



MAURITIUS RESEARCH COUNCIL
INNOVATION FOR TECHNOLOGY

**CHANGES IN THE
PERCEPTIONS, ATTITUDES
AND BEHAVIOUR OF THE
AGRICULTURAL LABOUR
FORCE**

Final Report

MAURITIUS RESEARCH COUNCIL

Address

Level 6, Ebène Heights,
34, Cybercity,
Ebène 72201,
Mauritius

Telephone: (230) 465 1235
Fax: (230) 465 1239
Email: mrc@intnet.mu
Website: mrc@org.mu

This report is based on work supported by the Mauritius Research Council under award number MRC/RUN-9304. Any opinions, findings, recommendations and conclusions expressed herein are the author's and do not necessarily reflect those of the Council.

CHANGES IN THE PERCEPTIONS,
ATTITUDES AND BEHAVIOUR OF
THE
AGRICULTURAL LABOUR FORCE

Final Report

UNIVERSITY OF MAURITIUS

1997

REPORT ON THE CHANGES IN THE PERCEPTIONS, ATTITUDES AND BEHAVIOUR OF THE AGRICULTURAL LABOUR FORCE

FACULTY OF SOCIAL STUDIES AND HUMANITIES

UNIVERSITY OF MAURITIUS

REPORT ON THE CHANGES IN THE PERCEPTIONS, ATTITUDES *AND* BEHAVIOUR OF THE AGRICULTURAL LABOUR FORCE

FACULTY OF SOCIAL STUDIES AND HUMANITIES



FOREWORD

This report is based on interviews of key informants and employers in the sugar industry and agricultural sector and on a survey of field workers on five sugar estates. The report was funded by the Mauritius Research Council and carried out by the University of Mauritius.

The research team was made up of :

Professor R. Lamusse :	Professor in Economics
<i>Mrs</i> V. Nababsing:	Senior Lecturer in Sociology
Dr (Mrs) S. Bunwaree :	Lecturer in Sociology
<i>Mr</i> S. Kalasopatan:	Senior Lecturer in Statistics
Mr M. Boolaky :	Lecturer in Management and Marketing
<i>Mr</i> S.K. Doseeah :	Computer Programmer
<i>Mr</i> V. Toory:	Senior Technical Officer
	Mauritius Sugar Industry Research Institute

Members of the Research team wish to express their thanks to the Mauritius Research Council for its support and assistance, to Dr C. Ricaud, former director of the Mauritius Sugar Industry Research Institute for *his* advice on various aspects of the work, to the sugar estates which supplied the lists of employees from which the sample of respondents was extracted, the field work organiser, supervisors and field staff who interviewed the employees, the respondents who willingly gave of their time to answer the questions and to *Mrs* Vija Cunoosamy who typed the report and Miss Nicole Marianne who did the secretarial work.

REPORT ON THE CHANGES IN THE PERCEPTIONS, ATTITUDES AND BEHAVIOUR OF THE AGRICULTURAL LABOUR FORCE

Executive Summary

The aim of the study is to assess the impact on the agricultural labour force of the changes which have occurred in the social and economic environment with the rapid rate of economic growth, improvements in the standard of living and the increase in alternative job opportunities.

A major concern of the government authorities and the sugar industry which prompted this study is the future availability of agricultural labour in the face of the rapid decline over the last two decades of the agricultural labour force and especially the sugar industry field labour. We have also inquired into workers attitudes and reactions regarding a number of problems which have been at the centre of recent public debate on the working conditions of field labour in the sugar industry.

The work provides useful insights into the problems of agricultural workers and their perceptions and aspirations, which could help the authorities in formulating an effective policy with a view to securing higher productivity and better results from this important segment of the island's labour force.

There seems to be no evidence of labour shortage on the sugar estates contacted for the study. It appears that there is an excess of labour on these estates and the policy is not to recruit more agricultural workers.

The rationalisation of the field labour force may be necessary to lower the cost of field operations in order to face up to growing international competition.

The mechanization of field operations and reorganisation of field work and management giving more scope to field workers may contribute towards increasing labour productivity and reducing costs.

According to the report of the focus group meeting, the low salaries in agriculture, low status of agricultural work, influence of parents and availability of other attractive alternatives for employment make the youth shun agricultural work

The main results of the field survey are summarised below:

The first important finding of the survey is the serious communication problem and inability of independent thought on the part of the workers interviewed. This is one of the most fundamental obstacles in the way of greater workers' motivation.

The bulk of respondents are male, an ageing population. Their level of education is generally quite low. Most of them own their house but only a small minority have a plot of land.

Field work in the sugar industry is preferred to other sectors by 36.9% of respondents mainly because of the flexible working hours and job security. In contrast it is disliked by the majority of respondents, mainly because of the tedious, tiresome and strenuous nature of the tasks. Furthermore it has a bad image in the public and among members of the labourer's family, as a hard strenuous and degrading job with no prospects and badly paid but the labourer himself is more moderate in his perception of the work.

Labourers do not pay much attention to the way they dress and they are generally satisfied with the uniforms provided. They do not feel that wearing more attractive uniforms would improve the status and image of agricultural work.

52.5% of the respondents said they had not been made aware of the new Package Deal implemented in the Sugar Industry as from *July* 1994, while 81.4% of them said that they had not been consulted by their employers or union prior to the negotiations and implementation.

Only 25.8% of the agricultural labourers sampled were satisfied with the new system of remuneration and the new work conditions.

The majority of respondents (91 %) do not find their remuneration adequate to meet their day-to-day needs

There appears to be a serious lack of information and communication between management, trade unions and workers in the sugar industry. Only 37% of the interviewees knew about the recent measures taken by the Government concerning the participation of workers and planters in the management of sugar factories. Around 40% thought that these measures had some effect while 48% said that they were totally ineffective. Besides over half of the respondents did not expect any improvement in their pay with participation.

The large majority of workers surveyed were satisfied with the time at which field work starts (79.7%) and with the finishing time (69.1 %)

that the prospects of the industry were very bright. Only 6.5% felt that the industry was doomed.

Working in a vegetable garden was perceived to be easier by 72% of the agriculture workers. More than two thirds of the respondents said that for the same pay they would prefer working in vegetable plots rather than in cane fields.

The majority of respondents said that work in cane fields affected health more than work in construction (57.7%), tea (52.2%) or factories (56.8%).

60% of the respondents think the protective equipments (boots, gloves, overalls, caps etc) provided are sufficient while 40% do not.

The survey also included questions about the use of the panga knife which has been well received by workers and about alcohol consumption among field labour force.

Conclusion

The future of the agricultural labour force will depend to a very large extent on the motivation of workers and their performance. Hence the importance of the findings of the report on the attitude of workers, their perception of the job and the conditions they face in their work. Generally their attitude towards the Job appears to be unfavourable; this may be due partly to the nature of the work itself but also to the adverse opinion of the public and the labourers family. Another important problem is the information and communication gap which must considerably affect the impact of the measures taken to motivate the workers. The age of the field labour force and generally low level of education would tend to hamper their inclination for training and their adaptability. Conditions on individual estates, the sex of respondents and level of education also appear to have an important bearing on workers' perceptions and attitudes.

The motivation of workers requires action on several fronts. It has a socio-cultural dimension but the work environment and the system and style of management do play an important role. The battle for more motivation and productivity is likely to be hard and will need to be relentless. • (i) The future prospects of the sugar industry and agricultural sector will depend on that.

- (i) Study on Absenteeism in the Mauritius Export Processing Zone p.5

REPORT ON THE CHANGES IN THE PERCEPTIONS, ATTITUDES AND BEHAVIOUR OF THE AGRICULTURAL LABOUR FORCE

INTRODUCTION

Early in 1994 we submitted an application to the Mauritius Research Council for the funding of a Project on the changes in the Perceptions, Attitudes and Behaviour of the Agricultural Labour Force. The aim of the study was to assess the importance of the changes in the social and economic conditions of the agricultural workers, the factors responsible for the changes and their impact on the attitudes, behaviour and performance of agricultural labour. As the sugar industry accounts for such a predominant share of agricultural output and employment the study has been essentially concerned with the sugar industry field labour force.

The study comprised the following phases : phase I consisted of an interview of key informants and employers in the sugar industry and agricultural sector generally. The purpose of these interviews was to define and clarify the main issues to be investigated in the second phase of the study and to delineate more clearly the scope of our investigation. The information obtained from these interviews was supplemented by auxiliary data from various reports and sources : the MSIRI, Chamber of Agriculture, MSPA, Mauritius Sugar Authority and individual estates. Proper identification of the main issues influencing the agricultural labour force in a fast changing economy like that of Mauritius is essential being given the multitude of parameters that constitute the subject matter of the Research Project. A report on the Phase I of the Research Project was submitted to the Mauritius Research Council on 21 September 1994.

Phase 2 consisted of a meeting with focus groups of young people outside the agricultural sector to try and identify the factors which tend to push especially young people away from agricultural work towards other occupations.

During Phase 3, we conducted a survey of agricultural workers to obtain information on the socio-cultural profile of the agricultural labour force and their perceptions, attitudes and behaviour. The survey was based on a comprehensive questionnaire and involved face-to-face interviews of a representative sample of

1000 agricultural workers from five sugar estates: Belle Vue, FUEL, Medine and Beau Vallon.¹

The last Phase consisted of the report on the findings of the survey based on an analysis and synthesis of the information obtained during the interviews. The report also indicated certain areas and issues which could form the object of further research in this field.

During Phase I members of the research team met the following person who have a good inside knowledge of the sugar industry generally and particularly problems of the field labour force.

Dr C. Ricaud :	Mauritius Sugar Industry Research Institute
Mr P Legris :	Mauritius Sugar Planters Association
Mr R. Hazareesingh :	Mauritius Chamber of Agriculture
Mr Rajpari :	Mauritius Sugar Authority
Mr S. Palayathan :	Mauritius Cooperative Central Bank
Dr Coonjan :	Farmers' Service Corporation
Mr Putty:	Sugar Insurance Fund Board
Mrs Roy and Bhajan :	Plantation Workers' Union
Mr G. Nicolin :	Belle Vue Sugar Estate
Mr B. D'Arifat :	Medine Sugar Estate
Mr P. Chan Tin :	Riche en Eau Sugar Estate

The issues discussed **during the** interviews

The issues discussed during the interviews related to the profile of field labourers, the decline in the number of field workers, alleged shortage of labour on sugar estates, the productivity and cost of field labour, the mechanisation of field operations and its impact on the labour force, the changing nature of field operations on estates and ways of improving the status and performance of field workers. Below is a list of the key issues that have been retained from the meetings with the key informants.

¹ Before finalising the questionnaire members of the team met a small group of agricultural workers from Mon Desert-Alma estate to 'test' the appropriateness of certain questions asked and issues probed during the survey.



1. Labour availability

The debate on the availability of labour in terms of the number of effective working days dates back to the early 1970s, when for the first time the sugar

industry had to face a serious problem of labour shortage for field operations. Combined with a high rate of absenteeism and a decline in the productivity of agricultural workers, the prevailing situation of labour scarcity led to a lengthening of the harvest season with a consequent drop in extraction rates and a lower level of sugar output.

