Perception	Scoring procedure developed for the study

3.3.2 Operationalisation and measurement of independent variables

3.3.2.1 Age

Age was operationalised as the number of years completed by the respondents at the time of the interview. It was measured by directly asking them the number of years one had completed at the time of enquiry.

Depending upon the age of the individual they were grouped into three categories – young (upto 35), middle (36-50) and old age (above 50) groups.

3.2.2.2 Caste

The categorization followed in the Census Report (1991) was followed. All the respondents in the sample were classified into following categories.

1. Forward – Nairs, Brahmins, Christians
2. Backward – Ezhavas, Muslims, Nadar and Anglo Indian
3. Scheduled – Parayas, Pulayas, Thandar, Kurawas and others if any. Forwarded caste labourers were given a score of '3', backward caste a score of '2' and scheduled caste '1'.

3.3.2.3 Education

Education refers to the extent of literacy obtained by the respondent at the time of the study. The level of education was measured with the help of

socio-economic status scale developed by Trivedi (1963) and used by Sindhu (1997) with slight modification. The scoring procedure was as follows

Sl. No.	Level of education	Score
1.	Illiterate	0
2.	Literate	1
3.	Primary level	2
4.	Secondary level	3
5.	Collegiate	4

3.3.2.4 Annual income

Annual income was operationalised as the total income obtained from both agricultural and other subsidiary occupation for a period of one year for farmers and labourers. This is measured by directly asking the respondents to indicate their local income both from main and subsidiary occupation for last one year. The score of an individual respondent on this variable was obtained as follows.

Sl. No.	Category	Score
1.	Rs. Upto 2000	1
2.	2001 – 5000	2
3.	5001 – 10000	3
4.	10001 – 20000	4
5.	Above 20000	5

3.3.2.5 Family size

In the present study, family size was measured by taking into consideration the specific number of members in the family of the respondent living together. They were asked directly how many members were there.

Accordingly they were classified as small (upto three members), medium (four to five members) and large (above five members) families.

3.3.2.6 Economic motivation

Economic motivation refers to the extent to which a person is oriented towards profit maximization and relative value he places on monetary gains.

It is measured using the scale developed by Supe (1969). The scale consists of six statements in which the responses were collected on a five point continuum viz., 'strongly agree', 'agree', 'undecided', 'disagree' and 'strongly disagree' with weightage of 5, 4, 3, 2 and 1 for positive statements and 1, 2, 3, 4 and 5 in case of negative statements.

The scores obtained on each statement were summed upto arrive at individual score on economic motivation. The possible scores range is six to thirty.

3.3.2.7 Achievement motivation

Achievement motivation refers to the striving of the respondent to do good work and attain a sense of accomplishment. Achievement motivation was measured using the scale developed by Singh (1970) and modified by Manohari (1988). The scale consists of seven statements. The responses were collected on a five point continuum as shown below.

Sl. No.	Response	Score
1.	Strongly agree	5
2.	Agree	4
3.	Undecided	3
4.	Disagree	2
5.	Strongly disagree	1

The total score of each respondent was worked out by summing up the scores on all the items. The possible score range is 35-7.

3.3.2.8 Self confidence

Self confidence refers to the degree of faith a person has in his own powers, abilities and resourcefulness to perform any activity.

The variable was measured by using the scale designed by Pandiyaraj (1978), where the scale consists of eight items. The respondents were asked to give their responses in a five point continuum ranging from strongly agree to strongly disagree. The scoring procedure followed was similar to that of achievement motivation.

Sl. No.	Response	Score
1.	Strongly agree	5
2.	Agree	4
3.	Undecided	3
4.	Disagree	2
5.	Strongly disagree	1

The self confidence score for each individual was calculated by summing up the scores on individual statements. The possible range of score of an individual in this scale is 40to 8.

3.3.2.9 Attitude towards people's plan

The term attitude refers to the degree of positive or negative affect towards a psychological object.

The variable was measured using the scale developing by Parvathy (2000) in her study, with slight modifications. It consists of nine statements. The responses were obtained in a five point continuum *viz.*, 'strongly agree', 'agree', 'undecided', 'disagree' and 'strongly disagree'. The assigned numerical values for each positive statements are 5, 4, 3, 2 and 1 and reverse for negative statements. The sum of weightage for all the statements were worked out to get the attitude score of individual respondents. The possible score ranges 45 to 9.

3.3.2.10 Exposure to mass media

It refers to the degree to which an individual has used mass media information sources.

The procedure used by Pradeepkumar (1993) was used to quantify this variable with slight modification. The scoring was done as given below.

Sl. No.	Medium	Frequencies		
		Regularly (2)	Occasionally (1)	Never (0)
1.	Radio			
2.	T.V.			
3.	Newspaper			
4.	Magazines			
5.	Bulletins			
6.	Books			

The possible score ranges from 12 to 0.

3.3.2.11 Innovativeness

It is operationalised and defined as the degree to which an individual is early in adopting new ideas than the other members of his social system.

The procedure followed by Singh and Choudhary (1977) and adopted by Selvanayagam (1986) was used to measure innovativeness with slight modification. In this procedure a question was asked as to when the farmer would like to adopt an improved practice in farming. The response was scored as follows.

Sl. No.	Response	Score
1.	As soon as it is brought to my knowledge	4
2.	After I had seen other farmers tried successfully in the farm	3
3.	I prefer to wait and take my own time	2
4.	I am not interested in adopting improved practices	1

3.3.2.12 Political orientation

Political orientation is defined as how far individual feels that involvement of politics is there in the implementation of People's Plan Programme.

For the purpose of the study scoring procedure developed by Surendran (2000) was adopted. Five statements were included in the scale and responses were collected in two point continuum *viz*., 'agree', 'disagree' with the score of 'one' and 'zero' respectively for positive statements and scoring was just

reversed in the case of negative statements. The minimum and the maximum possible scores were 5 and 0 respectively.

3.3.2.13 Scientific orientation

Scientific orientation is operationally defined as the degree to which a farmer is relatively ready to adopt scientific ideas.

In this study, scientific orientation was measured by using the scale developed by Supe (1969). His scale consisted of six statements of which one was negative. Responses were collected on a five point continuum with score as follows for positive and vice versa for negative. The possible score ranges from 30 - 6 .

Item	Score
Strongly agree	5
Agree	4
Undecided	3
Disagree	2
Strongly disagree	1

3.3.3 Operationalisation and measurement of dependent variables

The study of role of Thozhil Sena in the agricultural development programmes is a major objective of this research work. They are the impact that occurred as a result of implementing this programme under the People's Plan.

Thozhil Sena in the two panchayats were studied with respect to the role of Thozhil Sena, perception of the members and farmers about it and

employment generation and income generation among labourers due to the implementation of Thozhil Sena.

3.3.3.1 Role of Thozhil Sena

Role of Thozhil Sena is operationally defined as the activities undertaken by the Thozhil Sena's to improve the living conditions of labourers / members.

After discussions with the experts, reviewing the literature on role of Thozhil Sena and discussion with the officials an exhaustive list of role played by Thozhil Sena's was prepared. Considering the general activities of the two Thozhil Senas in each panchayat a schedule containing twelve items was finalised. Scoring pattern as 'yes' or 'no' was used with the score of 1 to 'Yes' and 0 to 'No'. The possible score ranges from12to 0 .

3.3.3.2 Attitude of the members and farmers towards Thozhil Sena

The term attitude refers to the degree of positive or negative affect towards a psychological object. In the present study, attitude scale for members and farmers is developed using the method of summated ratings suggested by Likert (1932).

a) Collection of items

All possible statements which will discriminate the positive and negative attitudes of the members and farmers towards the Thozhil Sena were collected through a pilot survey, discussion with experts and review of literature. The statements were edited following the procedure suggested by Edwards (1957). A total of 50 statements were selected.

b) Selection of items

These statements were given to 30 experts in Kerala Agricultural University and Department of Agriculture to test their relevancy to be included in the scale. The responses were collected in a four point continuum of Very Much Relevant (VMR), Much Relevant (MR), Somewhat Relevant (SR) and Not Relevant (NR). The scores were given as 4, 3, 2 and 1 for VMR, MR, SR and NR respectively. The total score for each statement given by the expert was calculated. The statements were ranked in descending order of their scores. From these 20 statements each with highest scores were selected and subjected to item analysis.

The procedure suggested by Edwards (1957) was followed. The statements were administered to 100 labourers and 100 farmers of non sample area selected randomly. They were asked to respond to each statement in terms of their own agreement or disagreement on a five point continuum *viz.*, Strongly Agree (SA), Agree (A), Undecided (UD), Disagree (DA) and Strongly Disagree (SDA). The various responses were assigned numerical weights such that the response of strongly agree had a score of 4, agree-3, undecided 2, disagree-1 and strongly disagree-0 for positive statements and reverse for the negative statements. The total score for each of the respondent was the sum of all the items.

The subjects were then arranged in an array based on the total score obtained by them. Twenty five per cent of respondents with higher total scores and 25 per cent of respondents with lower total scores were selected from among the respondents. These two groups formed the criterion groups. To evaluate individual statements, the critical ratio i.e., t-value which is a

measure of the t-unit to which a given statement differentiate between high and low group of respondents for each statement was calculated by using the formula suggested by Edwards (1957). The statements with highest 't' value (i.e., more than 1.75) were selected. Thus the attitude scale for members consist of six positive and six negative statements and the scale for farmers consist of five positive and four negative statements.

c) Scoring techniques

The items on the attitude scale were provided with five point psychological continuum viz., strongly Agree, Agree, Undecided, Disagree, Strongly Disagree with weights of 5, 4, 3, 2, 1 respectively for the positive statements and 1, 2, 3, 4 and 5 for negative statements. The attitude score of the respondents can be obtained by summing up the scores for all the items in the scale.

Reliability of the scale

A scale is said to be reliable only when it will consistently produce the same or similar results, when applied to the same sample at different time. Here the reliability was tested by means of split half method.

Both the scales were administered to 30 non-sample respondents each and was divided into two halves based on odd and even number of statements.

The summation of scores obtained by odd numbered items and summation of scores obtained by even numbered items of the scale for each respondent was correlated using Pearson's product moment correlation coefficient. The coefficient of internal consistency 'ρ' was worked out using the formula

$$\rho = \frac{P_{xx}}{\sigma_x \cdot \sigma_y}$$ where

ρ = the correlation coefficient between sum of scores on odd and even numbered items in the scale.

P_{xx} = the product moment of scores on odd and even numbered items.

σ_x = the standard deviation of the distribution of scores on odd numbered items

σ_y the standard deviation of the distribution of scores on even numbered items

The 'ρ' value obtained will give half test reliability. Therefore it was corrected using Spearman Brown's Prophecy formula and thus the reliability coefficient, r_{tt} for the total length of the scale was obtained as given below.

$$r_{tt} = \frac{2\rho}{1 + \rho}$$

The reliability coefficient (r_{tt}) between the two scores was found to be highly significant (0.8) for both the scales. Hence it was concluded that both the scales were reliable.

Validity of the scale

The developed scales were tested for content validity. The main criteria of content validity is how well the contents of the scale represent the subject matter under study. Since the items selected were from the universe of content, it was ensured that, the items covered all aspects of Thozhil Sena programme.

Administering the scale

The final scales which measures attitude of the members and farmers towards Thozhil Sena contained twelve and nine statements respectively. They were administered to the two categories of respondents under study and responses collected on a five point continuum namely 'Strongly Agree', 'Agree', 'Undecided', 'Disagree' and 'Strongly Disagree' with weightage 5, 4, 3, 2 and 1 respectively. The scoring was reversed in the case of negative statements. The weightages on responses of all the statements were summed up to get the attitude score of each individual.

Possible scores ranged between 12 and 60 for members and 9 and 45 for farmers.

3.3.3.5 Perception about Thozhil Sena by the members and the farmers

Perception about Thozhil Sena is operationally defined as the meaningful sensation of the members and farmers about the worthiness or value of the Thozhil Sena implemented through People's Plan programme in Kerala.

Perception about Thozhil Sena was measured using the schedule (given in the appendix) developed for the study. Items which reveal the perception of members of Thozhil Sena and farmers about it were prepared by reviewing literature and discussion with the experienced personnels associated with the programme. Schedule consists of six statements about Thozhil Sena. The same schedule was used for both the members of Thozhil Sena and farmers. The respondents were asked to give their responses in a five point continuum

as 'strongly agree', 'agree', 'undecided', 'disagree' and 'strongly disagree' with scores of 5, 4, 3, 2 and 1.

The scores thus obtained by each respondent for each statement were added over to arrive at the total perception score of the respondent. The possible score of an individual on this variable ranges from 6 and 35.

3.3.3.4 Employment generation

It refers to the extent to which Thozhil Sena members obtained additional employment opportunities.

In this study, employment generation was measured by suing the scale developed by Lakshmi (2000). The number of man days of employment generated in the previous year as responded by the individual were taken, and it was given the following score.

Sl. No.	Employment generated in terms of man days in the previous year	Score
1.	Nil	0
2.	Upto 30 days	1
3.	31-60 days	2
4.	61 days and above	3

3.3.3.5 Income generation

It refers to the increase in income of the respondents in terms of rupees as the result of the implementation of Thozhil Sena in the previous year.

The measurement of increase in income was done by asking the respondents to state the additional income obtained due to the implementation

of Thozhil Sena. The scoring procedure developed for this study is given below.

Sl. No.	Increase in income / year	Score
1.	Upto Rs. 2000	0
2.	2001 – 4000	1
3.	4001 – 6000	2
4.	6001 and above	3

3.3.3.6 Savings of the members (if any)

In this study savings refers to the money saved by the respondent after becoming a member of Thozhil Sena.

It was measured by directly asking the respondent the amount of money saved in various forms in the previous year after they became a member of the Thozhil Sena. The mean was considered to get the average savings of each panchayat.

3.4 Constraints experienced by officials / peoples representatives / members while undertaking the programme

Constraint analysis is one of the important areas of research in extension. Before arriving at any strategy for transfer of technology, the constraints if any are to be identified for finding solutions.

In the present study constraints are operationalised as the difficulties or problems experienced by the members, officials and people's representatives while being associated with the Thozhil Sena. Thirty respondents were considered from each panchayat. In order to identify the constraints encountered the following procedure was adopted.

A list of possible constraints, in the working of the programme was prepared after consulting the members of Thozhil Sena, officials associated with it and people's representatives. More number of constraints were added after reviewing relevant literature and information available from different sources. These constraints were included in the interview schedule as simple and clear statements. The respondents of two panchayats (members/ officials /peoples representatives) were asked to respond to the items of constraints on a two point continuum as agreement or disagreement with scores one and zero respectively. The total frequency of agreement for each constraints was found out and the percentage of agreement of each constraint was worked out. Based on the percentage the constraints were ranked.

The constraints with the first rank was considered as the most serious one followed by others in the order of increasing rank order. There were eight constraints listed out which are given in the appendix.

3.5 Techniques of data collection

Based on the methodology described above, an interview schedule was prepared for the purpose of data collection. The interview schedule prepared in English was translated to Malayalam before collecting data from the respondents. The pretesting of the interview schedule was done before conducting actual survey.

The interview schedule duly revised is given in Appendix. The respondents were individually contacted by the researcher.

3.6 Categorisation of respondents

For most of the variables except a few respondents were classified into low and high group taking mean as the criteria.

3.7 Statistical method used

The following statistical tools were used for the analysis and interpretation of data.

Arithmetic mean

Arithmetic mean is the quotient that results when all items in the series in divided by the number of items. It is calculated for all the variables.

Percentage analysis

Percentage distribution of respondents on all variables were worked out by dividing the frequency in each category with the total number of respondents and multiplying by 100. It was done to make simple comparison whenever necessary.

Correlation analysis

Simple correlation coefficient were compared to find out the relationship between the dependent variables and each of the independent variables.

Results and Discussion

RESULTS AND DISCUSSION

The results of the study are presented and discussed in this chapter under the following subheadings.

4.0 Structure and function of Thozhil Sena of both panchayats

4.1 Profile characteristics of the members of both Thozhil Senas

4.2 Role of Thozhil Sena as perceived by its members of both panchayats

4.3 Attitude of the members of both panchayats towards Thozhil Sena

4.4 Perception about Thozhil Sena by the members from both the panchayats

4.5 Employment generation and income generation due to the implementation of Thozhil Sena

4.6 Savings during the past one year of the members after joining the Thozhil Sena

4.7 Profile characteristics of the farmers of both Thozhil Sena

4.8 Role of Thozhil Sena as perceived by the farmers of both panchayats

4.9 Attitude of the farmers of both panchayats towards Thozhil Sena

4.10 Perception about Thozhil Sena by the farmers

4.11 Relationship of the selected dependent variables of the members of Kunnathukal Thozhil Sena with the independent variables

4.12 Relationship of the selected dependent variables of the members of Thamarakulam Thozhil Sena with the independent variables

4.13 Relationship of selected dependent variables of the farmers who had the services of Kunnathukal Thozhil Sena with their profile

4.14 Relationship of selected dependent variables of the farmers who had the services of Thamarakulam Thozhil Sena with their profile

4.15 Constraints experienced by members /officials/peoples representatives of both the panchayats

4.16 Empirical model of the study

4.0 Structure and function of Thozhil Sena

Thozhil Sena can be defined as a body of different categories of labourers with adequate training in the use of agricultural machinery such as tractor, power tiller, winnowing and spraying machines etc to be pressed into service on request from farmers. Thozhil Sena thus gives assured labour assurance and social status to farm labourers.

The Thozhil Sena formed in both panchayats was mainly to limit the shift of labourers from agriculture to industry. Because of severe unemployment there was a shifting trend of labourers from agriculture sector to other sectors. The main purpose of Thozhil Sena was to bring back the farmers who had strayed away from their main occupation, labour shortage being the main reason, according to them. Thozhil Sena has brought about a change to this paradoxical situation by providing enough labourers to farmers and at the same time increased the number of labour days for its members. This has brought about a dramatic change in the living conditions of its members as they are provided with better wages. Because of all this a sense of security has evolved among the members.

One of the main objectives of Thozhil Sena was revival of the paddy cultivation which was slowly declining in area. They also aimed to reduce the cost of production by partial mechanisation. Thozhil Sena started paddy cultivation on leased lands being kept fallow in the past. Thus paddy cultivation is back in the scenario in about 15 hectors land where earlier it had been stopped completely. Moreover the production cost was reduced to about 30-40 per cent. This created a new interest among the farmers who started to accept this programme and to associate with it. To provide the guaranteed 20 labour days Thozhil Sena also took up public works programme of the panchayat. The various government aided projects were taken up by the Thozhil Sena and it was completed at a cost less than the estimated amount. This strengthened the position of Thozhil Sena among the farmers.

In Kunnathukal, the Thozhil Sena was initially formed in September 1998 with 125 labourers at the initial stage. It was expanded in due course to about 400 members. Thozhil Sena not only ensured timely availability of labourers but they also helped to reduce cost of production by partial mechanization. In Kunnathukal panchayat the activities of Thozhil Sena have been widened to a more advanced level when compared to Thamarakulam. Here the membership level was more, in order to provide the guaranteed 20 days of employment, the public works programme was also completed by them. In 1998, 13 small scale irrigation schemes were completed with the capital outlay of only Rs. 4.25 lakh, without intermediaries and contractors breaking for ever the long cherished nexus between contractors and politicians. Effective utilization of the subsidies

was one of the major achievements of Thozhil Sena. This reduced the bureaucratic hurdles faced by farmers to avail them. It also indirectly helped to increase employment opportunities by bringing more farmers under the network of the institution.

Now the Thozhil Sena of Kunnathukal Panchayat has transformed itself to Labour Bank- an institution to provide land and labour saving measures to the farmers, to revive the agricultural production sector. The name Labour Bank was adopted from the second stage of development of the institutional set up. The institutional network is now being developed into a full fledged body encompassing labourers and farmers.

The labour bank has now diversified its mode of intervention by advancing loans to farmers in terms of labour hours which can be repaid in cash after harvesting and also by taking on agricultural land from part time farmers for the cultivation of annual crops.

The Thozhil Sena of Thamarakulam Panchayat though, not as developed as Kunnathukal but still the people of that panchayat has accepted it as a welcome change. Since there were a lot of problems in the initial stage, it was started with a strength of 60 with the intention of expanding it further in due course of time. Here the Thozhil Sena helps the farmers to solve the problems of scarcity of labour to a great extent. But non-availability of plan funds for last one year had been a hinderance in taking up new projects. This was one of the main constraints faced by the officials in providing the twenty days of guaranteed employment for the members. More over the farmers of the Thamarakulam Panchayat were a little reluctant to accept this new programme.

4.1 Profile characteristics of the members of both Thozhil Senas

4.1.1 Age

Table 1 Distribution of the respondents (members) with respect to age

Age Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Upto 35	0	0	15	30
36-50	46	92	30	60
Above 50	4	8	5	10

From Table 1, it is understood that about 92 per cent of the respondents of Kunnathukal Panchayat belonged to the middle aged group and 8 per cent of the respondents belong to the old age group.

In case of Thamarakulam Panchayat also, 60 per cent of the respondents were in the middle aged group and 30 per cent in young age group and 10 per cent in old age group.

Majority of the respondents of both the panchayats belonged to the middle age group. Young and middle aged people are more likely to adopt new programmes. The elder group usually take some time in becoming a part of such programmes.

4.1.2 Caste

Table 2 Distribution of the respondents (members) with respect to caste

Caste Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Forward	5	10	8	16
Backward	17	34	18	36
SC/ST	28	56	24	48

A glance at Table 2 shows that in Kunnathukal Panchayat 56 per cent of the respondents belonged to the SC/ST caste, 34 per cent of the respondents belonged to the backward caste which includes Ezhavas, Muslims, Nadars and Anglo-Indians and 10 per cent belonged to the forward caste group.

Where as in Thamarakulam Panchayat 48 per cent of the respondents belonged to the SC/ST caste, 36 per cent of them in the backward caste and 16 per cent belonged to the forward caste group.

The status of working under an institution might be the reason to have people from the forward caste as its members.

4.1.3 Education

Table 3 Distribution of the respondents (members) with respect to education

Education Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Illiterate	0	0	0	0
Literate	10	20	6	12
Primary level	16	32	16	32
Secondary level	24	48	27	54
Collegiate	0	0	1	2

A cursory view of Table 3 shows that in Kunnathukal Panchayat 48 per cent of the respondents had education upto secondary level, 32 per cent had upto primary level and 20 per cent of them were literates.

In Thamarakulam Panchayat 54 per cent of the respondents had education upto secondary level, 32 per cent had upto primary level, 12 per cent of them were literates and 2 per cent of them had their education upto college level.

The result is a reflection of the higher literacy rate of Kerala state. There were no illiterates among the respondents. This shows that today's labourers are fully educationally forward.

4.1.4 Annual income

Table 4 Distribution of the respondents (members) with respect to annual income

Annual income (in Rupees) Category	KK (n = 50)		TK (n = 50)	
	Frequency	Percentage	Frequency	Percentage
Upto 2000	0	0	0	0
2001-5000	38	76	29	58
5001-10,000	12	24	21	42
10,001-20,000	0	0	0	0
And above 20,000	0	0	0	0

A cursory view of Table 4 shows that in Kunnathukal Panchayat majority of the respondents (76 per cent) were having annual income between Rs. 2001/- and Rs. 5000/- and the rest in the range of Rs.5001/- to Rs.10,000/-.

In Thamarakulam also a little more than half of the respondents (58 per cent) were in the range Rs. 2001/- to 5000/- and the rest (42 per cent) between Rs.5001/- and Rs.10,000/-.

4.1.5 Family size

Table 5 Distribution of the respondents (members) with respect to family size

Family size Category	KK (n = 50)		TK (n = 50)	
	Frequency	Percentage	Frequency	Percentage
Upto 3 members	12	24	14	28
4 – 5 members	38	76	36	72
Above 5 members	0	0	0	0

From Table 5 it can be seen that about 76 per cent of the respondents belonged to the high group with the family size of 4 to 5 members and the rest 24 per cent belonged to the low group.

Thamarakulam panchayat had 72 per cent belonging to the high group with a family size of four to five members and 28 per cent belonging to the low group.

4.1.6 Economic motivation

Table 6 Distribution of the respondents (members) with respect to Economic motivation

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Economic motivation	23.52	26 (52)	24 (48)	18.88	31 (62)	19 (38)

Figure in parentheses indicate percentage

From Table 6 it can be seen that in Kunnathukal Panchayat about 52 per cent of the respondents belonged to the high category ie they had high economic motivation and 48 per cent of the respondents had low economic motivation.

Where as in Thamarakulam Panchayat 62 per cent of the respondents had high economic motivation and 38 per cent of the respondents had low economic motivation.

This could be because as a member of Thozhil Sena one has the opportunity of regular employment and income.

4.1.7 Achievement motivation

Table 7 Distribution of the respondents (members) with respect to Achievement motivation

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Achievement motivation	26.58	27 (54)	23 (46)	19.78	28 (56)	22 (44)

Figure in parentheses indicate percentage

The Table 7 shows that in Kunnathukal Panchayat 54 per cent of the respondents had high achievement motivation and 46 per cent belonged to the low category with low achievement motivation.

In Thamarakulam Panchayat 56 per cent of the respondents belonged to the high category *ie.*, with high achievement motivation and 44 per cent belonged to the low category.

People who are economically motivated will naturally have high achievement motivation also.