It is the general impression that cane growers usually encounter a shortage of labour during the sugar cane crop from July to November. During these months field activities for the following year's crop like land preparation and planting, fertilizer application and weed control compete with current crop operations for available labour. From what emerged from the interviews and a review of various reports pertaining to agricultural labour, it appears that the various categories of cane growers - estates, large and small planters - face the labour availability issue differently.

There was no evidence of labour shortage on estates, rather the opposite with reports of excess supplies of labour and virtually no new recruitment of labour on estates: on the other hand small planters are confronted with the problem of labour shortage during the harvest season. The prevailing labour situation at the level of sugar estates thus contradicts the commonly held view that all cane growers are constrained by scarcity of labour in carrying out field operations especially during the crop season.

The labour surplus situation on most sugar estates can be understood by analysing the recent changes which have taken place at field level. During the last few years, much emphasis has been placed on the adoption of labour saving technologies and a number of modifications brought to cultural practices. Estates have embarked on a vast programme to mechanize field activities ranging from land preparation for planting to cane harvest. Land preparation - cleaning, ploughing, derocking, ripping and cross ripping and furrowing are fully mechanised on most estates, while a large percentage of the cane harvested is loaded mechanically. Fertilizer, scum and herbicide applications are mechanised wherever the topography of land allows while an increasing proportion of planting and harvesting operations are done mechanically.



The changes brought to cultural operations are also labour saving: the shift from manual weeding to chemical weed control, trash blanketing in the place of trash lining after harvest and the phasing out of trashing prior to harvest with the burning of cane trash. All these measures have resulted in a surplus of field labour on estates and improved the flexibility and versatility of the labour force.

Consequently the present policy at estate level appears to be not to recruit additional field workers. The existing labour pool is allowed to diminish by not replacing field workers who leave on account of old age, retirement, voluntary departures or death. Diversification into activities other than sugar cane on estates is also helping to absorb the surplus field labour. The situation may change with the implementation of the new package deal which has abolished the statutory guarantees regarding the employment of field labour on estates.

The situation may be similar with regard to the large planters who often use a permanent labour force and who are also fast mechanizing field operations accompanied by labour saving cultural practices.

The small cane planters do not have a permanent labour force. They traditionally rely on family labour which is sufficient for inter crop operations owing to the small size of their plots. However many small planters have recourse to hired labour on an 'ad hoc' basis for specific operations during the harvest period. The operations necessitating supplementary labour include mainly harvesting, land preparation and planting, and in some cases fertilizer application. Male labour is hired mainly for harvesting, land preparation and weeding while female labour is recruited for planting, trashing and fertilizer application. Small planters rely on a regional pool of itinerant agricultural workers as the main source of casual labour. Recourse to estate labour is minimal²

Owing to the size of their plots and scale of operations small planters have not mechanized field operations, with the exception of initial derocking which is done by hiring bulldozers from the Sugar Planters Mechanical Pool Corporation (SPMPC) or private contractors. Mechanisation of other operations: cane loading and harvesting, planting, fertilizer and herbicide applications has not been practised owing to the rockiness, small size and accessibility of their plots"

² This finding may contradict the commonly held view that a large part of hired labour on small plantations is drawn from the estate labour force.

³ About 53 percent of small planters land is classified as very rocky (Land Index Survey for Small Planters 1990)

Questions were raised about the future of small cane farmers cultivating fractional plot- and squeezed between rising labour costs and falling prices. The view expressed that the future supply of estate labour on estate; and the overall, general, may depend to a significant extent on the continued existence of this particular category of agricultural producers. This in turn could depend on the success of current efforts to reorganise small cane plantations into larger more viable units through LAMLS and Farmers Services Centres. The profile of small cane farmers matches closely that of field labourers. They come from the same rural stock. Studies on small farmers farming systems reveal that a majority of small planters continue to use traditional cultural methods which accentuate their dependence on casual labour during periods of peak labour demand. Owing to the organisation of fieldwork on small plantations small planters face conditions of labour scarcity at different periods of the year and particularly during crop run. Besides the bulk of small planters are part-time farmers and in their case the labour scarcity problem is even more pronounced.

J. The Impact of Labour Regulations

The problem of the efficient utilization of the field labour force was also raised during the interviews. The need for estates to provide year round employment for the regular labour force was said to add substantially to the cost of labour on account of the seasonality of field work in the sugar industry. These conditions are not conducive to the efficient utilization of a stable regular labour force. As mentioned above the labour regulations and statutory guarantees of employment for the estate labour force have led to various changes in the organisation of field work and the phasing of operations. With regard to the decline in the agricultural population and ageing of the agricultural labour force the informants stressed the strong aversion of the youths towards agricultural work which was perceived by them as work of last resort ("dernier travail.."). On account of the bad image of agricultural work there is a lack of motivation on the part of workers and as a result workers tend to 'drag' their work.

The mechanisation of field operations was another important issue discussed at these meetings. This was seen by most informants as a way of increasing productivity and reducing labour costs. Another advantage of mechanisation is the release of labour who are assigned to other tasks. Mechanisation however posed a number of problems especially with regard to the training of technicians to operate and maintain the machines. Besides owing to the high cost of these machines there is need for an efficient system of supervision and operation for maximum productivity. With the regrouping of small plantations a certain degree of mechanisation could also be considered at that level for land improvement operations and to alleviate their chronic labour problems.

-1. The costs of field operations

Turning to the question of the costs of field operations the general view "as that these costs are well in excess - according to one source twice as high - as" that

they should be to face up to international competition. Yet under the present system there are no prospects of a substantial reduction in costs. On one estate certain measures have been taken which have yielded a very small improvement in the productivity of field work (about 0.5 % per annum) which is clearly insufficient to achieve the required savings.

To bring about a substantial reduction in costs would require sharp cuts in the field labour force. Wages and salaries in the sugar industry are determined by reference to the conditions in the public sector. But wages in the public sector bear no relation to productivity". On the other hand substantial improvements in productivity could be secured through a better organisation of field work, a decentralisation of the decision making process and giving more scope to field workers. This would entail a systematic study of various field operations in order to elucidate the problems and find the appropriate solutions. There was a need for a new vision and a new approach to industrial relations on estates to replace the obsolete command system of management. There was also a need for a fundamental reorganisation of fieldwork.

Yet another issue concerned the availability and the price of land. This has long been a key issue with regard to the efficient use of resources in the agricultural sector. One informant was of the opinion that the price of land was artificially inflated on account of a regulations controlling the use of land, the absence of a consistent policy regarding the conversion of agricultural land to other uses and the delays in obtaining the required permits, which fostered speculation. He expressed the opinion that if all regulations "ere removed the price of land would drop substantially. Besides many small planters had no clear title to their land.

The general feeling was that in order to adapt to future stiff competition in the world sugar trade, there was need for a much more scientific organisation of different field operations in order to achieve higher productivity and a more rational use of land. In any case a sizable part of the acreage currently under cane "as marginal land and would , ery likely be forced out.

† It is notoriously difficult to measure and indeed inappropriate to use productivity, as commonly defined, for the assessment of performance in the services sector generally and particularly in the administrative services. The cost of labour in Mauritius has risen apace with the island's economic development as a result of rapid industrialisation and the gains in productivity which have ensued. Yet it would seem that labour in the sugar industry is still being used in a manner similar to that of less developed countries

Survey of field workers

After having clarified from our meeting with key informants our thinking about the main issues to be addressed we then proceeded to the next stage of the study. The next stage consisted of a survey of agricultural workers in order to obtain information on their socio-cultural environment and their perceptions and behaviour. This survey was carried out in October/November 1994 among a sample of 1,000 field labourers working on five sugar estates which we visited or whose representatives we met during the first phase of the study:

BELLE VUE in the North

FUEL in the East

BEAU VALLON in the South"

MEDINE in the West

and ROSE BELLE in the Centre

Agroclimatic conditions and topography may have an important influence on the productivity of field labour. As these conditions differ somewhat in different parts of the island these estates were selected in an attempt to "capture" these differences. As regards the timing of the survey, October and November are a busy time for field work on sugar estates, when the second half of the cane harvest coincides with other operations for the next crop land clearing, planting, fertilization and weeding. The sample of workers was drawn randomly from the list of agricultural workers submitted by the estates. We obtained the full cooperation of the estates throughout this exercise.

The representativeness of the sample

The population of agricultural workers covered in our survey consisted of 63.4% males and 36.6% females. This compared with 68.8% male and 31.2 % female workers for the total estate field labour force. The average age of workers in our survey was 40.7 compared with an average age of 41.2 for the total estate field labour force. The community of respondents: Hindus: 76.9% General population 16.8% and Muslims 6.1%. Level of education: 38.7% of respondents had no formal schooling; another 46% had had some schooling but had not completed primary education; 9.8% had completed primary education (passed standard VI); another 15% had attended but not completed secondary school, 0.4% had passed S.C. and one had been to a technical school.

The response rate was about 92%. From the original list of 1,000 workers, 81 had to be replaced: of these, 42 could not be identified or traced, 13 had left, 5 refused

- For Beau Vallon wherever it occurs read Riche en Eau/Beau Vallon

to cooperate and 21 could not be included in the survey for various other reasons. We, the research team, record our thanks to the field workers, Dr. D. Duleman, the supervisors and interviewers for the time and care they have devoted to this exercise. This is reflected in the quality and accuracy of the information obtained.

Agricultural labour force study - focus groups report

It was decided that focus group discussions should be carried out among young people outside the agricultural sector, to try to identify the factors which tend to be drawing especially young people away from agricultural work towards other occupations.

Three focus group discussions were organised in the first week of December 1991. The groups comprised both boys and girls in their late teens or early twenties. The first one was a mixed group of workers at a factory, producing model boats at Goodlands. The discussion took place in the factory itself. The second one was a group of younger people who had had some formal education and the meeting was held in a Youth Centre in Poste de Flacq. The third one was a group of school drop outs in the village of Bambous. The meeting took place in the local Community Centre of the locality.

All the focus group discussions were conducted by Dr Bunwaree and Ms Niababsing.

The main areas investigated were the following:

- family's link with agricultural work
- general attitude towards agricultural work
- attitude of other young people in the area towards agricultural work
- any possibility of return to agricultural work in the future

Main findings

It must from the very outset, be pointed out that the findings here can only be indicative of trends and could in no way be considered to be representative of the total population. The discussions brought up meaningful and relevant issues which could be of use in a study on the changing structure and importance of the agricultural labour force.

There was a unanimous feeling that conditions of work in agriculture made it very difficult for young people to take up employment in that sector.

The chief difficulty in agriculture compared with other sectors was probably the most important negative factor.

The other negative factors were all of a physical nature such as exposure to sun and rain, hard work, getting up early in the morning. In addition to these, the low status of agricultural work was mentioned by most of those who participated in the discussions. Some of the girls present took concrete examples such as women having to wear shabby and unattractive clothes and travel to work in lorries. The comparison was made with factory employment where women wear nice clothes and travel by bus or mini-vans.