4.1.8 Self confidence

Table 8 Distribution of the respondents (members) with respect to self confidence

	KK (n = 50)			TK (n = 50)		
Self confidence	Mean	High	Low	Mean	High	Low
	21.64	29 (58)	21 (42)	17.16	26 (52)	24 (48)

Figure in parentheses indicate percentage

As per the Table 8, 58 per cent of the respondents of Kunnathukal Panchayat belonged to high category having more self confidence and 42 per cent belonged to the low category.

In Thamarakulam Panchayat 52 per cent of the respondents belonged to the high category having more self confidence and 48 per cent belonged to the low category.

Higher self confidence might be due to slow disappearance of future insecurity, because the individual is aware that as a member of Thozhil Sena he is guaranteed regular employment and income.

4.1.9 Attitude towards people's plan

Table 9 Distribution of the respondents (members) with respect to attitude towards people's plan

	KK (n = 50)			TK (n = 50)		
Attitude towards people's plan	Mean	High	Low	Mean	High	Low
	31.32	20 (40)	30 (60)	22.86	34 (68)	16 (32)

Figure in parentheses indicate percentage

As per the Table 9, in Kunnathukal Panchayat 40 per cent of the respondents had a favourable attitude towards people's plan and 60 per cent of the respondents have an unfavourable attitude.

In Thamarakulam Panchayat 68 per cent of the respondents have a favourable attitude and 32 per cent of the respondents had an unfavourable attitude.

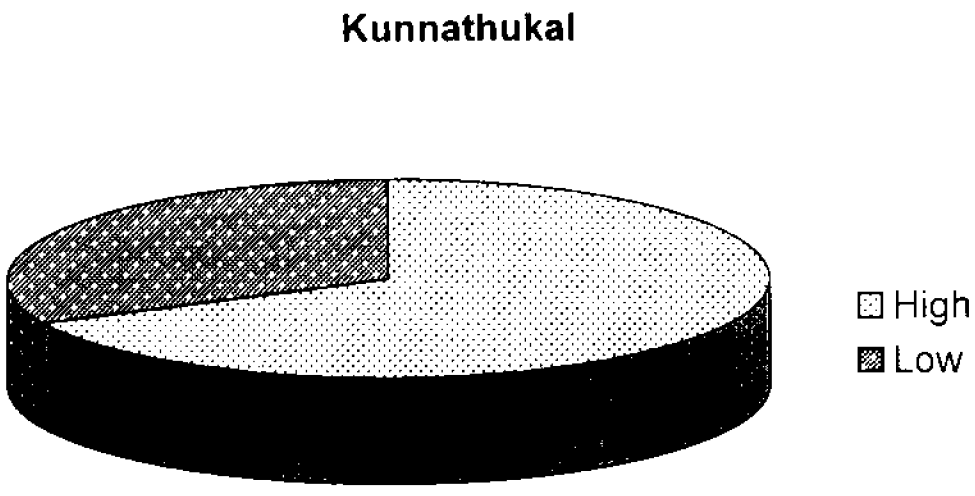
4.2 Role of Thozhil Sena as perceived by its members of both panchayats

Table 10 Distribution of the respondents (members) with respect to role

	KK (n = 50)			TK (n = 50)		
Role	Mean	High	Low	Mean	High	Low
	10.92	34 (68)	16 (32)	6.74	27 (54)	23 (46)

Figure in parentheses indicate percentage

A cursory view of Table 10 shows that in Kunnathukal Panchayat 68 per cent of the respondents belonged to the high category *i.e.*, they agreed



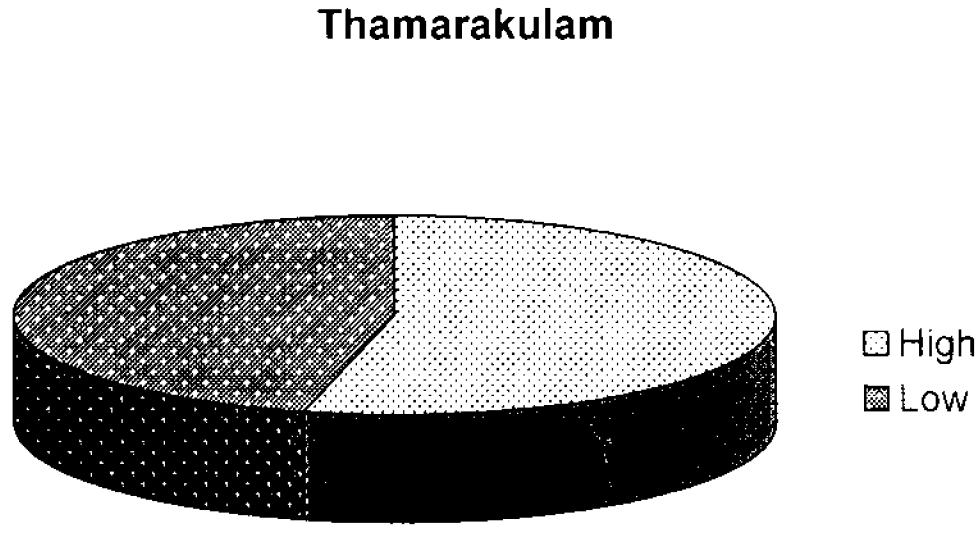


Fig. 3 Pie diagram showing distribution of respondents (members) with respect to role

that the Thozhil Sena was fulfilling majority of the roles listed out. A positive attitude had been developed among the respondents regarding the roles played by Thozhil Sena. Thirty two per cent of the respondents belonged to the low category.

Whereas in Thamarakulam Panchayat only 54 per cent belonged to the high category *i.e.*, those who agreed that the Thozhil Sena performed majority of the roles and the rest 46 per cent belonged to the low category.

Work efficiency of the members of Thozhil Sena has led to the role fulfilment of Thozhil Sena. This might be the reason for having the respondents in high category.

4.3 Attitude of the members of both panchayats towards Thozhil Sena

Table 11 Distribution of the respondents (members) with respect to attitude

Attitude	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
	46.10	22 (44)	28 (56)	32.82	27 (54)	23 (46)

Figure in parentheses indicate percentage

A cursory view of the data furnished in Table 11, shows that 44 per cent of the respondents in Kunnathukal Panchayat were having high attitude towards the Thozhil Sena and 56 per cent were having not so favourable attitude towards it.

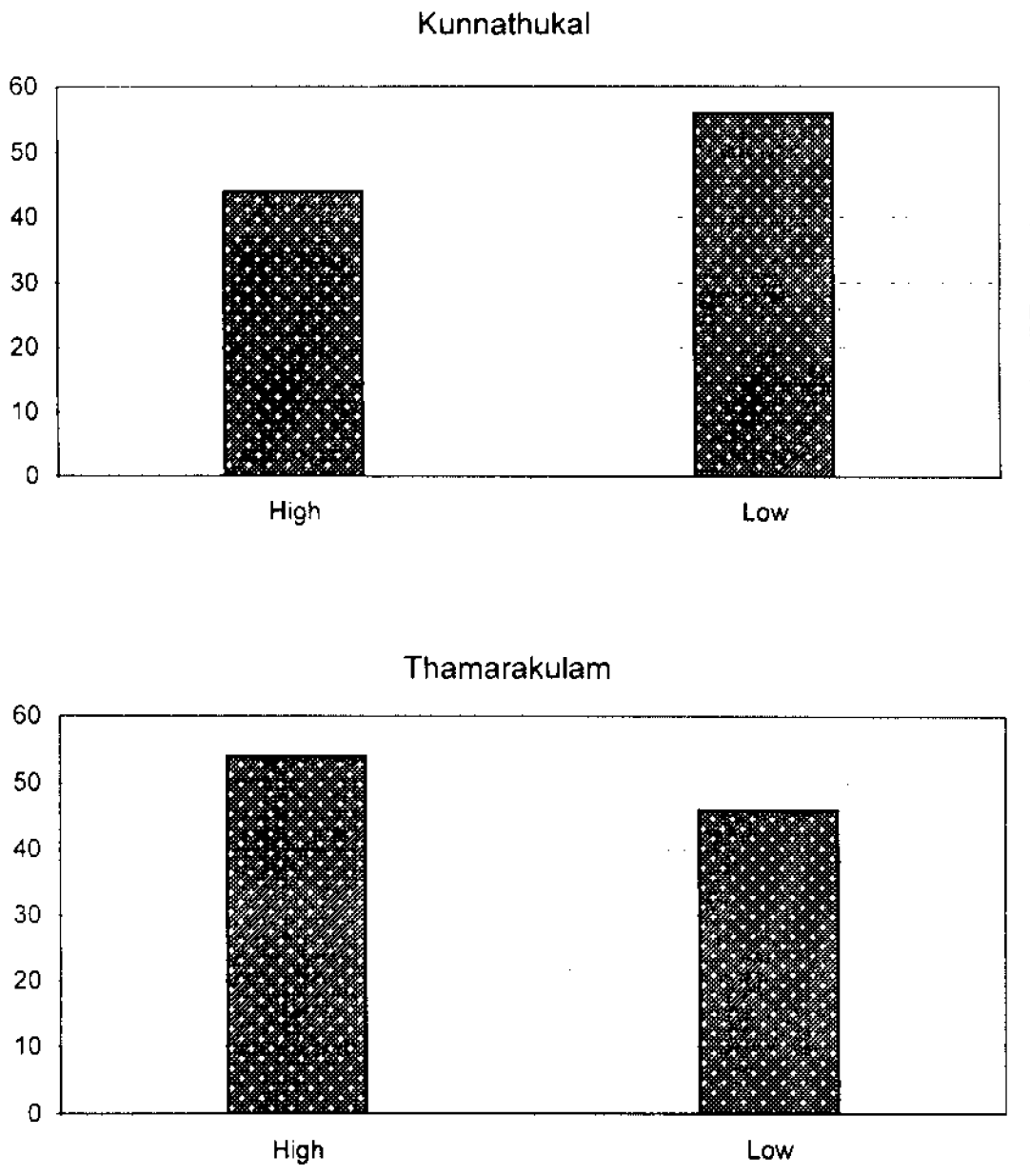


Fig. 4 Graph showing distribution of respondents (members) with respect to attitude

In Thamarakulam Panchayat 54 per cent of the respondents were having high attitude and 46 per cent of the respondents belonged to the low category.

4.4 Perception about Thozhil Sena by the members from both the panchayats

Table 12 Distribution of the respondents (members) with respect to perception

Perception	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
	23.22	27 (54)	23 (46)	15.52	21 (42)	29 (58)

Figure in parentheses indicate percentage

A cursory view of the data furnished in Table 12 shows that in Kunnathukal Panchayat 54 per cent of the respondents had high perception and 46 per cent had low perception.

Whereas in Thamarakulam Panchayat only 42 per cent of the respondents had high perception and 58 per cent of the respondents had low perception.

Due to greater awareness and high attitude the members of Kunnathukal panchayat will naturally have high perception.

4.5 Employment Generation and income generation due to the implementation of Thozhil Sena

Table 13 Distribution of the respondents (members) with respect to employment generation

Employment generation Category	KK (n = 50)		TK (n = 50)	
	Frequency	Percentage	Frequency	Percentage
Nil	0	0	0	0
Upto 30 days	0	0	0	0
31-60 days	6	12	35	70
61 and above	44	88	15	30

It is clear from Table 13, that in Kunnathukal Panchayat 88 per cent of the respondents perceived that their number of employment days increased to more than 61 days and 12 per cent of respondents perceived that their employment days were only upto 60 days.

In Thamarakulam Panchayat 30 per cent of the respondents perceived that their employment days were more than 61 days and 70 per cent of the respondents perceived that the employment days were between 31 and 60 days.

This shows that in Kunnathukal panchayat the Thozhil Sena has been able to provide more number of labour days for its members, whereas the Thamarakulam Thozhil Sena being recently established is yet to develop and provide the necessary employment.

4.6 Savings during the past one year of the members after joining the Thozhil Sena

Table 15 Distribution of the respondents (members) with respect to Savings during the past one year

Savings during the past one year	KK (n = 50)	TK (n = 50)
Average savings	Rs. 1480/-	Rs. 350/-

As per Table 15, the respondents of Kunnathukal Panchayat had an average savings of Rs.1480/-, derived from various sources such as land, domestic articles etc. This amount was low when compared to the Thamarakulam panchayat.

Regular employment and income had encouraged the members to save their earnings. This might be the reason for the difference in savings between the two Thozhil Senas.

4.7 Profile characteristics of the farmers of both Thozhil Senas

4.7.1 Age

Table 16 Distribution of the respondents (farmers) with respect to age

Age Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Upto 35	0	0	0	0
36 - 50	34	68	32	64
Above 50	16	32	18	36

Table 14 Distribution of the respondents (members) with respect to income generation

Income generation Category	KK (n = 50)		TK (n = 50)	
	Frequency	Percentage	Frequency	Percentage
Up to Rs. 2000	0	0	0	0
Rs. 2001-4000	0	0	30	60
Rs. 4001-6000	5	10	11	22
Rs. 6001 and above	45	90	9	18

In Kunnathukal Panchayat the additional income generated as per Table 14, shows that for about 90 per cent of the respondents had income generated above Rs.6001/- and for the rest it was between the level Rs. 4001 to Rs. 6000.

Whereas in Thamarakulam Panchayat for about 18 per cent only there was income generated above Rs.6001/- and for the rest 82 per cent it was in the range Rs. 2001 to 6000 only.

Here the income generated is directly related to the employment opportunities provided by Thozhil Sena, hence the same reason can be stated.

4.6 Savings during the past one year of the members after joining the Thozhil Sena

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As per Table 15, the respondents of Kunnathukal Panchayat had an average savings of Rs.1480/-, derived from various sources such as land, domestic articles etc. This amount was low when compared to the Thamarakulam panchayat.

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4.7 Profile characteristics of the farmers of both Thozhil Senas

4.7.1 Age

Table 16 Distribution of the respondents (farmers) with respect to age

Age Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Upto 35	0	0	0	0
36 – 50	34	68	32	64
Above 50	16	32	18	36

With respect to age Table 16 shows that in Kunnathukal Panchayat 68 per cent of the farmer respondents belonged to the middle aged group and 32 per cent of them in the old age group.

In Thamarakulam Panchayat 64 per cent of the respondents were in the middle aged group and 36 per cent of them in the old age group

4.7.2 Education

Table 17 Distribution of the respondents (farmers) with respect to education

Education Category	KK(n=50)		TK(n=50)	
	Frequency	Percentage	Frequency	Percentage
Illiterate	0	0	0	0
Literate	5	10	3	6
Primary level	17	34	13	26
Secondary level	23	46	26	52
Collegiate	5	10	8	16

Table 17 brings to focus that among the farmers of Kunnathukal Panchayat 10 per cent of them were literates 34 per cent had upto primary level education. 46 per cent of them had upto secondary level education and 10 per cent of them had upto college level education.

Whereas in Thamarakulam Panchayat six per cent were literates, 26 per cent had upto primary level education, 52 per cent of them upto secondary level and 16 per cent had upto college level education.

4.7.3 Annual Income

Table 18 Distribution of the respondents (farmers) with respect to annual income

Annual income Category	KK (n=50)		TK (n=50)	
	Frequency	Percentage	Frequency	Percentage
Upto 2000	0	0	0	0
2001-5000	5	10	3	6
5001-10,000	17	34	13	26
10,001-20,000	23	46	26	52
20,001and above	5	10	8	16

Considering the annual income, it is clear from Table 18 that 46 per cent of the farmer respondents in Kunnathukal panchayat had their annual income between Rs.10,001/- and 20,000, 34 per cent had their income in between Rs. 5001/- and 10,000/- and10 per cent had their income above Rs. 20001/-

In Thamarakulam only 16 per cent of the respondents had their income above Rs.20,001/-, 52 per cent of the respondents had their income between Rs.10,001/- and 20,000/-, 26 per cent of the respondents between Rs. 5001/- and 10,000/- and 6 per cent of them below Rs.5000/-.

4.7.4 Exposure to Mass media

Table 19 Distribution of the respondents (farmers) with respect to exposure to mass media

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Exposure to mass media	7.16	23 (46)	27 (54)	7.16	20 (40)	30 (60)

Figure in parentheses indicate percentage

Table 19 shows that, regarding exposure to mass media, in Kunnathukal Panchayat, 46 per cent of the respondents were in the high group and 54 per cent of the respondents were in the low group.

Whereas in Thamarakulam Panchayat 40 per cent of the respondents were in the high group and 60 per cent of the respondents were in the low group.

Higher mass media participation was because every family subscribe atleast one newspaper and they may possess radio, T.V. etc. Possession of all these media might have increased their mass media participation.

4.7.5 Innovativeness

Table 20 Distribution of the respondents (farmers) with respect to Innovativeness

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Innovativeness	2.68	32 (64)	18 (36)	2.62	32 (64)	18 (36)

Figure in parentheses indicate percentage

A quick glance at Table 20 shows that in both panchayats 64 per cent of the farmers had high level of innovativeness and 36 per cent of the farmers had only low level of innovativeness.

4.7.6 Political orientation

Table 21 Distribution of the respondents (farmers) with respect to political orientation

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Political Orientation	2.40	24 (48)	26 (52)	1.98	38 (76)	12 (24)

Figure in parentheses indicate percentage

A cursory view of the Table 21, shows that 48 per cent of the farmers in Kunnathukal Panchayat had high level of political orientation and 52 per cent of the farmers had low level of political orientation.

In Thamarakulam Panchayat 76 per cent of the respondents ie farmers had high level of political orientation and 24 per cent of the farmers had low level of political orientation.

In both the panchayats, the respondents were of the opinion that politics is one of the main hindering factors for the successful implementation of any new programmes.

4.7.7 Scientific orientation

Table 22 Distribution of the respondents (farmers) with respect to scientific orientation

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Scientific Orientation	21.36	26 (52)	24 (48)	15.20	20 (40)	30 (60)

Figure in parentheses indicate percentage

Table 22, highlights that Kunnathukal Panchayat 52 per cent of the farmers had high level of scientific orientation and 48 per cent of the farmers had low level of scientific orientation.

In Thamarakulam Panchayat 40 per cent of the farmers had high level of scientific orientation and 60 per cent of the farmers had low level of scientific orientation.

4.7.8 Economic motivation

Table 23 Distribution of the respondents (farmers) with respect to economic motivation

	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
Economic motivation	21.94	29 (58)	21 (42)	14.46	24 (48)	26 (52)

Figure in parentheses indicate percentage

It could be seen from Table 23, that in Kunnathukal Panchayat 58 per cent of the farmers had high level of economic motivation and 42 per cent of the farmers had low level of economic motivation.

Where as Thamarakulam Panchayat 48 per cent of the farmers had high level of economic motivation and 52 per cent of the farmers had low level of economic motivation.

4.8 Role of Thozhil Sena as perceived by the farmers of both panchayats

Table 24 Distribution of the respondents (farmers) with respect to role

Role	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
	9.72	28 (56)	22 (44)	5.84	20 (40)	30 (60)

Figure in parentheses indicate percentage

Table 24 shows that in the case of role of Thozhil Sena as perceived by the farmers of Kunnathukal Panchayat 56 per cent of them were in the high category who perceived that Thozhil Sena was fulfilling majority of the roles listed out and 44 per cent belong to the low category.

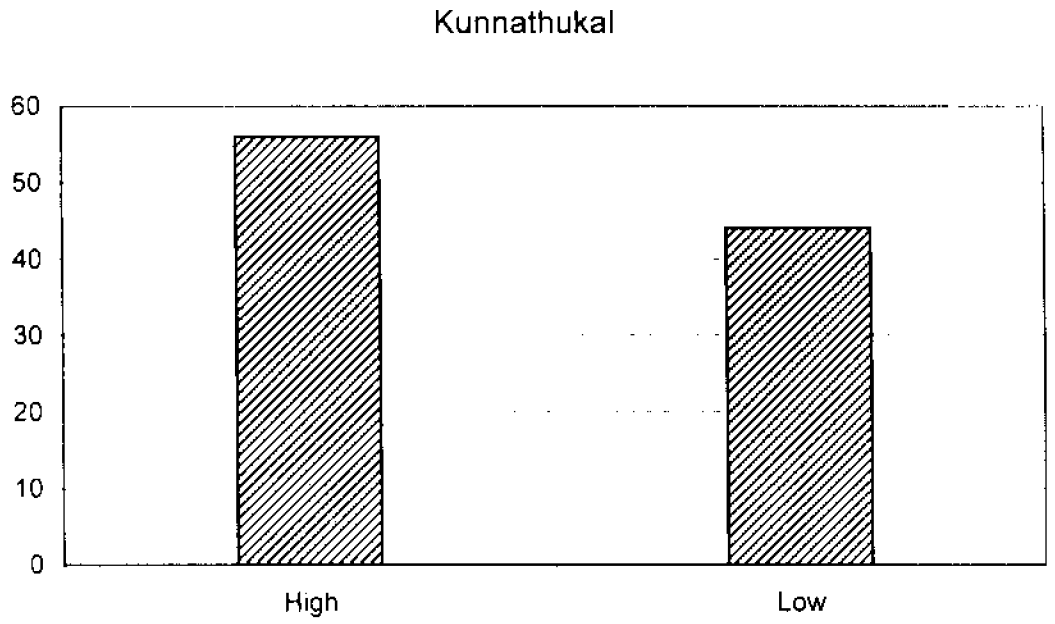
In Thamarakulam Panchayat 40 per cent of the farmers perceived that Thozhil Sena was fulfilling majority of the roles listed out and 60 per cent of the farmers did not agree with it.

4.9 Attitude of the farmers of both panchayats towards Thozhil Sena

Table 25 Distribution of the respondents (farmers) with respect to attitude

Attitude	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
	35.58	28 (56)	22 (44)	16.22	23 (46)	27 (54)