This negative feeling towards agricultural work seemed to be stronger among

young people who had had some formal education. Those who had parents owning and working on land seemed slightly less reticent. This was the case among some of the factory workers interviewed who were slightly older and seemed more mature. Some of them were in fact helping out on their parents' land. It seemed to pose less of a status problem among those who had had some work experience. But it should be noted that even for them, agricultural work with its present salary and in its present form could only be envisaged as a part time activity, in addition to another regular occupation, in order to make both ends meet.

Access to land was presented as a major obstacle. Some felt that an important incentive for young people to go back to agriculture would be ownership of land. Access to land should be facilitated especially among the young. But even here, it was felt that agricultural work would have to be combined with another occupation.

Another problem mentioned by the young workers from the factory was scarcity of water which they said discouraged people from going into agriculture.

Attention should be drawn to the fact that among a few unemployed youngsters who had dropped out of school without much formal education, one or two of them had looked for jobs on the sugar estate nearest their village but were told that the estate had ceased recruiting workers.

The general feeling is that given the choice between a job in agriculture, in a factory, or in the hotel industry, a young person would reject agriculture outright for all the reasons enumerated above. People take up agricultural work in the absence of other alternatives.

The economic factor, that is the salary level, is as it can be expected the determining criterion of choice. The higher the salary, the more attractive the job. However, given comparable salaries or revenues in different sectors, respondents said that they would definitely prefer to take up employment in a non-agricultural sector.

On the whole, the feeling was that if for one reason or another there are no jobs in other sectors in the future people would have no choice than to go back to agricultural work. But it was felt that the structure of agricultural employment would have to change to attract the young. For instance, there should be some system of job rotation whereby workers are not stuck in one job for all their life. Mechanisation may make the work less tiring and the physical conditions more attractive. It may *also* generate promotion prospects which would make the job more interesting for young people. The issues that were raised during the focus group discussions were also included in the questionnaire and covered in the survey.

Parents seem to have conditioned their children to move out of agriculture, especially sugar plantations. It is therefore hardly surprising that there is so much aversion to agricultural work especially in a context where more interesting alternatives in factories and hotels exist in most regions of the country.

Conclusion

The harsh physical conditions associated with agricultural work identified by the participants of the focus groups probably tally with what the agricultural workers themselves had to say in the main survey. The only difference is that the latter could give more concrete examples of the difficult physical conditions through direct personal experience. The harsh physical conditions and low salary were the two most important points raised by the respondents of the focus groups.

Apart from those, other important themes teased out were problems of status, availability and access/ownership of land, difficulty of finding a job in agriculture as a consequence of mechanisation, possibility of finding more lucrative jobs in other sectors.

All these points have implications for further research and policy making.

One of the key issues that could be worthwhile researching further is the real degree of aversion to agricultural work among young people with little formal education. This becomes an important issue in the light of evidence of a few cases of young people who have sought work on sugar estates and been unsuccessful, possibly as a result of mechanisation.



CHAPTER I

The first chapter examines the basic characteristics of the sample of respondents in the agricultural labour force on the five estates covered in the survey. These data relate to the age, sex, marital status, ethnic group, level of education, household composition, the occupation of parents and ownership of assets-houses and agricultural land - of respondents.

A study of these basic characteristics of the interviewees serves several purposes. First to the extent that information outside the survey exists on these characteristics, a check can be made on the representativeness of the sample. In our survey the sex distribution is 63.4% male and 36.6% female. According to data from MSPA the sex distribution of the total estate agricultural labour force is 68.8% male and 31.2% female. However there is, as far as we know, no other sources of information concerning the estate labour force against which we could compare our findings relating to the other characteristics of the respondents.

The profile of respondents, their level of education, family circumstances and economic conditions are also of interest as they will have an important influence on the perceptions, and attitudes of respondents. A person's outlook and attitude towards work depends to a substantial extent on his family background and economic conditions. Besides information about the socio-economic profile of respondents may provide an interesting insight into the influence of social and economic factors on perceptions and attitudes. One interesting finding which came out of the survey was the inability of many respondents to express an independent opinion on matters which concern them directly.

Tables 1.1 to 1.6 show the distribution of respondents by sex, age, marital status, level of education, parents occupation and asset ownership.

Table 1.1
Distribution of respondents by sex

Value	Frequency	Percent	Cum percent
Male	634	63.4	63.4
Female	366	36.6	100.0
Total	1000	100.0	

Table 1.2
Distribution of respondents by age

Age	Value	Frequency	Per cent	Cum Percent
15 - 34	1 - 4	198	19.8	19.8
35 - 39	5	130	13.0	32.8
40 - 44	6	217	21.7	54.5
45 - 49	7	190	19.0	73.5
50 - 54	8	139	13.9	87.4
55+	9	126	12.6	100.0
Total		1000	100.0	

Table 1.3
Distribution of respondents by marital status

Value	Frequency	Percent	Cum Percent
Married	795	79.5	79.5
Not married but regular partner	4	0.4	79.9
Widowed	96	9.6	89.5
Divorced/separated	39	3.9	93.4
Never married	66	6.6	100.0
Total	1000	100.0	

Table 1A
Distribution of respondents by ethnic group

Value	Frequency	Percent	Cum Percent
Hindu	769	76.9	77.1
Muslim	61	6.1	83.2
General Po ulation	168	16.8	100.0
	2	0.2	

Table 1.5
Distribution of respondents by level of education

Value	Frequency	Percent	Cum Percent
No formal schooling	387	38.7	38.7
Primary not passed VI Std	460	46.0	84.7
Primary, passed VI Std	98	9.8	94.5
Secondary, not passed SC	50	5.0	99.5
Secondary, passed SC	4	0.1	100.0
TOTAL	1000	100.0	

The majority of respondents (64%) are male and 19.8% of respondents are aged 15-34. The largest percentage (21.7%) belong to the age group 10-14 while 26.5% are aged 50 and over. The large majority of workers 79.5% are married and the number of divorced or separated couples is very low. The bulk of agricultural workers are Hindus (over three quarters of the respondents in our sample) while 16.8% belong to general population and 6.1% are Muslim.

With regard to the level of education 38.7% of the workers in our sample have not been to school, 46.0% have not completed primary education. Our survey reveals the generally low level of educational attainment of the agricultural labour force in the island. This poses a fundamental problem with regard to the training required to enhance the productivity of workers to face up to the challenges which lie ahead.

Table 1.6

Distribution of respondents by father's occupation

Value	Frequency	Percent	Cum Percent
Labourer, sugar estate	479	47.9	47.9
Other job on sugar estate	127	12.7	60.6
Agricultural labourer not on sugar estate	114	11.4	71.0
Other	271	27.3	99.3
Don't know/missing	7	0.7	100.0
TOTAL	1000	100.0	

Table 1.7

Distribution of respondents by mother's occupation

Value	Frequency	Percent	Cum Percent
Labourer sugar estate	479	47.9	47.9
Other job on sugar estate	9	0.9	48.8
Agricultural labourer but not on sugar estate	92	9.2	58.1
Other	115	11.5	69.6
Don't know/missing	304	30.4	100.0
	1	0.1	100.0
TOTAL	1000	100.0	

Tables 1.6 and 1.7 give the distribution of respondents by their parents' occupation. For 60.6% the father works or has worked on a sugar estate either as a labourer (47.9%) or in other job (12.7%), for another 11.4% the father works or worked as a agricultural labourer but not on the sugar estate. Likewise for 47.9% of respondents the mother works or worked as a agricultural labourer on a sugar estate while for an addition 9.2% the mother work or worked as an agricultural labourer but not on an estate. Thus for 58.1% of respondents both parents are or have been agricultural labourers. This, as we can see from the report of the focus groups, may strongly influence their perception and attitudes towards agricultural work. It also shows that traditional factors and the family background may have an important influence on the allocation of labour and choice of occupations in the island.

Table 1.8
Distribution of respondents by house ownership

Value	Frequency	Percent	Cum Percent
Owner	836	83.6	83.6
Rent	164	16.4	100.0
TOTAL	1000	100.0	100.0

Table 1.9
Distribution of respondents by ownership of agricultural land

Value	Frequency	Percent	Cum Percent
yes	101	10.1	10.1
No	899	89.9	100.0
TOTAL	1000	100.0	

Finally the respondents' economic conditions as reflected in the degree of house ownership and ownership of agricultural land are shown in Tables 1.8 and 1.9.

It appears that a large percentage of respondents or their family (83.6%) own their house. 16.4% live in rented accommodation. This compares with 76% of house owners in 1990 in the island generally. With regard to ownership of agricultural land, which may have important influence on the respondents' perception of agricultural work and the supply of agricultural labour it concerns only a small percentage (10.1 %) of respondents. This may come as a surprise as it is commonly believed that a large percentage of the estate labour force own a plot of

CHAPTER 2

A general remark about the survey relates to the communication gap and inability for independent thought on the part of the people who were interviewed. Many of them could not give relevant answers to some of the questions. Some answers obtained, despite probing on the part of the interviewers were either irrelevant or 'pas comme ' (eg. questions about the organisation of work and the new Package Deal). This shows how far the nature of the work, - routine repetitive tasks - and style of management-do-as-you-are-told - can impinge on an individuals character and personality. In the case of the agricultural workers the impression is that many of them are incapable of forming an independent opinion on certain issues which concern them directly and depend on a group leader to think for them on these issues. Be that as it may this is the first time as far as we know that the agricultural workers are given an opportunity to express their views and feelings concerning their work; .

Nature of Work

Section 1 of the questionnaire concerned the workers perceptions of the nature of their work; and their conditions of work as compared with the nature of work and conditions in other comparable sectors. It sought also to establish, by means of questions about the specific aspects of the work which they like or dislike. the extent to which workers perceptions are based on a general aversion to agricultural work or specific problems encountered at work.

Tables 2.1 to 2.9 analyse the distribution of respondents according to their perception of the labourers' work in the sugar industry compared to work in other sectors like construction, tea or government.

¹ Throughout the survey the responses were cross tabulated by estate, sex, marital status, level of education family history and ownership of assets to see whether agro-climatic differences or differences in the organisation of work and quality of management between different estates and the profile of respondents had a significant impact on the results.

Table 2.1

Distribution of respondents according to their perception of a labourers' work
in the sugar industry and other sectors

Value	Frequency	Percent	Cum Percent
Better	109	10.9	10.9
Less good	752	75.2	86.1
Same	88	8.8	94.9
Don't know	51	5.1	100.0
Total	1000	100.0	

Table 2.2

Distribution of respondents by perception of labourers' work and by estate

Count Column	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	8	13	21	33	34	109
Better	(4.0)*	(6.5)	(10.5)	(16.8)	(16.7)	(10.9)
	169	178	135	120	150	752
Less good	(84.5)	(89.0)	(67.5)	(61.2)	(73.5)	(75.2)
	14	7	18	35	14	88
Same	(7.0)	(3.5)	(9.0)	(17.9)	(6.9)	(8.8)
	9	2	26	8	6	51
Don't know	(4.5)	(1.0)	(13.0)	(4.1)	(2.9)	(5.1)
Column	200	200	200	196	204	1000
Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)

* Figures in brackets are percentages

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. < 5
98.72808	12	.0000	9.996	None

Table 2.3

Distribution of respondents by perception of labourers' work and by sex

Count Col Pct	Male	Female	Row Total
Better	64 (10.1)	45 (12.3)	109 (10.9)
Less Good	497 (78.4)	255 (69.7)	752 (75.2)
Same	48 (7.6)	40 (10.9)	88 (8.8)
Don'r know	25 (3.9)	26 (7.1)	51 (5.1)
Column Total	634 (63.4)	366 (36.6)	1000 (100)

Chi-Square **D.F.** Significance **Min E.F.** Cells with E.F. < 5

10.894.99 3 0.123 18.666 None

A large majority (75.2%) of the the agricultural labourers on the five estates were of the opinion that a labourers work in sectors like construction, tea and government was more attractive than in the sugar industry. On the other hand 10.9% of the labourers interviewed preferred their present occupation and another 8.8% found no difference between the work in these other sectors and field work in the sugar industry.

There was however a significant difference in the responses from individual estates concerning the perception of field of work in the sugar industry as compared to work in other sectors. 16.8% of respondents at Rose Belie and 16.7% at Beau Vallon preferred work in the sugar industry compared to only 4% at Belle Vue and 6.5% at Medine. On the other hand, 89 % of respondents from FUEL, 84.5% at Belle Vue and 61.2% at Rose Belle expressed preference for work in other sectors to sugar. The characteristics of respondents - sex, marital status, education and family history-did not have a significant influence on the results.



Table 2.4

Reasons given for preferring work in the sugar industry

	Frequency	Percent	Cum Percent
Don't know	-	-	-
Good working conditions	15	12.2	12.2
Well paid	19	15.6	27.8
Light work (not tiring)	26	21.3	49.1
Flexible work hours	45	36.9	86.0
Protective equipment	4	3.3	89.3
Work well organised	6	4.9	94.2
Other	9	5.7	100
Total	122	100.0	

Table 2.5
Reasons given for preferring work in other sectors

	Frequency	Percent	Cum Percent
Don't know	1	0.1	0.1
Bad working conditions	41	4.1	5.5
Badly paid work	52	5.2	12.4
Tedious, tiresome, strenuous work	567	56.7	87.3
Working hours inappropriate	39	3.9	92.5
Bad working environment	38	3.8	97.5
Protective equipment inadequate	2	0.2	97.8
Poor work organisation	5	0.5	98.4
Risk of injuries, lack of health and safety	3	0.3	98.8
Other	9	0.9	100.0
Missing	243	24.3	
Total	1000	100.0	

Of those who expressed preference for work in the sugar industry, the main reason given was flexible working hours (41.3%); other advantages mentioned included the light nature of the work (21.%) adequate remuneration with possibilities of extra pay (17.4%), good working conditions (13.8%) a good work organisation on estates (5.5%) and the supply of protective equipment (3.3%).

In contrast the large majority who preferred working in other (non-sugar) sectors gave the following reasons for their dislike of field work on sugar estates (ranked in order of importance on the basis of the percentage of responses).

	% responses
Tedious, tiresome and strenuous work	66.5
Bad working environment (exposure to rain and sun no place to eat)	9.6
Inadequate remuneration	7.3
Inappropriate working hours	7.0
Bad working conditions	5.9

Other reasons given were poor work organisation, risk of injuries, lack of health and safety provisions and inadequate protective equipment.

Thus, it is principally the tedious and strenuous nature of the field tasks which makes comparable work in either sectors more attractive.

Table 2.6
Distribution of respondents according to whether
there is something they do not like about a labourer's work in the sugar
industry

	Frequency	Percent	Cum percent
Yes	606	60.6	60.6
No	394	39.4	100.0
Total	1000	100.0	

Table 2.7
Distribution of answers to table 2.6 by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row total
1	135 (67.5)	138 (69.0)	88 (44.0)	115 (58.7)	130 (63.7)	606 (60.6)
2	65 (32.5)	62 (31.0)	112 (56.0)	81 (41.3)	74 (36.3)	394 (39.4)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)
Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. < 5		
34.12000	4	0.0000	77.224	None		

To the question whether there was something they did not like about the work of a field labourer in the sugar industry, 60.6% of the respondents answered in the affirmative giving the same reasons as above in roughly the same order of importance, while 39.4% of the interviewers answered negatively.

The respondents were then asked whether there was something which they particularly fancied about their work, to which 58.5% answered positively. The main advantage of working as a labourer in the sugar industry are the same as those given by those respondents (10.9% of the interviewees) who expressed a preference for their present occupation as compared with work in other sectors: eg, flexible working hours (33.2%), nature of work not tiring (17.9%), work is well paid-possibility of extra earnings (17.9%), good working conditions (7.4%), they are used to the work (6.6%).

Table 2.8

Distribution of respondents according to whether there is something they particularly like about their work

	Frequency	Percent	Cum Percent
Yes	588	58.8	58.8
No	412	41.2	100.0
Total	1000	100.0	

Table 2.9

Distribution of answers to 2.8 by estates

Count	Col	Belle	FUEL	Medine	Rose	Beau	Row total
Pct		Vue			Belle	Vallon	
1		81	90	138	153	126	588
		(40.5)	(45.0)	(69.0)	(78.1)	(61.8)	(58.8)
"		119	110	62	43	78	412
		(59.5)	(55.0)	(31.0)	(21.9)	(38.2)	(41.2)
		200	200	200	196	204	1000
Column Total		(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. < 5
82.71499	4	.0000	80.752	None

A strong difference between estates was noted in the workers responses to the questions as to whether there was something they disliked and something they fancied about field work in the sugar industry. The largest percentage of workers expressing dislike of the work was found at Belle Vue and FUEL (67.5% and 69% respectively) and the lowest at Medine (44%). Responses were also significantly different with regard to the level of education of respondents. With regard to the second question the largest percentage of positive replies was recorded at Rose Belle (78.1%) and the lowest at Belle Vue (40.5%) and FUEL (45%). Once again besides the estate, the difference in the level of education of workers was statistically significant.

The bulk of the people interviewed (92.5%) are employed on a variety of tasks and most of them (72.7%) did not like some or all the tasks they were required to do. The most unattractive tasks are listed in the table below together with the reasons given for the dislike of these tasks

Table 2.11

Distribution of respondents according to dislike of specific tasks

	Frequency	Percent	Cum Percent
Yes	727	72.7	72.7
No	273	27.3	100.0
Total	1000	100.0	

Table 2.12

Distribution of answers in table 2.11 by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
1	161 (80.5)	162 (81.0)	121 (60.5)	137 (69.9)	146 (71.6)	727 (72.7)
7	39 (19.5)	38 (19.0)	79 (39.5)	59 (30.1)	58 (28.4)	273 (27.3)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. < 5
82.71499	4	.0000	80.752	None

The responses differed significantly between estates with the strongest rate of 'dislike' recorded at Belle Vue (80.5%) and FUEL (81%) and the lowest rate at Medine (60.5%) and Rose Belle (69.9%).

Table 2.13

Reasons assigned to different tasks making them unattractive (% response)

	Land Preparation	Planting	Fertilizer Application	Recruiting	Weed Control	Trash mg	Harvest
1. Too dirty	2.5	2.8	0.8	0.0	1.4	4.7	1.4
2. Too tiring	12.1	27.9	10.0	3.3	6.9	58.5	15.5
3. Less well paid	0.8	2.1	0.7	0.4	0.7	7.3	1.8
4. Monotonous	0.3	1.0	1.4	0.8	1.2	4.0	0.3
5. Too risky	0.7	2.1	3.4	0.4	2.6	11.4	3.0
6. Affects health	1.8	5.6	4.3	0.3	5.0	15.5	3.0

Note: These percentages refer to the actual number of respondents who mentioned a specific task/tasks and assigned a special reason for their dislike of this task/tasks.

The principle reason for the dislike of field work generally is the tiresome nature of the work. On the basis of the responses this is the especially case for trashing (58.5% of responses) planting (27.9%) and harvest (15.5%). Trashing is by far the most unattractive of field tasks on the grounds that it is very tiring (58.5% of responses) and affects the health (15.5%). Another task most disliked by labourers is planting and for the same reason as trashing (tiring nature of work).

On that basis the mechanization of these tasks could help in improving the performance of the labourers.

Various factors contribute to the difficulty of field tasks. The most common factors mentioned include steep slopes (33.9%), rocks (10.5%) presence of drains (10.1%), muddy and marshy land (8.3%), red ants and wasps (5.5%) and the long distance from cutting to loading (tirage) (4.1%).

It would appear that the arduousness of field work differed significantly between estates. When asked about situations or circumstances which made their work more difficult (rocks, steep slopes etc) 66.1% of labourers at Rose Belle and 68.1 % at Beau Vallon answered in the affirmative compared to only 42.5% at Medine.

Table 2.14

Distribution of respondents concerning their experience/situations or circumstances which makes field work more difficult

	Frequency	Percent	Cum Percent
Yes	598	59.8	59.9
No	401	40.1	100.0
Total	1000	100.0	

Table 2.15

List of problems encountered according to frequency of response

	Frequency	Percent	Cum Percent
Don't know	4	0.4	0.4
Steep slopes	302	33.9	34.3
Rocks	272	30.5	64.8
Unusable Land	74	8.3	73.1
'Duvet'	4	0.4	73.5
Wasps, red ants	49	5.5	79.0
Drains	90	10.1	89.1
Long 'Tirage'	37	4.1	93.2
-	1	-	-
Other	59	6.6	100
Total	892	100	

CHAPTER 3

perception of Agricultural Work :

The second part of the questionnaire covered the public image of agricultural work and the way the respondents themselves and their families perceived the work. Table 3.1 classifies the respondents own perception of the work of a sugarcane labourer and his perception of what his family and the public generally think about the work. An individual's perception of his job can have a strong influence, positively or negatively, on his motivation and performance.

Table 3.1
Perception of the work of a sugar cane labourer by the public, the family and the labourer

Perceotion	(% of responses)		
	Public	Family	Labourer
Do not know	9.8	5.7	0.2
Well oaid	2.4	0.5	0.5
A good job, security and flexible working hours	10.4	16.5	26.0
Badlv paid	2.9	1.7	2.0
Hard work	45.9	51.4	46.2
Degrading job. No orosoects	25.2	11.7	5.)
A Job like any other. There is no shame in work	1.5	4.9	3.1
An important job	0.6	0.6	0.3
We have to do the work and we do it from habit.	-	1.2	15.0
Other (including incorrect answers)	1.3	5.9	i.s
Total	100	100	100

According to 74% of the responses agricultural work has a bad public image as a hard strenuous, degrading job with no prospects and badly paid. For the labourers family as well the perception is a bad one, according to two-third of responses (64.8%). The labourer however is more 'nuance in his own perception of his work as a labourer. although a majority of the responses (53.4%) are very unfavourable. It is however interesting to note that a minority of respondents (and responses) found the job to be good with job security and flexible working hours while a sizable number of the interviewees (15%) said that they were compelled to do the work out of habit (oblige faire sa travail la par habitude).