Figure in parentheses indicate percentage



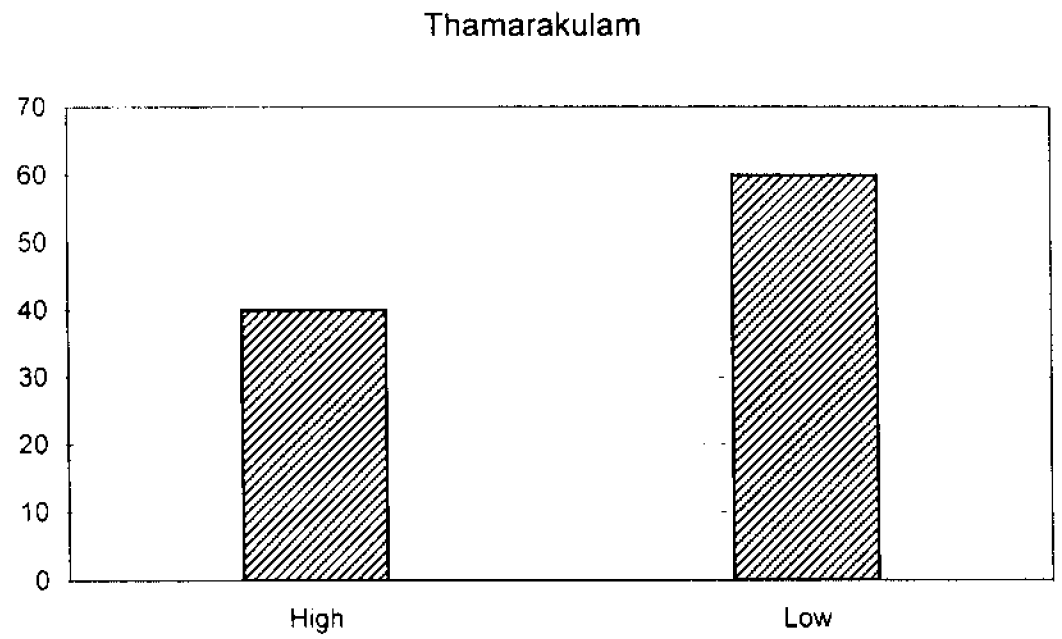


Fig. 5 Graph showing distribution of respondents (farmers) with respect to role

Attitude

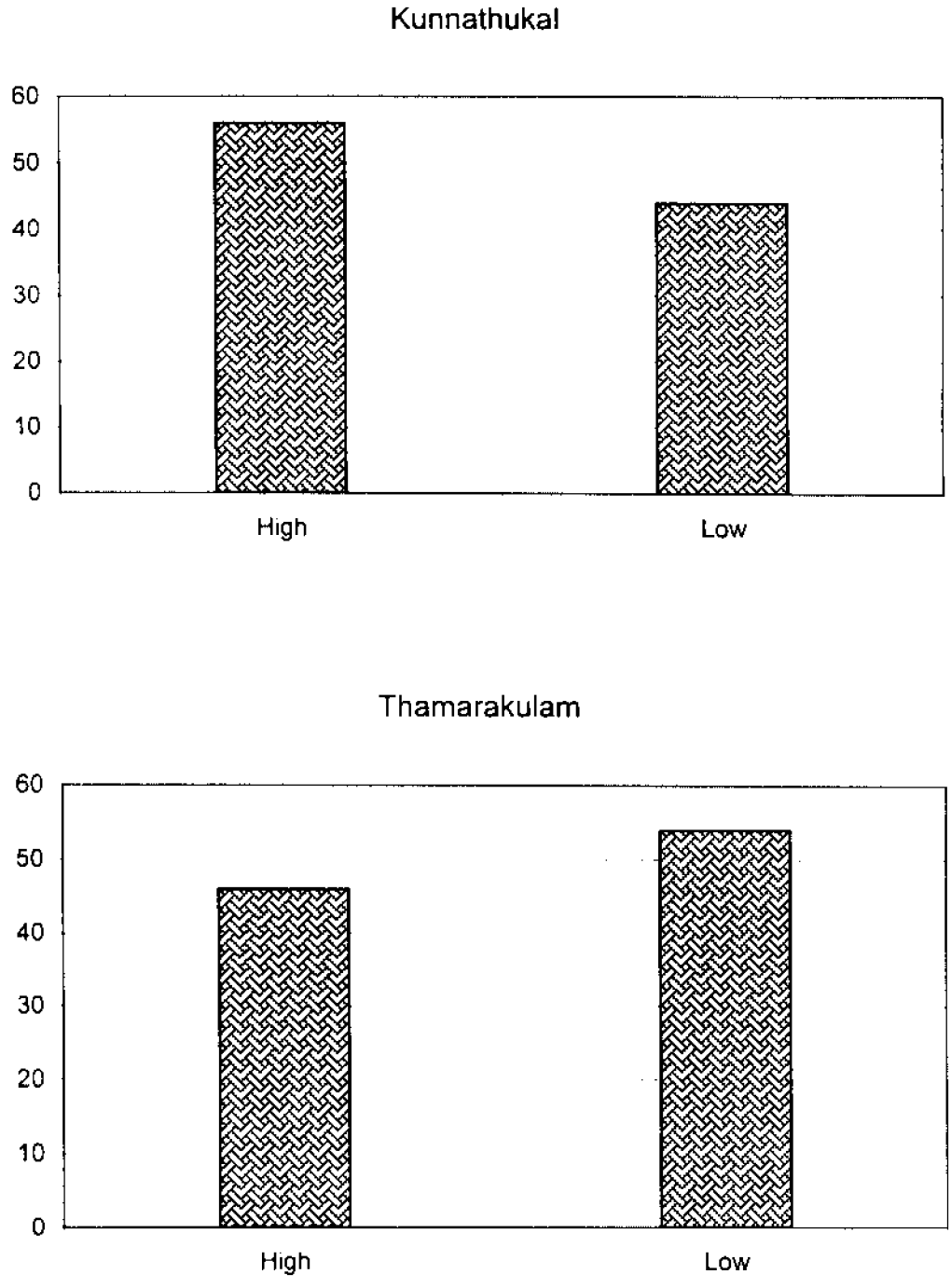


Fig. 6 Graph showing distribution of respondents (farmers) with respect to attitude

In the Kunnathukal Panchayat, as per the Table 25, 56 per cent of the farmers had a favourable attitude and 44 per cent of the farmers had an unfavourable attitude towards it.

Whereas in Thamarakulam Panchayat only 46 per cent of the farmers had a favourable attitude and the rest 54 per cent had an unfavourable attitude towards it.

4.10 Perception about Thozhil Sena by the farmers

Table 26 Distribution of the respondents (farmers) with respect to perception

Perception	KK (n = 50)			TK (n = 50)		
	Mean	High	Low	Mean	High	Low
	23.76	25 (50)	25 (50)	11.22	21 (42)	29 (58)

Figure in parentheses indicate percentage

Table 26, reveals that in Kunnathukal 50 per cent of the farmers had a high level of perception towards Thozhil Sena and the rest with low level.

In Thamarakulam 42 per cent of the farmers had high level of perception and 58 per cent of the farmers had low level of perception.

4.11 Relationship of the selected dependent variables of the members of Thozhil Sena with the independent variables

Correlation analysis was done to find out the intensity of the association between the independent variables with each of the dependent variables.

Table 27. Correlation between the selected personal socio-psychological variables of labourers with the dependent variables

Sl. No.		Age	Caste	Education	Annual Income	Family size	Economic motivation	Achievement motivation	Self confidence	Attitude towards people's plan
1	Role	- 2668**	0.0635	0.2904**	0.0018	-0.0544	-0.0146	0.2851**	0.1107	0.2827**
2.	Attitude	-0.2950**	0.0360	0.2160*	0.0892	-0.1017	0.4335**	0.4870**	0.2284*	0.2024*
3.	Perception	-0.2141*	0.1147	0.2570**	0.2566**	0.0193	0.4658**	0.2537**	-0.1494	0.2410*
4.	Employment Generation	-0.5717**	0.0221	0.0314	-0.2634**	-0.0273	0.2415*	0.0600	0.1972	0.2273*
5.	Income Generation	-0.6389**	0.0697	0.0928	0.0312	-0.1070	0.2482*	-0.0542	-0.1828	0.2317*

Table 28. Correlation between the selected personal socio-psychological variables of labourers with the dependent variables of Thamarakulam Panchayat

Sl. No.		Age	Caste	Education	Annual Income	Family size	Economic motivation	Achievement motivation	Self confidence	Attitude towards people's plan
1	Role	0.1159	-0.1096	-0.0827	-0.2085*	0.151	0.1984*	0.0779	0.1120	0.3232*
2.	Attitude	-0.2036*	-0.0850	0.0967	-0.1344	0.0294	0.1051	0.1992*	0.2539*	0.2508*
3.	Perception	0.0312	0.0323	0.0705	-0.1167	-0.1114	0.1374	0.2075*	0.2284*	0.1935*
4.	Employment Generation	-0.2144*	0.1667	0.0369	-0.2387*	-0.0559	0.1988*	0.0037	0.1639	0.1883*
5.	Income Generation	-0.1515	0.1152	0.0567	-0.1971*	0.0522	0.2699	0.0560	0.0952	0.2206*

*Significant at 5 per cent
**Significant at 1 per cent

The results of the simple correlation between the dependent and the independent variables is given in the Table 27.

4.11.1 Role

A quick glance of the Table 27 shows that when role of Thozhil Sena was correlated with the nine variables education, achievement motivation and attitude towards people's plan were found to be positively and significant related.

Age was found to be negatively and significantly related to role.

As mentioned in the case of education, people who are more educated usually shows more regard to their job. This may be due to the importance ascribed to their job as the means of their livelihood. They often possess dignity of labour. This may be the reason for positive significant relationship with regard to the performance of the role.

Achievement motivation also was found to have a positive and significant correlation with the role of Thozhil Sena. Achievement motivation is the spontaneously expressed desire of an individual to attain an inner feeling of personal accomplishment rather than social recognition or prestige. It is instrumental in persuading a person to perform better. This may be the reason for fulfilling duties or roles as being as member of Thozhil Sena.

Regarding attitude towards people's plan, it is natural for the member to have a similar positive attitude towards Thozhil Sena also. Having a favourable disposition for a programme creates a mentality to work sincerely. This leads to the fulfillment of roles.

4.11.2 Attitude

Actual view of the data presented in Table 27, reveals that education, economic motivation, achievement motivation, self confidence and attitude towards people's plan showed a positive and significant relationship.

Education was found to have a significant relationship with their attitude towards Thozhil Sena. More the literacy, more will be the members awareness about the new programmes and their benefits and so more will be the favourableness towards Thozhil Sena by its members. This result is in agreement with the findings of Vijayakumar (1983) and Sa jeevachandran (1989).

Economic motivation had a positive and significant relationship with attitude of members towards Thozhil Sena. Labourers seeking monetary gains are likely to be progressive and try out many new programmes for their upliftment. The favourable changes after the implementation of the programme might have developed a positive attitude towards Thozhil Sena and this explains the positive correlation between economic motivation and attitude.

The finding support the results of Sajeevachandran (1989), Gangadharan (1993), Fathimabi (1993), Syam (1999) and Parvathy (2000).

A positive and significant relationship was observed between achievement motivation and attitude. Achievement motivation is the desire of an individual to attain an inner feeling of personal accomplishment.

Those with the desire will utilize different opportunities and this might have developed a positive attitude towards Thozhil Sena.

This findings is in conformity with the results of Parvathy (2000).

Educational status, exposure to outer world and better participation in development activities might have increased self confidence of the person. A self confident person will undertake any development venture. By participating in such ventures and thus by being a member of it, it is more than enough to develop a positive attitude towards the programme.

A positive attitude towards the people's plan will naturally bring about a positive attitude towards Thozhil Sena as this programme is a component of people's plan. Thus attitude towards people's plan and attitude of members towards Thozhil Sena was positively and significantly correlated.

Age had a negative but significant relationship with perception. As a person becomes older, they will lose their interest for adopting any new programmes and so their attitude towards such programmes will be negatively correlated.

4.11.3 Perception

A birds eye view of the results presented in Table 27. brings to focus the relationship of personal socio psychological characteristics with perception of labourers. Out of the nine variables studied education, economic motivation, achievement motivation and attitude towards people's plan were positively and significantly related to the perception of labourers about Thozhil Sena.

Annual income and age showed a negative significant relationship with perception. The remaining factors caste, family size and self confidence were found to have no significant relationship with perception.

Educational status of the labourers / members might have raised their awareness about Thozhil Sena. This power of perception about Thozhil Sena and its activities might have been favourably influenced by the educational status and hence resulted in positively significant relationship. This result is in agreement with Jaleel (1992), Viju (1985) and Rajendralal (1997).

Annual income had shown a negative and significant relationship with the perception of labourers about Thozhil Sena. Most of these labourers were found to be in the low income group and so there will be a tendency among them to explore all the possibilities of economics self reliance. The benefits of working under Thozhil Sena might be the motivating factor behind the correct perception of the programme and hence resulted in negative correlation.

Economic motivation was found to be positively and significantly related to the perception of labourers about Thozhil Sena. Under this Thozhil Sena programme the members were given an access to other benefits such as insurance schemes, saving schemes etc. Naturally they became inquisitive about other benefits and hence they were economically motivated. This might have resulted in more awareness and perception about Thozhil Sena programme.

This is in agreement with the result of Fathimabi (1993) and Parvathy (2000).

A positive and significant relation was observed between achievement motivation and perception.

This might be due to the fact that most of the members being agricultural labourers, might possess a desire for excellence in accepting and adopting a new programme meant for their upliftment to attain an inner feeling of satisfaction. It is but natural for everyone to possess an inner urge to achieve something in life. This might have contributed to their achievement motivation.

The result is in line with the findings of Alex (1994).

Positively significant relationship between attitude towards people's plan and perception of members about Thozhil Sena might be due to the fact that a favourable attitude towards people's plan will naturally lead to a favourable attitude towards Thozhil Sena implemented through people's plan. This will in turn make Thozhil Sena a better perceived programme by the members.

Age had a negative but significant relationship with perception. As a person becomes older, they will become passive, lose their interest for knowing about new programmes. They will be more self absorbed. This might explain negative correlation with age and perception.

This finding comply with that of Parvathy (2000).

4.11.4 Employment generation

A cursory view of the results presented in the Table 27, brings to focus the relationship of the selected independent variables with employment generation by the Thozhil Sena. Out of the nine variables annual income, economic motivation and attitude towards people's plan were found to be positively and significantly correlated with employment generation.

It is evident from the table that annual income was negatively and significantly related to employment generation. A labourer having low income will be desperate for a better living and in order to increase his social status, he may try out new employment opportunities. This may be the reason for negative correlation.

The result is in conformity with the findings of Lakshmi (2000).

As in the case of economic motivation, if the labourer is economically motivated he will naturally strive for a better living. Thus he will seek new employment avenues for his upliftment. This may be the reason for positive relationship with employment generation.

It could be inferred that the significant and positive relation between attitude towards people's plan and employment generation may be due to the fact that a person having a favourable attitude towards people's plan will naturally have a positive attitude towards Thozhil Sena which is a component of people's plan. So he will make use of the opportunities available which will lead to employment generation.

Age showed a negative significant relation with employment generation. When a person becomes older they might lose their zeal in grabbing all possible opportunities for employment.

4.11.5 Income generation

A birds eye view of the results presented in Table 27, brings to focus the relationship of personal socio psychological characteristics with employment generation of labourers.

Out of the nine variables economic motivation and attitude towards people's plan were found to have a positive and significant relationship with increase in income.

The positive and significant correlation of economic motivation with income generation was due to the fact that, the more one is motivated by economic ends, the more they try to participate in the programmes which are aimed at increasing the income.

In regard, to attitude towards people's plan, as Thozhil Sena is a component of people's plan, the labourers will naturally be favourable to it, as this programme is mainly income generation oriented one and this may be the reason for the positive significant relationship with attitude towards people's plan. Caste, family size and self confidence were found to have no association with the dependent variables.

4.12 Relationship of the selected dependent variables of the members of Thamarakulam Thozhil Sena with the independent variables

4.12.1 Role

A cursory view of Table 28 shows that when role of Thozhil Sena was correlated with independent variables, economic motivation and attitude towards people's plan were found to be positively and significantly correlated at five per cent and one per cent level of significance. Annual income was found to be negatively correlated.