The respondents were further asked which of work in hotels, in factory or in cane fields had the worst public image in terms of status or consideration. To which 79% of respondents answered that work in cane fields was the least considered of the three. The adverse opinion regarding canefield work varied significantly between individual estates ranging from 73% of interviewees at Belle Vue to 85.4% at FUEL. There was however no significant difference in the answers by sex, marital status, level of education etc, of respondents.

Table 3.2

Which work had the worst public image: work in hotels in factory or in cane fields : Distribution of respondents by estate according to their answers

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row total
	12	2	3	1	1	21
D.K	(6.0)	(10)	(15)	(0.5)	(1.5)	(2.1)
Work in hotels	12	5	9	9	5	40
	(6.0)	(2.5)	(4.5)	(4.6)	(2.5)	(4.0)
Factory work	21	15	9	22	16	83
	(10.5)	(7.5)	(4.5)	(11.2)	(7.9)	(8.3)
Work in cane fields	146	170	165	158	159	798
	(73.0)	(85.4)	(82.5)	(80.6)	(78.3)	(80.0)
No difference	9	7	14	6	20	56
	(4.5)	(3.5)	(7.0)	(3.1)	(9.9)	(5.6)
Column Total	200	199	200	196	203	998
	(20.0)	(19.9)	(20.0)	(19.6)	(20.3)	(100.0)

Chi-Square	D.F.	Significance	MinE.F.	Cells with E.F. < 5
543.73621	16	.0002	4.124	5 OF 25 (20%)

Dress and Image

The way a person dresses for work and the type of dress he wears may improve his safety and protection especially in the case of outdoor activities. It will also contribute to the image and perception of the job in his own mind and that of the public at large. The next three questions aimed at investigating the impact if any, of the way labourers usually dress on their image and perception of the job.

70.1 % of the labourers interviewed just did not care about the way they dress for work while 29.8% found their dress to be very unattractive ('bien minante').

Table 3.3

Distribution of respondents according to their views about the dress labourers wear for work in cane fields

	Frequency	Percent	Valid Percent	Cum Percent
Do not care about dress	701	70.1	70.2	70.2
Very unattractive (bien minante)	298	29.8	29.8	100.0
Total	1000	100.0	100.0	

The reasons assigned are summarised in Table 3.4

Table 3.4
Views expressed on dress worn at work

Views	Frequency	% of responses
Do not know	7	0.7
Dress is correct	238	23.1
Used to such dress , no alternative	276	26.8
Even one dresses the same	22	2.1
Cannot pay attention to dress in this work	142	13.8
Does not fit (not made to measure)	96	9.3
Dress uncomfortable	169	16.4
Other (including irrelevant answers)	79	7.7
Total	1029	100.0

The views expressed differed somewhat between estates but not according to the sex, educational background and family history of interviewees. According to a majority of responses it appears that labourers are reasonably satisfied with the uniforms provided. On the other hand, 72.2% of the respondents are of opinion that field tasks could be performed by wearing uniforms which are both attractive and protective. Responses however varied significantly between estates from 64.5% of positive replies at Belle Vue and 64.7% at Beau Vallon to 80.1% and 81% at Rose Belle and Medine.

Table 3.5
Distribution of answers about the performance of field tasks with smart and protective uniforms

	Frequency	Percent	Cum Percent
Yes	722	72.2	72.2
No	278	27.8	100.0
Total	1000	100.0	

Table 3.6
Distribution of answers by estate about performance of field tasks with smart uniforms

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
1	142 (71.0)	129 (64.5)	162 (81.0)	157 (80.1)	132 (64.7)	722 (72.2)
2	58 (29.0)	71 (35.5)	38 (19.0)	39 (19.9)	72 (35.2)	278 (27.8)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)
Chi-Square	D.F.	Significance	Min	E.F.	Cells with E.F. <5	
25.57329	4	.0000	54.488		None	

would wearing uniforms improve the status and image of agricultural work":\ relatively small number of respondents (30.3%) answered this question. The overwhelming majority (94.7%) of those who answered felt that wearing more attractive uniforms would not improve the status and image of agricultural work.

Table 3.7

Distribution of answers about attractive uniforms and the status and image of agricultural work

Value	Frequency	Percent	Valid Percent	Cum Percent
Would give a better image	16	1.6	5.3	5.3
Would not make much difference	278	27.8	27.8	100.0
Missing	697	10		

CHAPTER J

Remuneration and Benefits

This section aims at investigating the effect of changes in working conditions, more specifically the new remuneration package on the sugar estate labour forces

The views of the workers in the sample were probed about the new Package Deal implemented in the Sugar Industry as from July, 1991. 52.5% said that they had not been informed about the Deal by their employer or union. A large majority (81.1%) said that they had not been consulted by their employers or union prior to the negotiations and implementation. Only 25.8% of the respondents were satisfied with new system of remuneration and the new work conditions while two thirds were not.

Table J.I

Distribution of respondents according to whether they have been informed about the new Package Deal by their employer or union

	Frequency	Percent	Cum Percent
Yes	162	16.2	16.2
No	525	52.5	98.7
D.K.	13	1.3	100.0
Total	1000	100.0	

Table 4.2

Distribution of respondents according to whether they have been consulted about the new Deal by employers or union

	Frequency	Percent	Cum Percent
Yes	166	16.6	16.6
No	814	81.4	98.0
D.K.	20	2.0	100.0
Total	1000	100.0	

Table 4.3

Distribution of respondents according to whether they are satisfied with new system of remuneration and working conditions

	Frequency	Percent	Cum Percent
Yes	258	25.8	25.8
No	666	66.6	92.5
D.K.	75	7.5	100.0
Total	1000	100.0	

90% of labourers sampled do not find their remuneration adequate to meet their day-to-day needs. Less than 9% found their pay to be either adequate or barely sufficient. The percentage of large majority of respondents is - 2% said that they are not "well paid" when compared with labourers in other sectors like construction, government, tea, etc. Only 6.4% appeared to be happy with their remuneration. This observation may relate more to the perceived unattractiveness or arduousness of work in the sugar industry compared with these other sectors than to the pay itself.

Table A

Distribution of respondents according to whether they consider that their pay is adequate for their needs

	Frequency	Percent	Cum Percent
Adequate	2	3.9	3.9
Barely Sufficient	57	5.7	8.9
Not enough	737	73.7	82.7
Grossly inadequate	173	17.3	100.0
	1	0.1	
Total	1000	100.0	

This would appear to be confirmed by what follows. Most of the respondents (76.3% of responses) stated that labourers in the government sector were better off than those in the sugar industry. Construction (3.9% of responses) and tea (2.8%) appealed only to a small minority of interviewees; while 2.5% felt conditions were about equal everywhere.

Table 1.5

Distribution of respondents according to their views about the remuneration of a field labourer in the sugar industry compared to labourers in other sectors

	Frequency	Percent	Cum Percent
Very well paid	0	0.0	0.0
Payment reasonable	61	6.1	6.1
Badly Paid	601	60.1	66.5
Very badly paid	271	27.1	93.6
D.K.	64	6.4	100.0
Total	1000	100.0	

Table 4.6

Distribution of responses about the sector where labourers have the best conditions

	Frequency	Percent	Cum Percent
DK	113	11.0	11.0
Everywhere the same	25	2.5	13.5
Government	68	6.7	89.8
Tea	49	4.8	92.6
Construction	37	3.6	96.2
Hotels	5	0.5	96.7
	1	0.3	97.0
	1	0.1	97.1
Other	28	2.7	100
Total	1019	100.0	

60.7% of respondents did not like the current system of remuneration (eg. a guaranteed daily task and regularity bonus).

Table-4.7

Distribution of respondents according to their views about the current remuneration system

	frequency	Percent	Cum Percent
Good	380	33.0	38.0
Not Good	60	60.7	98.7
D.K.	13	1.3	100.0
Total	1000	100.0	

To the question regarding the changes they would wish to be brought to the present system of remuneration 54.5% (of responses) favoured going back to the previous system while 23.3% wanted the maintenance of the guaranteed daily task but without loss of the regularity bonus for sick leave. Another 8.9% wanted an increase in pay. There were only 640 responses to that question.

Table 4.8

Distribution of respondents according to changes desired in the current system

	Frequency	Percent of answers	Cum percent
D.K.	31	4.8	4.8
Back to previous system	349	54.5	59.3
Guaranteed days work without loss of bonus	149	23.3	82.6
Pay increase	57	8.9	91.5
Other	54	8.4	100
Total	640	100.0	
Missing	360		

When asked for their views about the volume of work required to complete their task, 60.5% of respondents felt that it was too much while the rest (39.5%) were satisfied. The interviewees were asked whether normally they work for their basic pay only or they do extra work in order to qualify for the bonus. 37.6% work for basic pay only while 62.4% work for the bonus. 56.9% of the respondents said that they were doing the maximum amount of work they could cope with while 43.1% said that they could do more if they were better paid.

Table 4.9

Distribution of respondents according to their views about the size of tasks

	Frequency	Percent	Cum percent
Correct	395	39.5	39.5
Too much	605	60.5	100.0
Total	1000	100.0	

Table 4.10

Distribution of respondents according to whether they work for basic pay only or they do extra work for bonus

	Frequency	Percent	Cum percent
For basic pay only	376	37.6	37.6
Usually work for bonus	624	62.4	100.0
Total	1000	100.0	

Table 4.11

Distribution of respondents according to whether they work to their capacity or they could do more if better paid

	Frequency	Percent	Cum percent
Doing maximum	569	56.9	56.9
Could do more work if better paid	431	43.1	100.0
Total	1000	100.0	100.0

The interviewees were asked whether in addition to their actual pay, they received any benefit in kind (such as milk, sugar etc) by way of remuneration. The bulk of the respondents (94.5%) did not receive any other benefit. Only a very small number (5.4%) replied positively. Of these 42 felt that these fringe benefits were unimportant: only 8 felt that they were important.

Table-1.12
Distribution of respondents according to whether besides their pay they receive any benefit in kind

	Frequency	Percent	Cum Percent
No	54	5.4	5.4
Yes	945	94.5	100.0
	1	0.1	
Total	1000	100.0	

To a question concerning incentives which could make the work more attractive 10.3% of the responses mentioned benefits in kind: fruit, milk, medicine, transport for children, an increase in the housing allowance. Over a quarter (26.2%) of the persons interviewed could not answer, 4% of responses mentioned higher wages or a share of profits, 4.5% of responses mentioned a piece of land on retirement; *only* 4 responses mentioned promotion; other possible incentives would appear to have only a marginal influence on performance at work.

„ This substantiates what we said in the introduction about the maturity of the respondents to express a personal opinion on a number of issues during the interview.

The total number of responses to the question 35 is 132. This number is explained by multiple answers. In 421 cases the answer was 'don't know'. We assumed therefore that 421 respondents - out of 1000 could not answer.

Table 4.1J
Distribution of responses concerning incentives which would make
the work more attractive

	Frequency	Percent	Cum Percent
DK	287	26.2	26.7
Benefits in kind	441	40.3	66.5
Lighter job	36	3.3	69.8
Promotion	4	0.4	70.2
Shorter working hours-			
Decrease work load	17	1.6	71.8
Soft Loans	6	0.5	72.3
Higher wages/share of profits	153	14.0	86.3
Better working conditions	26	2.4	88.7
A Piece of land on retirement	49	4.5	93.2
Other	71	6.5	99.7
Missing	5	.5	
Total	1095	100.0	

Table -1.1-1

Distribution of responses according to expected long-term benefits

	Frequency	Percent	cum Percent
None	19	1.1	1.1
Regularity/Seniority bonus	181	13.9	15.3
Overseas leave	58	4.3	19.6
Gratuity on retirement	108	30.8	50.1
Pension	199	15.0	65.1
Other	35	2.6	68.0
D.K.	421	31.8	100.0
Total	1321	100	

The next issue concerned long-term benefits. Respondents were asked what benefits they expected to receive after working for more than ten years in their job. The purpose was to test their awareness of these benefits and how far it could influence their perception and attitude and motivate them in their work. 42.1 % of the respondents could not answer, 30.8% of the responses mentioned a gratuity on retirement and 15% a pension. Other benefits mentioned were regularity and seniority bonus (13.9%), overseas leave (4.3%) and other benefits (2.6%).

The interviewees were asked next whether in view of these benefits they considered it worthwhile to stay on in their present occupation. Again 42.1 % did not answer while 36.2% felt it was worthwhile and 21.7% did not. The responses concerning the importance of long-term benefits differed significantly between

estates with 73.9% and 70.1% of positive answers at Rose Belle and Medine respectively and only 35.3% at FUEL. The responses also differed significantly according to the sex of respondents. On the basis of these results it appears that

long-term benefits have a very limited impact overall on the motivation of agricultural workers in the sugar industry.

Table 4.15

Distribution of respondents whether expected benefits induce them to keep their job

	Frequency	Percent	Valid Percent	Cum Percent
Yes	362	36.2	62.5	62.5
No	217	21.7	37.5	100.0
Missing	41	4.1	Missing	
Total	1000	100.0	100.0	

Table 4.16

Distribution of responses regarding importance of long-term benefits by estate

Count						Row
Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Total
Yes	52 (52.5)	30 (35.3)	117 (70.1)	85 (73.9)	76 (68.5)	360 (624)
No	47 (47.5)	55 (64.7)	50 (29.9)	30 (26.1)	35 (31.5)	217 (376)
Column Total	99 (17.2)	85 (14.7)	167 (28.9)	115 (19.9)	111 (19.2)	577 (100.0)

Chi-Square	D.F.	Significance	Lin E.F.	Cells with E.F. <
43.14395	4	.0000	31.967	None

Table 4.17

Distribution of responses regarding importance of long-term benefits by sex of respondents

Count	Col Pct	Male	Female	Row Total
Yes		231 (58.9)	131 (70.1)	362 (62.5)
No		161 (41.1)	56 (29.9)	217 (37.5)
Column Total		392 (67.7)	187 (32.3)	579 (100.0)
Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. < 5
6.22064	1	.0126	70.085	none

Those who answered negatively to the preceding question were asked what benefits would most encourage them to continue in their present occupation. Again there was a fairly high percentage (27%) of 'don't know'. For those who answered the most important benefits are higher wages and pensions and a share in the profits of the industry (39.3% of responses). Next came benefits in kind (8.9%), better working conditions (5.8%), a light job in old age (1.6%) and a piece of land on retirement (1.6%).

Table -t18

Distribution of responses regarding most important benefits for respondents to keep their job

	Frequency	Percent	Cum Percent
D.K	199	27.0	27.0
Benefits in kind	66	8.9	35.9
Lighter job	34	4.6	40.5
Promotion	13	1.8	42.3
Shorter working hours- Decrease work load	21	2.8	45.1
Soft Loans	7	0.9	46.0
Higher wages/pensions, share of profits	290	39.3	85.3
Better working conditions	43	5.8	91.1
A piece of land on retirement	34	4.6	95.7
Other	31	4.2	100.0
Total	738	100.0	

Retirement age and retirement benefits

The next question concerned the retirement age. One third of interviewees felt it was about right but two thirds thought retirement age was too late. How far did the benefits at retirement encourage them in their work" 22.6% felt that these benefits had a strong positive influence on their commitment to work. For 48.1% the benefits had a slight influence while 22.6% said they had no influence.

Table 4.19

Views of respondents regarding age at retirement

	Frequency	Percent	Valid Percent	Cum Percent
Too early	4	0.4	0.4	0.4
Too late	661	66.1	66.1	66.5
Just right	328	32.8	32.8	99.3
D.K	7	0.7	0.7	100.0
Total	1000	100.0	100.0	

Table 4.20

Views of respondents regarding the importance of expected retirement benefits and their commitment to work

	Frequency	Percent	Valid Percent	Cum Percent
Strong influence	226	22.6	22.7	22.7
Slight influence	481	48.1	48.3	71.0
No influence	226	22.6	22.7	93.7
D.K	63	6.3	6.3	100.0
Missing	4	0.4	-	-
Total	1000	100.0	100.0	

The interviewees were then asked about the other benefits they would like to receive at retirement. Again a sizable percentage of respondents (22.7%) could not answer. 41.2% of respondents mentioned higher wages and pensions. 13.6% a piece of land on retirement 10.9% various benefits in kind and 2.8% a light job in old age. Some of the answers were irrelevant : better work conditions (3.1%) or promotion (0.7%).

Table 4.21
Views of respondents regarding other benefits they would like to get at retirement

	Frequency	Percent	Cum Percent
D.K	252	22.7	22.7
Benefits in kind (fruit, milk, medicine transport for school children increase in housing allowance)	121	10.9	33.6
Light job in old age	31	2.8	36.4
Promotion	2	0.7	36.6
Loan at low interest rate	1	0.1	36.7
Higher wages/pension	457	41.2	77.9
Better conditions of work	34	3.1	81.0
A piece of land on retirement	151	13.6	93.6
Other	59	5.3	99.0
Missing	2	0.2	
Total	1108	100.0	

CHAPTER 5

participation in Management and Profits

The questionnaire also included a section on Participation in Management and Profits. The first question inquired about the awareness of workers of the recent measures taken by the Government concerning the participation of workers and planters in the management of sugar factories. Only 31.7% of interviewees knew about these measures and answered correctly while the rest either gave the wrong answer (34.0%) or could not answer (33.8%). This reveals a serious lack of information and communication between management, the trade unions and workers in the sugar industry.

There was a strong difference in the results from different estates with 61.7% of respondents at Rose Belle and 34.0% at Medine answering correctly compared to only 13% at FUEL. There was also a significant difference according to the sex of respondents their marital status and level of education. Awareness of these measures was much more frequent among male workers (38.5% of correct answers) compared to only 19.9% in the case of female workers and those with a higher level of education (33.6% of those with some years of secondary education

including those who passed S.C.) compared to 24% only for those with no formal schooling.

Table 5.1

Distribution of respondents according to their awareness of measures for the participation of workers and planters in the management of sugar factories.

	Frequency	Percent	Cum Percent
Correct answer	317	31.7	31.7
Incorrect answer	340	34.0	65.7
D.K.	338	33.8	99.5
	5	0.5	100.0
Total	1000	100.0	

Table 5.2

Distribution by estate of respondents according to their awareness of measures participation

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row total
	75	26	88	91	37	317
Correct answer	(37 5)	(13 0)	(44 0)	(46 4)	(18 1)	(3 17)
	30	79	100	70	61	340
Incorrect answer	(15 0)	(39 5)	(50 0)	(35 7)	(29 9)	(34 0)
	95	94	10	34	105	338
D.K.	(47 5)	(47 0)	(5 0)	(17 3)	(51 5)	(33 8)
	1	2	1	1	1	5
	(0 5)	(10)	(0 5)	(0 5)	(0.5)	(0 5)
Column	200	200	200	196	204	1000
Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)
Chi-Square	D.F.	Significance	Vin E.F.	Cells with E.F. <5		
205.27045	12	.0000	.980	5 OF 20(25.0%)		



Table 5.3
Distribution of respondents by sex according to their awareness of measures of participation

Count	Col Pct	Male	Female	Row Total
Correct answer	244	73	317	
	(38.5)	(19.9)	(31.7)	
	217	121	340	
Incorrect answer	(34.2)	(33.6)	(31.0)	
	170	168	318	
	D.K. (26.8)	(15.9)	(33.8)	
	3	0	5	
	(0.5)	(0.5)	(0.5)	
	Column Total	634	366	1000
	(63.1)	(36.6)	(100.0)	

Table 5.4
Distribution of respondents concerning to their awareness of measures participation by level of education

	No formal schooling	Primary, not passed VI std	Primary passed VI std	Secondary not passed SC	Secondary passed SC	Technical School	Row Total
Correct answer	93 (24.0)	158 (34.3)	42 (42.9)	22 (44.0)	2 (50.0)		317 (31.7)
Incorrect answer	139 (35.9)	151 (33.5)	33 (33.7)	11 (22.0)	0 (50.0)	1	340 (34.0)
	152 (39.3)	146 (31.7)	21 (23.5)	17 (34.0)			338 (33.8)
D.K.	2 (0.8)	2 (0.4)					5 (0.5)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	4 (0.4)	1 (100.0)	1000 (100.0)

How effective were these measures in motivating agricultural workers" For 10.6% they were very effective; for another 29.5% they were a little effective while for the 47.7% they were totally ineffective. The number of respondents who thought these measures were totally ineffective and the number of those who did not answer approximately corresponds to the number of those who said that they were not aware of these measures 'ceci expliqua cela'.

Table 5.5

Distribution of respondents regarding the effectiveness of these measures for the motivation of workers

	Frequency	Percent	Cum Percent
Very effective	71	10.6	10.6
Slightly effective	201	29.5	40.1
Not effective	325	47.7	87.8
D.K.	83	12.2	100.0
Total	681	100.0	100.0
Missing Cases	319	46.9	

The results differed very significantly between estates with 44.4% of respondents at Medine and 38.8% at Rose Belle saying that the measures would have some influence and only 23.6% at Belle Vue. Medine and Rose Belle were the estates with the highest percentage of correct answers. There were also significant differences according to the sex of respondents and their marital status.