Due to the implementation of Thozhil Sena. labourers were economically motivated. When a person become economically motivated he tries to perform his duties well and thus fulfills the role to which he is assigned. So this explains the positive correlation of role with economic motivation.

As Thozhil Sena is a component of people's plan it is natural for the members to have a favourable attitude towards it. While working under any institution, if the individual have a positive attitude, he will work so as to fulfill the role he is occupied with. Role of Thozhil Sena is thus positively correlated with attitude towards people's plan.

Thozhil Sena is a programme aimed to increase the employment and income of the members. The members who have joined this programme have their annual income in the range of Rs.2001/- to 5000/-.

4.12.2 Attitude of Members

Table 28 shows that attitude of the members towards Thozhil Sena were found to be positively correlated with achievement motivation. Self confidence and attitude towards people's plan were found to have positive correlation at 5 per cent level of significance. Age was found to be negatively correlated with attitude.

A positive and significant relationship was observed between achievement motivation and attitude. Achievement motivation is the desire of an individual to attain an inner feeling of personal accomplishment. Those with this desire will work sincerely to fulfill his needs. This might be the reason for the positive attitude.

Regarding self confidence, a self confident person will undertake any development venture. By participating and becoming a member is more than enough to develop a positive attitude.

As age increases, people tend to be more self absorbed. They might lose interest in any new programmes and this might be the reason for negative correlation.

4.12.3 Perception of Members

Table 28 shows that the independent variables when correlated with perception, achievement motivation, self confidence and attitude towards people's plan were found to be positively and significant at 5 per cent level.

Members having high achievement motivation will perceive more than others. This might be the reason for positive and significant relationship.

Those having high self confidence, more favourable attitude towards Thozhil Sena will have high perception also. This is the reason for positive relationship.

4.12.4 Employment Generation

A quick glance at Table 28 shows that employment generation when correlated with the independent variables, economic motivation and attitude towards people's plan were found to be positive and significant at five per cent level of significance. Age and annual income was found to be negatively correlated.

Members who had low annual income accepted any new programmes which were meant to increase their income. So they accepted and took advantage of the employment opportunities offered to them. This might be the reason for the negative yet significant relationship between annual income and employment generation.

Age was also found to be negatively correlated with employment generation. Members who were young were found be more motivated to make use of the opportunities of employment. This might be the reason for negative correlation.

Economic motivation was found to be positively correlated. Those who are economically motivated will search for opportunities to improve their quality of life. So they will be more inclined to have a favourable attitude towards employment generation.

Table 29. Correlation between the selected personal socio-psychological variables of farmers with the dependent variables of Kunnathukal Panchayat

Sl. No.		Age	Education	Annual Income	Exposure to mass media	Innovativeness	Political orientation	Scientific orientation	Economic motivation
1	Role	-0.1830	0.1725	0.0435	0.2269	-0.1147	0.1398	-0.0122	0.1812
2.	Attitude	-0.3276**	0.2034*	0.0798	0.2945**	0.1902*	0.2753**	0.0649	0.4707**
3.	Perception	-0.1358**	0.2038*	0.1844	0.2828**	0.1473	0.1822	0.0829	0.1948*

Table 30. Correlation between the selected personal socio-psychological variables of farmers with the dependent variables of Thamarakulam Panchayat

Sl. No.		Age	Education	Annual Income	Exposure to mass media	Innovativeness	Political orientation	Scientific orientation	Economic motivation
1	Role	-0.0049	0.0309	-0.1589	-0.1185	0.0260	0.1079	0.0809	0.2303*
2.	Attitude	-0.0999	0.2297*	-0.0340	0.2231*	-0.1775	0.0963	0.1941*	0.0275
3.	Perception	-0.1735	0.2460*	-0.0151	-0.1032	-0.0520	0.0508	0.0504	0.17781

*Significant at 5 per cent
**Significant at 1 per cent

4.12.5 Income Generation

Table 28 shows that in case of income generation annual income was found to be negatively correlated and economic motivation was found to be positively and significantly correlated at five per cent level of significance.

Those with a low annual income will have a tendency to improve their income from all possible sources. Thus the negative and significant correlation.

Economically motivated members will always tend to increase their income and they will have a positive attitude towards income generation. Thus the positive and significant relationship.

4.13 Relationship of the selected personal socio psychological variables with Attitude of Thozhil Sena as perceived by the farmers of Kunnathukal Panchayat

4.13.1 Role of Thozhil Sena

As per Table 29 and 30 role was found to have no association with any of the selected independent variables.

4.13.2 Attitude of farmers

Table 29 shows that attitude of the farmers were found to be positively and significantly correlated with education, exposure to mass media, innovativeness, political orientation and economic motivation. Age was found to be negatively correlated.

Educational status of the farmers might have raised their awareness about the programmes. Educated people will be more exposed to the outer

world. So their attitude towards such new innovations will be favourable. Hence it resulted in a positively significant relationship.

Mass media participation was found to have a positive and significant relationship with attitude. Mass media exposure enabled the individual to improve and update and supplement the knowledge about the recent programme. This will help to form a favourable attitude towards the programme.

Innovativeness was also positively related to attitude. Interest and desire of farmers to seek changes in various practices and to introduce such changes might have influenced their favourable attitude towards Thozhil Sena.

Economic motivations were also positively related to attitude. A farmer who is economically motivated will seek the help of such new practices meant to increase his returns. So this might be the reason for positive relationship.

Age was found to be negatively correlated with attitude of farmers. Young people were more prone to take risk and adopt new ideas and so they are likely to have favourable attitudes towards Thozhil Sena.

4.13.3 Perception

A quick glance of Table 29 shows that in the case of perception education, exposure to mass media and economic motivation were found to be positive and significantly correlated. Age was found to be negatively correlated with perception.

More the education, more will be the ability of the people to perceive things in a better way. They will have an open mind to almost all the good ideas and will have a mentality to accept it. Hence the positive significant correlation between perception of the farmers about Thozhil Sena and education.

Mass media always updates the people with new technologies and play an important part in persuading people to adopt them. This might be the reason for positively significant relationship of mass media with perception.

Thozhil Sena is also a programme aimed to increase the net returns of the farmer from his field. So economically motivated farmers will have high perception about the programme. Hence the positive correlation.

4.14 Relationship of selected independent variable with dependent variables of the farmers of Thamarakulam Panchayat

4.14.1 Attitude

According to Table 30 education, exposure to mass media and scientific orientation were found to be positively and significantly correlated with attitude at five per cent level of significance.

In case of education, more educated farmers will have more favourable attitude to such newly implemented programmes.

When the exposure to mass media is more farmers tend to have a greater idea about the usefulness of such programmes and hence the positive correlation.

If the farmers are more scientifically oriented about the various programmes then they will have more favourable attitude.

4.14.2 Perception

Table 30 shows that only education was found to be positively correlated with perception at five per cent level. More educated farmers will perceive much better than others. This may be the reason.

4.15 Constraints experienced by members / officials / peoples representatives

The constraints encountered by the two categories of respondents *ie*., of Kunnathukal Panchayat and Thamarakulam Panchayat are presented in Table 31.

Table 31 Ranking of the constraints according to the percentage

Sl. No.	Constraints	KK (n = 50)		TK (n = 50)	
		Percentage	Rank	Percentage	Rank
1.	Lack of co-operation of some farmers with Thozhil Sena	83	I	80	II
2.	20 days of employment per month cannot be guaranteed	77	II	86	I
3.	Poor health of some members results in low work efficiency	60	III	33	VII
4.	Political interference	50	IV	67	III
5.	Lack of sincerity of members	40	V	47	VI
6.	Favoritism by the farmers towards some members	33	VI	53	V
7.	Lack of mutual trust	27	VII	30	VIII
8.	Meagre wages given to the labourers	23	VIII	60	IV

The constraints encountered by members / officials / peoples representatives in the working of Thozhil Sena were listed in the Table 31.

In Kunnathukal Panchayat the constraints are as follows :

Lack of co-operation of some farmers with Thozhil Sena

The major constraints experienced by majority of the respondents were lack of co-operation of some farmers with Thozhil Sena. The same was reported as a second next important constraint in Thamarakulam Thozhil Sena. The usual custom of Kerala is that there are always a certain number of labourers specific to each household. When Thozhil Sena, emerged to supply labourers, some of the farmers felt this programme as a threat for the future in the form of labour unions, strikes etc. So these farmers confined their work to those labourers, who had earlier worked for them and did not care to join or become part of this new venture.

Twenty days of employment per month cannot be guaranteed

In this financial year, there hasn't been much allocation of funds pertaining to the works of Thozhil Sena. As a result, new projects which guaranteed work to the members could not be taken up and so 20 labour days could not be provided to the members. This was reported to be the first and foremost constraint in Thamarakulam Thozhil Sena.

Poor health of some members resulting in low work efficiency

Some of the respondents complained about the low work efficiency of the members. Because of this the work whichever they took up was completed taking more labour days. This was due to the poor health of some labourers, who were the members of Thozhil Sena.

Political interference

In Kerala the ruling front and the opposition are equally strong. If there is a political polarization and if one opposes the other the whole development process will be jeopardized. In order to have a smooth development and to achieve success in such developmental activities, interference of political parties should be avoided. It will enhance the transparency in implementation of the programme and accountability of the implementing officers.

Lack of sincerity of members

Some of the respondents complained about lack of sincerity of the members while on work. They took it for granted that wages and work were sure for them so did not bother to do the work sincerely.

The other constraints faced were favoritism by the farmers towards some members, lack of mutual trust and insufficiently of the wages given to the members.

A cursory view of the Table 31, also reveals the constraints faced in the working of Thozhil Sena by Thamarakulam Panchayat.

The main one being 20 days of employment per month could not be guaranteed. The Thozhil Sena of Thamarakulam Panchayat is of course in the preliminary stages and they have yet a long way to go before establishing itself as compared to Thozhil Sena of Kunnathukal Panchayat. So it has been very difficult for the officials to provide the guaranteed labour days per month.

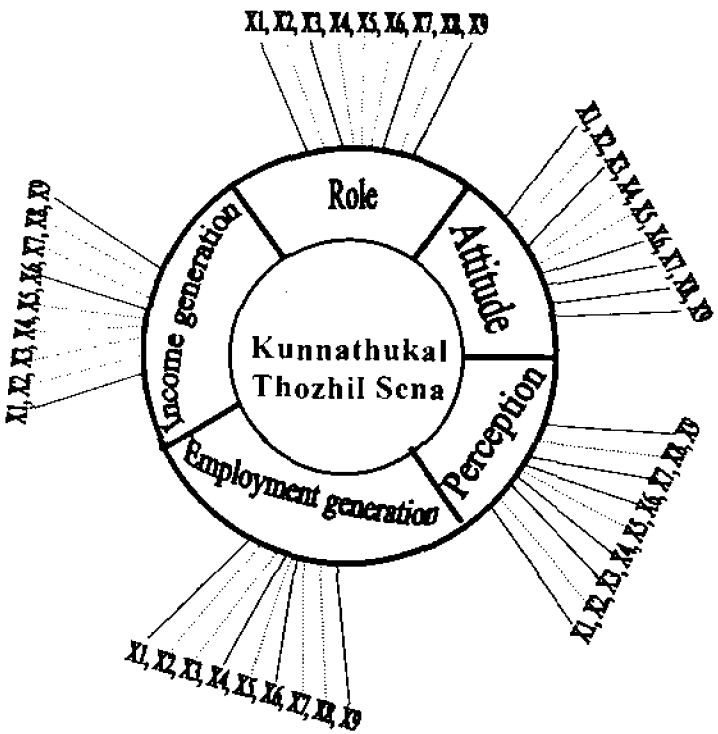
Lack of co-operation of farmers were also a major constraint as this is a new programme and is yet to gain the acceptance of the farmers.

Political interference among the programmes was an another constraint according to some of the respondents.

In sufficient wages followed by favoritism by the farmers towards some members, lack of sincerity of members, poor health of members and lack of mutual trust were the other constraints.

4.16 Empirical model of the study

Fig. 7a and 7b diagramatically represents the results of relationship of the dependent variables of members and farmers with their respective profile characteristics. The relationship is indicated with the help of arrows.