Table S.S

Distribution of respondents by estate concerning the effectiveness of measures of participation

Count	Col	Pct	Belle	FLEL	vledine	Rose	Beau	Ro''
			vue			Belle	Vallon	Total
Ver, effective			5	5	39	15	8	71
			(+ 7)	(+ 7)	(JC 7)	(9 11)	(7 6)	(10 61)
Slighry			20	51	+9	9	5	201
effrcn,e			(15 11)	(+7 7)	(15 7)	(29 7)	(30.5)	(29 51)
Not effecn ve			75	51	62	7+	63	215
			(11 11)	(11 11)	(11 11)	(11 11)	(60 0)	(+7 7)
			6		+8	27	7	83
D.K.			(5 7)		(2+ 2)	(16+)	(19)	(12 2)
			106	107	198	165	105	681
Column Total			(15 6)	(15 7)	(29 1)	(2+ 2)	(154)	(100 0)
Chi-Square			D.F.	Significance		Min E.F.	CeUs with E.F.	<5
119.71165			12	.0000		57	11.101	

Nooe

Table 5.7

Distribution of respondents by sex concerning the effectiveness of measures of participation

Count Col Pct	Male	Female	Row Total	
Verv effective	50 (104)	22 (10 9)	72 (10 6)	
Slizhtv effective	128 (267)	73 (36 3)	201 (19.5)	
	257	68	325	
Not effective	(53.5)	(33 8)	(47 7)	
D.K.	45 (94)	38 (18 9)	83 (12 2)	
Column Total	480 (70.5)	201 (29.5)	681 (100.0)	
Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
26.60065	3	.0000	21.251	None

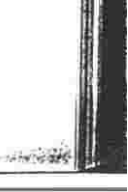


Table 5.8

Distribution of respondents by marital status concerning the effectiveness of measures of participation

Count Col Pct	Currently married	Not currently married but regular partner	Widowed	Divorced Separated	Never Married	Row Total
Very effective	52 (9.1)	3 (75.0)	9 (18.4)	3 (1.5)	5 (10.2)	72 (10.6)
Slightly effective	162 (29.3)	1 (25.0)	14 (28.6)	9 (34.6)	15 (30.6)	201 (29.5)
Not effective	273 (49.4)		15 (30.6)	12 (46.2)	25 (51.0)	325 (47.7)
D.K.	66 (11.6)		11 (22.4)	2 (7.7)	4 (8.2)	83 (12.2)
Column Total	553 (81.2)	4 (0.6)	49 (17.2)	26 (3.8)	49 (7.2)	681 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
30.75029	12	.0022	.423	6 OF 20 (30.0%)

Only 5.5% felt that participation would lead to a big increase in their pay. Close to one third (32.4%) thought that it would lead to a slight improvement, while over half did not expect any improvement and 11.7% did not answer. The results again differed significantly by estate, sex and marital status. About half of respondents at Medine (49.3%) expected a big (10.5%) or slight improvement (38.8%) in their pay compared to only 20.6% at Belle Vue. The difference in the responses by sex is largely explained by the relatively large number of 'Don't know answers' among female workers. It appears therefore that the bulk of interviewees did not set much store by these new measures and did not expect much improvement as a result in their economic conditions. However as mentioned above we must bear in mind the lack of awareness of these measures by the bulk of the respondents which may account for their lack of interest.

Table 5.9
Distribution of respondents about the effect of participation on pay

	Frequency	Percent	Cum Percent
A big increase	55	5.5	5.5
A slight improvement	324	32.4	38.0
No improvement	502	50.2	88.3
D.K.	117	11.7	100.0
Missing	2	0.2	
Total	1000	100.0	

Table 5.10
Distribution of respondents by estate about the effect of participation on pay

Count Col						
Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
A big increase	4 (2.0)	16 (8.0)	21 (10.5)	6 (3.1)	8 (3.9)	55 (5.5)
A slight improvement	37 (18.6)	58 (29.0)	77 (38.8)	76 (38.8)	76 (37.4)	324 (32.4)
No improvement	122 (61.3)	110 (55.0)	69 (34.5)	93 (47.4)	108 (54.1)	502 (50.3)
D.K.	36 (18.1)	16 (8.0)	33 (16.5)	21 (10.7)	11 (5.4)	117 (11.7)
Column	199	200	200	196	203	998
Total	(19.0)	(20.0)	(20.0)	(19.6)	(20.3)	(100.0)
Chi-Square	D.F.	Significance		Min E.F.	Cells with E.F. <5	
73.92467	12	.0000		10.802	None	

Table 5.11

Distribution of respondents by sex about the effect of participation on pay

Count Col Pct	Male	Female	Row Total
Pay increase	35 (5.5)	20 (5.5)	55 (5.5)
A Slight improvement	215 (34.0)	109 (29.9)	324 (81.5)
No improvement	338 (53.4)	164 (44.9)	502 (50.3)
D.K.	45 (7.1)	72 (19.7)	117 (11.7)
Column Total	633 (63A)	365 (36.6)	998 (100.0)
Chi-Square	D.F.	Significance	Min E.F.
35.93485	3	.0000	20.115
			Cells with E.F. <5
			None

Table 5.12

Distribution of respondents about the effect of participation on pay by marital status

Count	Col Pct	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never Married	Row Total
A big increase		43 (54)	1 (25.0)	5 (5.2)	2 (5.1)	4 (6.2)	55 (5.5)
A slight improvement		257 (324)	1 (25.0)	28 (29.2)	11 (28.2)	27 (41.5)	324 (32.4)
No improvement		414 (52.1)	2 (50.0)	38 (39.6)	20 (51.3)	28 (43.1)	502 (50.3)
D.K.		80 (10.1)		25 (26.0)	6 (15.4)	6 (9.2)	117 (11.7)
Column Total		794 (79.6)	4 (0.4)	96 (9.6)	39 (3.9)	65 (6.5)	998 100.0

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
28.39895	12	.0048	.220	7 OF 20 (35.0%)



of Work - Leave Entitlements - Holding of multiple jobs

a highly topical issue given the recent government decision to introduce a 4th week for agricultural workers in the sugar industry during the intercrop

The first question under this section concerned the time at which field workers start work? The next one their overall feeling in that respect. Asked whether starting time was too early, too late or just right the bulk of respondents answered that it was right while 17.5% would prefer starting work later. There was a significant difference among estates. 8.5% of respondents from Rose Belle and 9.7% from Rose Belle found the starting time too early compared to 1.7% from Beau Vallon. The percentage of those who found the time right was accordingly from 65.7% at Beau Vallon to 88.7% at Rose Belle.

Table 6.1

Distribution of respondents according to their views about the time they start work

	Frequency	Percent	Cum Percent
Too early	175	17.5	17.5
Too late	27	2.7	20.2
Just right	797	79.7	100.0
Missing		0.1	
Total	1000	100.0	

Table 6.2

Distribution of respondents according to their views about the time they start
work by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Too early	36 (18.0)	37 (18.5)	17 (8.5)	19 (9.7)	66 (32.4)	175 (17.5)
Too late	10 (5.0)	3 (1.5)	7 (3.5)	1 (.5)	1 (.5)	27 (2.7)
Just right	154 (77.0)	160 (80.0)	176 (88.0)	173 (88.0)	134 (65.7)	797 (79.5)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	195 (19.5)	204 (20.4)	999 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
57.53879	8	.0000	5.270	None

The interviewees were also asked what time they finished work and whether they were satisfied with these arrangements. A large majority approved the present finishing time but 30.5% said it was too late. Again there was a very significant difference among estates. Those who found the finishing time to be too late ranged from 23% at Rose Belle and 24.5% at Medine to 42.2% at Beau Vallon. Responses differed also according to the sex of respondents.

Table 6.3

Distribution of respondents according to their views about the time they finish work

	Frequency	Percent	Cum Percent
Too early	4	0.4	0.4
Too late	305	30.5	30.6
Just riugt	690	69.0	100.0
Missinc	1	0.1	
Total	1000	100.0	

Table 6.4

Distribution of respondent according to their views about the time they finish work, by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	3				1	4
Too early	(1.5)				(0.5)	(0.4)
	65	60	49	45	86	305
Too late	(32.7)	(30.0)	(,4.5)	(13.0)	(42.7)	(30.5)
	131	140	151	151	117	690
Just riaht	(65.8)	(70.0)	(75.5)	(77.0)	(57.4)	(69.1)
	199	200	200	196	204	999
Column Total	(19.9)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)
Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
31.31161	8	.0001	.785	50F 15 (33.3%)		

How many additional hours of work they put in each week. Do they like to do more than the stipulated task. This produced a balanced response with 49.6% answering in the affirmative and an equal number saying no. But the percentage of 'Yes' and 'So' answers differed significantly from 64.37 at Belle Vue to 33.8:66.2 at Beau Vallon. In this case there was also very significant difference by the sex of respondents. 54.3% of male respondents answered in the affirmative compared with 41.5% of female respondents

Table 6.5

Distribution of respondents according to whether they like to do more than the stipulated task

	Frequency	Percent	Cum Percent
Yes	496	49.6	49.6
No	496	49.6	99.2
D.K.	8	0.8	100.0
Total	1000	100.0	

Table 6.6

Distribution of respondents according to whether they like to do more than the stipulated task. by estate

Count Col Pct	Belle Vue	fi/EL	Medine	Rose Belle	Beau \allon	Ro'' Total
Yes	126 (63.0)	98 (49.0)	108 (54.0)	95 (48.5)	69 (33.8)	496 (49.6)
No	74 (37.0)	101 (50.5)	91 (45.5)	95 (48.5)	135 (66.2)	496 (49.6)
D.K.		1 (0.5)	1 (0.5)	6 (3.1)		8 (10.5)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-Square	D.f.	Significance	W in r.r.	Cells with E.f. <5
52.99610	8	.0000	1.568	5 or is (33.3%)



Table 6.7

Distribution of respondents according to whether they like to do more than the stipulated task, by sex

Count Col Pct	Male	Female	Row Total
Yes	344 (54.3)	151 (41.5)	496 (49.6)
No	286 (45.1)	210 (57.4)	496 (49.6)
D.K.	4 (0.6)	4 (1.1)	8 (0.8)
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
15.23821	2	.0005	2.928	1 OF 6 (16.7%)

They were then asked to give the reasons for their answer. The reasons given by virtually all those who said they were prepared to work more was the prospect of an increase in their pay packet while the bulk of those who said no found the stipulated task strenuous and excessive. Other reasons given by the latter group was that the sirdar (supervisor) increased the task (2%) or they had household duties to attend to (1.8%). 0.8% of respondents mentioned liability to income tax.

Table 6.8
Reasons given for the willingness or reluctance of respondents to do more than the stipulated task

	Frequency	Per cent	Cum percent
D.K.	1	0.3	0.3
Increase in pay packet	194	19.1	19.7
Too tired/stipulated task (too heavy)	388	38.8	88.5
Liability to income tax	8	0.8	89.3
Household occupations	18	1.8	91.1
The Sirdar (supervisor) increases the task	20	2.0	93.1
Missing	24	2.4	95.5
Other	45	4.5	100.0
Column Total	1000	100.0	

The interviewees were asked whether there were certain days when they did not like working to which close to 80% said no. Of the 20.4% who answered affirmatively, 47.6% mentioned Monday and 18.4% Saturday, while 10.8% said that they were prepared to work any day⁸. The day which was least disliked was

⁸ There would appear to be a contradiction in the answers given by some respondents - part of the 20.4% who said there were certain days they did not like to work. In answer to the next question they said they were prepared to work any day.