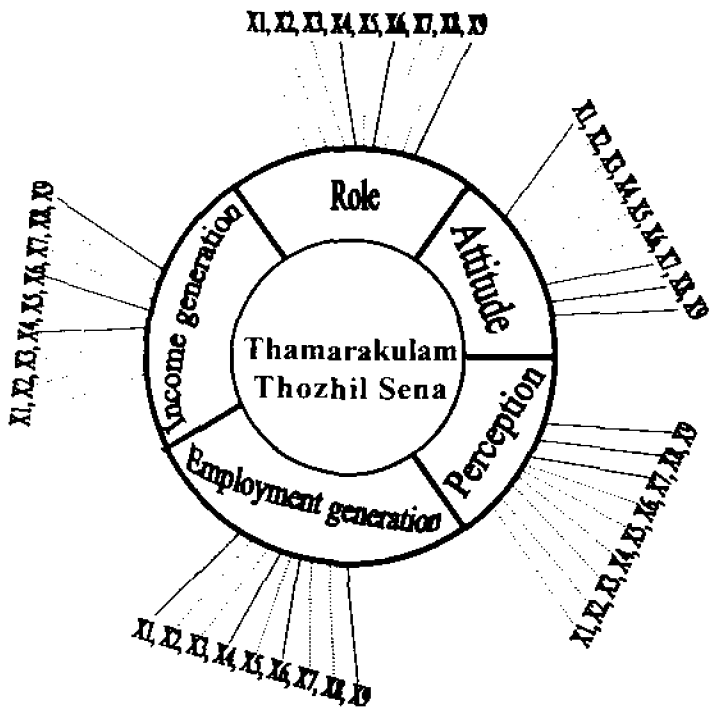


Fig. 7a Empirical model of the study with respect to members

——— Significant
..... Non significant

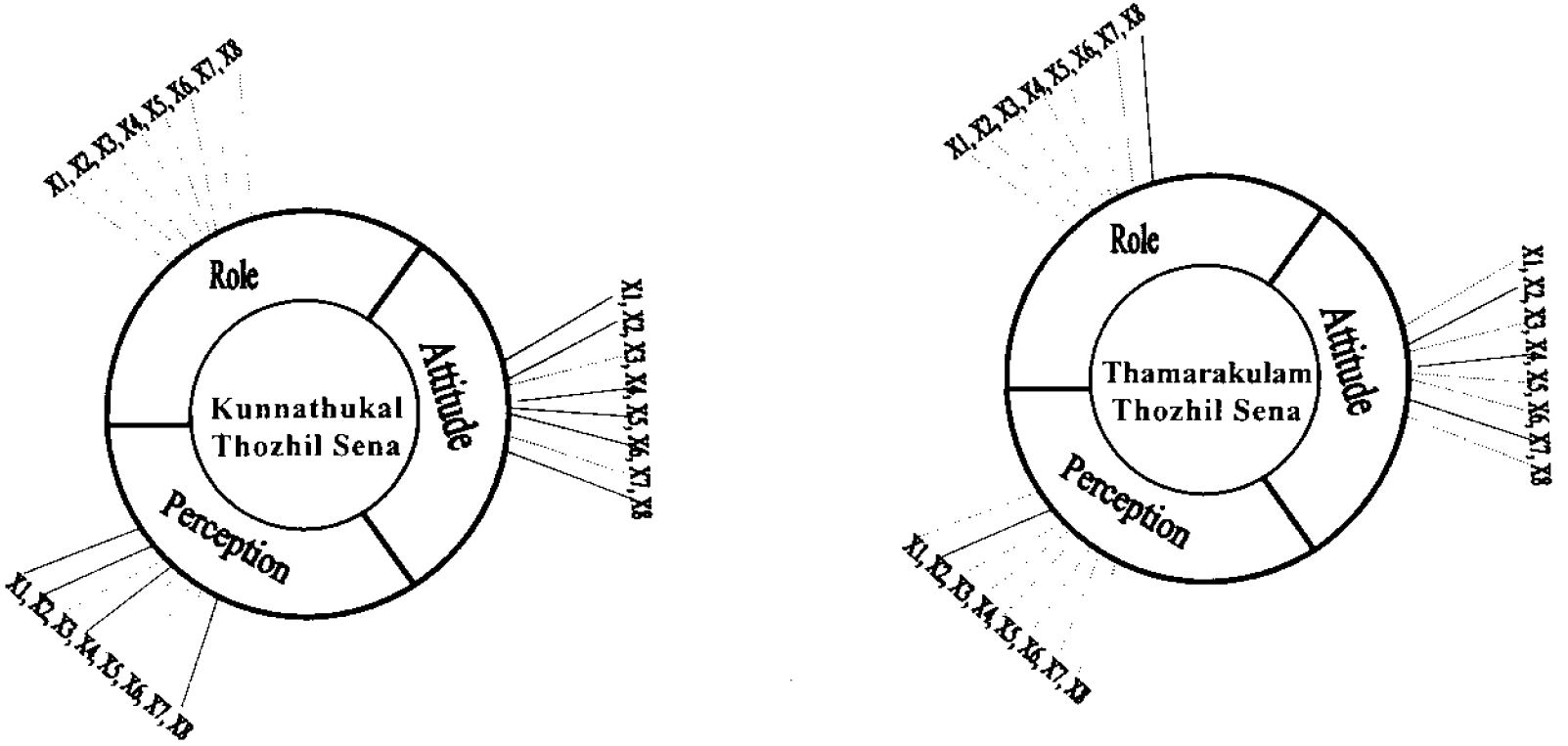


Fig. 7b Empirical model of the study with respect to farmers

—— Significant
..... Non significant

Summary

SUMMARY

Labour is an integral part of any production function and agricultural labourers form a major fraction of the total workforce available in our country. Hence its significance in increasing the agricultural production cannot be neglected. It is always a pity that labourers are not given due importance in the developmental forefront.

In Kerala, the situation prevailing now, is that the cultivation of labour intensive crop, paddy cannot be sustained. The farmers are not showing any interest because of severe labour shortage problem . On the other hand labourers are complaining about unemployment.

As a solution to this paradoxical situation Kunnathukal panchayat and Thamarakulam panchayat started 'Thozhil Sena' for upliftment of labourers, taking into consideration the farmers interest as well.

Thozhil Sena is implemented as a part of the people's plan programme, implementation of development programmes through decentralised planning process ensures the maximum involvement of the people. And thus people are getting more and more chances to be involved in the different phases of development process.

This study aims to look into the working of the Thozhil Senas of Kunnathukal Panchayat and Thamarakulam Panchayat with the following objectives.

1.To analyse the structure, function and role of Thozhil Sena of the selected panchayats..

2.To study the employment and income generation due to the implementation of Thozhil Sena.

3.To study the attitude and perception of its members and farmers towards it.

4.To identify the constraints as perceived by the members/ officials/ people's represemtatives.

The study was conducted at Kunnathukal panchayat in Thiruvananthapuram district and at Thamarakulam panchayat at Alappuzha district. From each panchayat 50 members each were selected to represent the first category of respondents. The second category of respondents consisted of 50 farmers from each panchayat who had the services of Thozhil Sena.

Role of Thozhil Sena, attitude of the members and farmers towards Thozhil Sena, employment generation and income generation due to the implementation of Thozhil Sena were the dependent variables. Following personal socio-psychological variables viz., age, education, caste, annual income, family size, economic motivation, achievement motivation, self-confidence, attitude towards people's plan, exposure to mass media innovativeness, political orientation and scientific orientation were the independent variables for the study.

A well structured and pretested interview schedule was used for data collection. The data collected were statistically analysed using arithmetic mean, percentage analysis and simple correlation.

The salient findings of the study are summarized below :

1. The frequency distribution of the profile characteristics of the members of Kunnathukal Thozhil Sena revealed that 92 per cent respondents belonged

to the middle aged group. 56 per cent of the respondents belonged to the SC/ST caste, 48 per cent of the respondents had education upto secondary level and there were no illiterates. 76 per cent respondents were having annual income in the range of Rs. 2001 to 5000, 76 per cent have family size of upto four to five members, economic motivation (52 per cent), achievement motivation (54 per cent), self confidence (58 per cent) and 60 per cent respondents have an unfavourable attitude towards people's plan.

2. Study of the role, attitude and perception of the members revealed that 68 per cent of the respondents agree that Thozhil Sena is fulfilling majority of the roles listed out. Regarding attitude and perception, 54 per cent showed high attitude and high perception.

3. In the case of employment generation and income generation in Kunnathukal Thozhil Sena, 88 per cent of the respondents perceived that their number of employment days increased to 61days and above for about 90 per cent of the respondents, additional income generated was about Rs. 6001/- and above in the last year.

4. With respect to savings during the past one year the members of Kunnathukal Thozhil Sena were able to have an average savings of Rs. 1480/-.

5. The frequency distribution of the profile characteristics of the members of Thamarakulam Thozhil Sena showed that 60 per cent respondents belonged to the middle age group, 48 per cent belonged to the SC/ST caste. In the case of education 48 per cent respondents had education upto secondary level and annual income was in the range Rs. 2000 to 5000 for

58 per cent. 72 per cent of the members have family size of 4 to 5 members. economic motivation (62 per cent), achievement motivation (56 per cent), self-confidence (52 per cent) and attitude towards People's Plan (68 per cent).

6. The study of role, attitude and perception revealed that only 54 per cent of the respondents agreed that the Thozhil Sena performed majority of the roles. In the case of attitude only 44 per cent members have a favourable attitude towards Thozhil Sena and only 42 per cent have high perception.

7. Taking the case of employment generation and income generation in Thamarakulam panchayat only 30 per cent of the respondents perceived that their number of employment days increased above 60 days and for about 18 per cent income generated was above Rs. 6000/- during the last one year.

8. In the last year average savings were only Rs. 350/- for the members of Thamarakulam Thozhil Sena.

9. In the case of profile characteristics of the second category of respondents i.e., farmers of Kunnathukal panchayat 68 per cent farmers belonged to the middle aged group. 46 per cent had education upto secondary level, for 46 per cent of annual income was in the range Rs. 10,001 to 20,001. 46 per cent respondents had high exposure to mass media, innovativeness (64 per cent), political orientation (48 per cent), scientific orientation (52 per cent) and economic motivation (58 per cent).

10. The study of role, attitude and perception of the farmers of Kunnathukal panchayat revealed that 56 per cent agreed that Thozhil Sena was

performing majority of the roles listed out, 56 per cent had favourable attitude and 50 per cent had high level of perception.

11. The profile characteristics of the farmers of Thamarakulam panchayat showed that 64 per cent respondents were in the middle aged group, 52 per cent had education upto secondary level, another 52 per cent had annual income in the range of Rs. 10,001 to 20,001, exposure to mass media (40 per cent), innovativeness (64 per cent), political orientation (76 per cent), scientific orientation (40 per cent) and economic motivation (48 per cent).

12. Taking the case of role, attitude and perception of the farmers 40 per cent agreed that the Thozhil Sena was fulfilling majority of the roles listed out, 46 per cent of them had favourable attitude and 42 per cent had high level of perception.

13. Correlation studies revealed that in Kunnathukal panchayat education, achievement motivation, attitude towards people's plan had positive and significant relationship with role of Thozhil Sena, while age had negative and significant correlation with role. In the case of attitude, education, economic motivation, achievement motivation, self confidence and attitude towards people's plan had a positive and significant relationship. Perception had a positive and significant relationship with education, annual income, economic motivation, achievement motivation and attitude towards people's plan. Age showed a negative and significant correlation with almost all variables. Whereas, caste and family size was found to have no correlation with any of the variables.

14. Annual income, economic motivation and attitude towards people's plan had positive and significant relationship with employment generation whereas age had a negative and significant relationship.

15. Economic motivation and attitude towards people's plan had positive and significant relationship with income generation.

16. Similarly correlation studies in Thamarakulam panchayat showed that economic motivation and attitude towards people's plan had positive and significant relationship with role. Achievement motivation, self confidence, attitude towards people's plan have positive and significant relationship with both attitude and perception.

17. In the case of employment generation and income generation, economic motivation and attitude towards people's plan had positive and significant relationship with both of them. Age and annual income had negative and significant relationship with employment generation.

18. Results of the correlation studies among the second category of respondents i.e., farmers showed that in Kunnathukal panchayat, education, exposure to mass media, innovativeness, political orientation and economic motivation had positive and significant relationship with attitude. Similarly education, exposure to mass media and economic motivation had positive and significant relationship with perception. Age showed a negative and significant relationship with both attitude and perception. Role was observed to have no relationship with any of the selected variables.

19. Studies among the farmers of Thamarakulam panchayat showed that education, exposure to mass media and scientific orientation were found to have positive and significant relationship with attitude. Education showed positive significant relationship with perception also. Here also role was observed to have no relationship with any of the selected variables.

The constraints encountered by the officials/people's representatives/ members were lack of co-operation of some farmers with Thozhil Sena which was ranked first, in Kunnathukal and second in Thamarakulam. The others being twenty days of employment per month could not be generated, insufficient wages, political interference, favouritism by the farmers towards some members, lack of mutual trust, lack of sincerity of members and poor health of some members resulting in low work efficiency.

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Appendices

APPENDIX –I

KERALA AGRICULTURAL UNIVERSITY

Dept. of Agrl. Extension,
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Thiruvananthapuram –695522

Dr. R. PRAKASH,
Associate Professor.

Dear Sir/ Madam,

Ms. Geetha G. Nath, Post Graduate student of this department has taken up a research study on 'Role of Labour Force (Thozhil Sena) in Agricultural Development Implemented through People's Plan in Kerala'.

The main objective of the study is to analyse the structure function and role of Thozhil Sena of the selected panchayats. It is also aimed to study the employment and income generation due to the implementation of this programme and this attitude of the members towards it. It also studies the attitude of the farmers towards Thozhil Sena and the constraints in the functioning of Thozhil Sena.

The independent variables related to the study have been identified based on review of literature and discussion with experts. These are listed in the Annexure along with their operational definitions.

Considering your vast experience in the field of extension research, you are selected as judge to rate the relevancy of the variables on a 3 point continuum ranging from most relevant to least relevant. Please put a tick mark (✓) against each of the variables to indicate your judgment on the degree of relevance of the variables. You are free to add more number of variables.

Kindly return the judgment sheet to the researcher.

Thanking you,

Yours Sincerely,

(R. PRAKASH)

Sl. No.	Independent variables	Most relevant	Relevant	Least relevant
(1)	(2)	(3)	(4)	(5)
1.	**Age**: refers to the number of completed years of the respondent since birth			
2.	**Caste**: the caste hierarchy of respondents whether belongs to upper/ backward/ scheduled caste			
3.	**Education**: defined as the formal schooling attended by the respondents.			
4.	**Income** : refers to earnings of the family from all sources			
5.	**Farm size** : the total area of the land possessed by the farmer at the time of conducting the survey			
6.	**Farming experience** : Number of completed years in farming			
7.	**Family size** : the specific number of members in the family living together			
8.	**Knowledge** : Knowledge refers to the extent of information on agricultural development programmes under People's Plan possessed by the labourers			
9.	**Extension contact** : refers to the degree to which one has contact with different extension agencies			
10.	**Extension participation** : refers to the frequency of participation in various extension activities			
11.	**Mass media participation** : refer to the frequency with which different mass media are utilized by the respondents for getting information			

Sl. No.	Independent variables	Most relevant	Relevant	Least relevant
(1)	(2)	(3)	(4)	(5)
12.	**Social participation** : refer to degree of the respondent in formal and informal social organisations either as a member or as office bearer which also include their extent of participation in organisational activities.			
13.	**Economic motivation** : refers to the extent to which a person is oriented towards profit maximization and relative value the places on monetary gains			
14.	**Achievement motivation** : refers to the striving of the respondent to do good work and attain a sense of accomplishment			
15.	**Cosmopoliteness** : refers to the tendency of the respondents to be in content with outside village on the belief that all the needs of an individual can not be satisfied in their own village			
16.	**Scientific orientation** : degree to which the respondent is oriented to the use of scientific methods in decision making			
17.	**Innovativeness** : refers to the characteristics of the person to accept new ideal in farming			
18.	**Level of aspiration** : refers to respondents orientation towards his life goal			
19.	**Indebtedness** : refers to the total debt in terms of money a respondent owes to various money lending sources such as private money lenders relatives, co-operatives etc.			
20.	**Self confidence** : belief of the respondent in his own abilities, initiative and zeal to achieve his goal or aim.			

APPENDIX – II

PART – A

Interview schedule of members

1. Member of Thozhil Sena

Date :
Block :
Village :
Panchayat :
Ward :

1. Name of the respondent :
2. Age
3. Caste
4. Education
   1. Illiterate
   2. Literate
   3. Primary level
   4. Secondary level
   5. Collegiate
5. Annual income
6. Family size
7. Economic motivation

Indicate your agreement or disagreement to the following statements

Sl. No.	Statements	SA 5	A 4	UD 3	DA 2	SDA 1
1	The most successful agriculture labourer is one who makes the maximum profit					
2	An agricultural labourer should work towards higher economic profits					
3	In addition to agricultural labourer I would like to take up some other enterprise to earn more money					
4	I would work hard without rest in order to earn maximum money to run any family					
5	All I want from my job is to make just a reasonable living for the family					
6	An agricultural labourer must earn his living but the important thing in life cannot be defined in economic terms					
7	It is different for the labourers children to make good start unless he provide them with economic assistance					

8. Achievement motivation

Sl. No.	Statements	SA	A	UD	DA	SDA
	1. One should enjoy work as much as play					
	2. One should work hard at everything one undertakes until he is satisfied with the result					
	3. One should succeed in his occupation even if one has been neglectful of his family					
	4. One should have the determination to achieve certain things in life					
	5. Work should come first even if one cannot get rest					
	6. Even when one's interest are in danger one should concentrate one his jobs and forget his obligation to others					
	7. One should get difficult goals for one self and by to reach them					

9. Self confidence

	Statements	Always	Most often	Often	Regularly	Never
	1. I feel no obstacle can stop me from achieving my final goals					
	2. I am generally confident in whatever I do					
	3. I am bothered by the feeling that I cannot compare with others					
	4. I am not interested to do things at my own initiate					
	5. I usually work out things for myself rather than get someone to show me					
	6. I get discouraged easily					
	7. Life is a struggle for me most of the time					
	8. I find myself worrying about something or the other					

10. Attitude towards People's Plan

Sl. No.	Statements	SA	A	UD	DA	SDA
	1. PP campaign has helped a log in the overall development of the labourers					
	2. Job oriented training imparted through People's Plan helped the labourers to acquire more employment					
	3. People's Plan campaign helped to identify the backwardness of the society					
	4. People's Plan is no way helping the development of people					
	5. People's Plan campaign helps in identifying the correct beneficiaries of the programme					
	6. People's Plan has not helped in solving the problems confronted by the labourers					
	7. The social status of labourers has not improved as a result of People's Plan campaign					
	8. People's Plan campaign has succeeded in identifying the backwardness of the people and thereby helping to overcome the difficulties faced by them					
	9. Developmental works implemented through People's Plan has increased the labour opportunities by labourers.					

PART B

Interview schedule of farmers

11. Farmer

Date :
Block :
Village :
Panchayat :
Ward :

1. Name of the respondent :
2. Age
3. Education
    1. Illiterate
    2. Literate
    3. Primary level
    4. Secondary level
    5. Collegiate
4. Annual income
5. Exposure to mass media

	Mass media	Regularly (2)	Occasionally (1)	Never (0)
a.	Radio			
b.	Television			
c.	Newspaper			
d.	Magazines			
e.	Bulletins			
f.	Books			

6. Innovativeness

When would you like to adopt an improved practice in farmer

1. As soon as it is brought to my knowledge
2. After I had seen others trying it out successfully
3. I prefer to wait and take my own time
4. I am not interested in adopting improved practices

7. Political orientation

Sl. No.	Statements	Agree (1)	Disagree (0)
1.	There is a lot of political interventions in the selection of development programmes in panchayats		
2.	Development programmes are implemented in the panchayats with political interventions		
3.	Political interest are given priority in the selection of beneficiaries		
4.	ADPS are prepared and implemented with the cooperation of all political parties		
5.	All the people in the panchayats are given equal consideration for participating in various programmes irrespective of their policies.		

8. Scientific orientation

Sl. No.	Statements	SA	A	UD	DA	SDA
1	New methods of farming give better results than the old methods					
2	The way of farming by own forefathers is the best way of farming today					
3	Even a farmer with a lot of farming experience should use new methods of farming					
4	A good farmer experiments with new ideas of farming					
5	Though it takes for a farmer to learn new methods in farming it is worth the efforts					
6	Traditional methods of farming have to be changed in order to raise the living of a farmer					

9. Economic motivation

Sl. No.	Statements	SA 5	A 4	UD 3	DA 2	SDA 1
1	A farmer should work towards higher yields and economic profit					
2	The most successful farmer is one who makes more profit					
3	A farmer should try any new farming idea which may help him to earn more money					
4	A farmer should grow more food crops for home consumption and to increase monetary profits					
5	It is difficult for the farmers children to make good start unless he provides them with economic assistance					
6	A farmer must earn his living but the most important thing in life cannot be identified in economic terms					

PART – C (Dependent variables)

1. Role of Thozhil Sena

1	TS is to ensure timely availability of the labourers to the farmers	Yes	No
2	TS ensures job security to the members		
3	TS improves the living standards of the labourers		
4	TS induces the habit of savings among the workers		
5	TS brought about a considerable shift in cultivation especially towards paddy		
6	TS assures increase in work efficiency of the labourers		
7	TS ensures partial mechanization and this reduces the cost of production		
8	Healthy labourer relationships are created with the help of Thozhil Sena		
9	TS provides social status to the labourers		
10	TS allows the farmers to choose the labourers of their choice		
11	More fallow land was brought back to cultivation with the help of Thozhil Sena		
12	TS helps in the effective to utilization of the subsidies for the farmers		

2 (i) Attitude of the members

Sl. No.	Statements	SA	A	UD	DA	SDA
1	The introduction of TS provided assured employment to the members					
2	The introduction of insurance scheme attracted more labourers to become members					
3	TS is the best programme implemented for the welfare of agricultural labourers					
4	TS aims at meeting the needs of living of agricultural labourers					
5	TS leads to the overall development of the family of agricultural labourers					
6	TS does not take into consideration the job preference of the members					
7	TS is a waste of time as far as agricultural labourers are concerned					
8	The farmer-labourer relationship does not improve with the introduction of TS					
9	The wage-rate fixed by the TS is not agreeable to the farmers and members					
10	The change of labour force to labour bank was not acceptable to the labour					
11	TS helps in effecting job performance for labourers in the farms					
12	The wage given to the members is not sufficient to meet their needs					

2 (ii) Attitude of the farmers

Sl. No.	Statements	SA	A	UD	DA	SDA
1	Farmers started cultivating fallow land after the introduction of TS					
2	TS helped the farmers to employ labourers at a reasonable rate					
3	The introduction of TS helped in the effective utilization of the subsidies by the farmers					
4	The farmers were able to reduce the cultivating cost by the introduction of TS					
5	The area under cultivation increased with the introduction of TS					
6	The farmer-labourer relationship does not improve by the introduction of TS					
7	TS does not improve the living considerations of the labourers					
8	TS does not allow the farmers to choose the labourers of their choice					
9	The future of agricultural labourers are not brightened with the introduction of TS					

3. Perception about Thozhil Sena

Sl. No.	Statements	SA	A	UD	DA	SDA
1	TS is one of the best programmes implemented for the development of labourers					
2	TS promotes opportunities for income and employment generation among the labourers					
3	Maximum utilization of the subsidies of the People's Plan is possible through TS					
4	TS helps the labourers to improve their quality of life					
5	The cost of production can be reduced by utilizing the members of TS					
6	TS helps the farmers to employ labourers at a reasonable rate					

4. Employment generation

	Employment generated in terms of number of man days/years
1	Nil
2	30 days
3	30-60 days
4	More than 60 days

Income generation

Sl. No.	Increased in income /year
1	Upto 2000
2	2001-4000
3	4001-6000
4	6001 and above

6. Constraints

Sl. No.	Statements	Agree	Disagree
1.	Lack of co-operation		
2.	20 days of employment per month cannot be guaranteed		
3.	Wages given to labourers is meagre		
4.	Political interference		
5.	Favouritism by the farmers towards some members		
6.	Lack of mutual trust		
7.	Lack of sincerity of members		
8.	Poor health of some members results in low work efficiency		

ROLE OF LABOUR FORCE (THOZHIL SENA) IN AGRICULTURAL DEVELOPMENT IMPLEMENTED THROUGH PEOPLE'S PLAN IN KERALA

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ABSTRACT OF THE THESIS
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ABSTRACT

The study entitled "Role of labour force (Thozhil Sena) in agricultural development implemented through people's plan was undertaken to study the structure, function and role of Thozhil Sena. It was also aimed to study the employment generation and income generation due to the implementation of Thozhil Sena, to study the attitude and perception of its members and farmers towards it and to identify the constraints as perceived by the members/officials/people's representatives.

The study was conducted in Kunnathukal Panchayat of Thiruvananthapuram district and Thamarakulam Panchayat of Alapuzha district. A sample of 200 respondents were selected at random, which included 50 members of each Thozhil Sena and 50 farmers from each panchayat, who had the services of Thozhil Sena. Thirty respondents which included officials/members/people's representatives were selected from each panchayats to study the constraints. Data were collected through well structured and pretested interview schedule.

The study shows that in Kunnathukal panchayat both members and farmers agreed that Thozhil Sena fulfilled majority of the roles listed out and they had a favourable attitude and high level of perception when compared to Thamarakulam Thozhil Sena.

Regarding employment generation and income generation compared to Thamarakulam panchayat more employment days were generated in Kunnathukal panchayat.

Among the constraints listed out lack of co-operation of some farmers was the major one reported in Kunnathukal and in Thamarakulam the guaranteed twenty days of employment could not be provided for the members.