Frida, The next question concerned Saturday work" ..\ majority of respondents preferred working on Saturday to an increase in the number of hours of work - and presumably in the task - on weekdays. Responses in this case differed significantly by estate and by sex of respondents. Respondents preferring Saturday work to an increase in the task on weekdays ranged from 46% at FGEL to 59.3% at Beau Vallon and 61.5% at Belle Vue. 47% of males were in favour of work on Saturdays compared to 62.8% of female respondents.

Table 6.9

Distribution of respondents whether they do not like to work on certain days

	Frequency	Percent	Cum Percent
Yes	204	20.4	20.4
No	796	79.6	100.0
Total	1000	100.0	

⁹ In the context of the discussions which preceded the introduction of the five day week during the intercrop period, the MSPA agreed to the proposition on condition that the task on week days be increased accordingly. This was **opposed by the trade unions** who **argued** that **the task on week days should remain unchanged**. Government eventually **acceded to the unions'** demand.

Table 6.10

Which day of the week they do not like to work

Monday	19	7.6	7.6
Tuesday	13	5.2	12.8
Wednesday	12	4.8	17.6
Thursday	10	4.0	21.6
Friday	3	1.2	22.8
Saturday	46	18.4	41.2
Sunday Likes to work	20	8.0	49.2
anyday	27	10.8	60
Total	250	100	

Table 6.11

Distribution of respondents according to whether they prefer working on Saturday to doing more work on week days and no work on Saturdays

	Frequency	Percent	Cum Percent
Work on Saturdays	528	52.8	52.8
More work on week days and no work on Saturdays	472	47.2	100.0
Total	1000	100.0	

Table 6.12

Distribution of respondents whether they prefer working on Saturdays to more work on weekdays and no work on Saturdays, by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Work on Saturdays	123 (61.5)	92 (46.0)	93 (46.5)	99 (50.5)	121 (59.3)	528 (52.8)
More work on Weekdays and no work on Saturdays	77 (38.5)	108 (54.0)	107 (53.5)	97 (49.5)	83 (40.7)	472 (47.2)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
16.85570	4	.0021	92.512	None

Table 6.13

Distribution of respondents whether they prefer work on Saturdays to more work on weekdays and no work on Saturdays by sex

Count Col Pct	Male	Female	Row Total
Work on Saturdays	298 (47.0)	230 (62.8)	528 (52.8)
More work on weekdays and no work on Saturdays	336 (53.0)	136 (37.2)	472 (47.2)
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)

Chi-Square	D.F.	Significance	Asin E.F.	Cells with E.F. <S
22.72572		.0000	172.752	Xnne

Finally with regard to the duration of breaks during work - to eat and rest - 45.5% of respondents said it was adequate while 37.4% said it was too short, and 16% said they had no break. There was a very significant difference in the responses between estates; responses also differed¹⁰ according to the sex of respondents

¹⁰ At 5% level of significance

Table 6.1.J
Views of respondents with regard to duration of breaks

	frequency	Percent	Cum Percent
Adequate	455	45.5	45.5
Not enough	374	37.4	83.0
Too much	10	1.0	84.0
No break	160	16.0	100.0
Missing	1	.01	
Total	1000	100.0	

Table 6.15
Views of respondents with regard to the duration of break by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Adequate	91 (45.5)	100 (50.0)	120 (60.0)	71 (36.2)	73 (36.0)	455 (45.5)
Not Enough	94 (47.0)	38 (19.0)	75 (37.5)	41 (20.9)	126 (62.1)	374 (37.4)
Too Much	3 (1.5)	0 (0.0)	2 (1.0)	1 (0.5)	1 (0.5)	10 (1.0)
No break	12 (6.0)	59 (29.5)	0 (0.0)	83 (41.5)	3 (1.5)	160 (16.0)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	203 (20.3)	999 (100.0)
Chi-Square 263-28156	D.F. 12	Significance .0000	Min P-Value 1.962	Cells with E.F. < 5 \$ 0.20 (25.0%)		

Table 6.16

Views of respondents with regard to the duration of breaks by the sex of respondents

Count	Col Pct	Male	Female	Row Total
Adequate		296 (46.8)	159 (43.4)	455 (45.5)
Not enough		244 (38.5)	130 (35.5)	374 (37.4)
Too much		8 (1.3)	2 (0.5)	10 (1.0)
No break		85 (13.4)	75 (20.5)	160 (16.0)
Column Total		633 (63.4)	366 (36.6)	999 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
9.54572	2	.0228	3.664	1 OF 8 (12.5%)

Leave entitlements

Agricultural workers on estates are entitled annually to 16 days local/casual leave per year, (a) 4 days in January and 12 days in other months out of which a maximum of 5 may be taken in half days. They may also take up to 21 days sick leave. Respondents were asked whether they considered their leave entitlement was adequate, too much or not enough. More than two thirds (67.3%) said it was not enough while close to one third (32.3%) said it was adequate. The next question inquired whether they had any preference concerning the month in which they took their leave. Close to two thirds (64.8%) had no preference; 19.6% preferred December; there was only a small minority of responses concerning the other months.

Table 6.17

Distribution of respondents according to their views about the leave entitlement

	Frequency	Percent	Cum Percent
Enou	313	31.3	31.3
Too much	4	0.4	32.7
Not enough	673	67.3	100.0
Total	1000	100.0	

Table 6.18

Distribution of responses according to the month they prefer to take leave

	Frequency	Percent	Cum Percent
January	56	5.3	5.3
February	20	1.9	7.2
March	22	2.9	9.3
April	17	1.6	10.9
May	11	1.0	11.9
June	7	0.7	12.6
July	3	0.3	12.9
August	6	0.6	13.5
September		0.1	13.6
October	5	0.5	14.1
November	16	1.5	15.6
December	207	19.6	36.2
No Preference	683	64.8	100
Total	1054	100.0	

With regard to the day of the week when they preferred to take leave, 72% of responses expressed no preference, and 1% gave Monday. There was little mention of the other days.

Table 6.19

Distribution of responses according to the day of the week they prefer to take leave

	Frequency	Percent	Cum Percent
Monday	162	15.3	15.3
Tuesday	21	2.0	17.3
Wednesday	32	3.0	20.3
Thursday	29	2.7	23.0
Friday	15	1.4	24.1
Saturday	25	2.4	26.8
Sunday	11	1.0	27.8
No preference	763	72.0	99.8
Missing	1	0.1	100
Total	1050	100	

Certain events and commitments have a strong influence on workers need of leave; the following four causes were listed and interviewees were asked to rank them according to frequency of occurrence: household/family commitments, social activities (visits to relatives, weddings, funerals), rest and leisure and sickness. Social activities were the most frequent reason for leave with 31.6% of responses, sickness (30.1%), rest and leisure 20% and family commitments 18.3%.

Table 6.10

Distribution of responses regarding the most frequent reasons for workers to take leave

	Frequency	Percent	Cum Percent
Household, family commitments	534	18.3	18.3
social activities (visit to relatives wedding, funeral)	922	31.6	49.9
Rest and Leisure	585	20.0	69.9
Sickness	880	30.1	100.0
Total	2921	100.0	

The next issue was about the holding of multiple jobs. The large majority of respondents (88.2%) said that they did not have a second job. Of the 11.8% who had another job, 30.5% worked as labourers in vegetable gardens or cane plantations, presumably for small planters, 18.6% as domestic servants (house maids or gardeners), 16.1% on construction work and 7.6% as hawkers. For most of them the second job was an occasional one. For 22.5% it was a regular job and for 17.5% a seasonal one. The number of hours per week spent on the second job varied considerably. It ranged between 1 hour and 16.3 hours.

Table 6.21

Distribution of respondents according to whether they do more than one job

	Frequency	Percent	Cum Percent
Yes	118	11.8	11.8
No	882	88.2	100.0
Total	1000	100.0	

Table 6.22

Distribution of respondents who have another job by type of job

	Frequency	Percent	Cum Percent
Self employed	15	12.5	12.5
Labourer in vegetable gardens or cane plantations	36	30.0	42.5
Domestic servants (maids, zardeners)	22	18.3	60.8
Hawkers (vegetable, fish)	9	7.5	68.3
Drivers	2	1.7	70.0
Livestock	2	1.7	71.7
Construction work	19	15.8	87.5
Fishermen	2	1.7	89.2
Other	13	10.8	100.0
Total	120	100.0	
Missinu	880		

Table 6.23

Distribution of respondents who have another job whether regular, seasonal or occasional

	Frequency	Percent	Cum Percent
Regular	27	22.5	22.5
Seasonal	21	17.5	40.0
Occasional	72	60.0	100.0
Total	120	100.0	
Mississauga	880		

Organisation of Work

With regard to the organisation of fieldwork the majority of respondents (77.8%) felt that the work was organised correctly but 20.6% felt that it was not. Responses differed significantly between estates with 82.5% of positive answers at Belle Vue 83.5% at FUEL and only 68.1% at Beau Vallon. Responses also differed significantly according to the sex of respondents. For those who wanted changes in the system, 35.6% wanted a reduction in or elimination of the task, 13.5% wanted better communication between the head of section, the supervisor (sirdar) and workers and 14.3% wanted a change in working conditions or more precise instructions regarding the work load: 7.4% mentioned better planning (advance notice of where they would be posted) and 4.8% mentioned the mechanisation of tasks on mountain slopes.

Table 7.1

Distribution of respondents according to their views about the organisation of field work

	Frequency	Percent	Cum Percent
Correct	778	77.8	77.8
Not correct	206	20.6	98.4
D.K.	16	1.6	100.0
Total	1000	100.0	100.0

Table 7.2

Distribution of respondents according to their views about the organisation of field work, by estate

Count Col Pct	Belle Vallée	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Correct	165 (82.5)	167 (83.5)	155 (77.5)	152 (77.6)	139 (68.1)	778 (77.8)
Not Correct	34 (17.0)	30 (15.0)	42 (21.0)	40 (20.4)	60 (29.4)	206 (20.6)
D.K.	1 (0.5)	3 (1.5)	1 (0.5)	4 (2.0)	5 (2.5)	16 (1.6)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
18.56533	8	.0174	3.136	5 OF 15 (33.3%)

Table 7.3

Distribution of respondents according to their views about the organisation of field work by sex

Count Col Pct	Male	Female	Row total
Correct	475 (74.9)	303 (82.8)	778 (77.8)
Not Correct	150 (23.7)	56 (15.3)	206 (20.6)
D.K.	9 (1.4)	7 (1.9)	16 (1.6)
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)

Chi-Square	D.F.	Significance	Min E.F.	Cells with E.F. <5
10.06804	2	.0065	5.856	None

Table 7.1

Distribution of responses of those who answered negatively regarding the organisation of field work

	Frequency	Per Cent	Cum Percent
DK	16	7.0	7.0
Reduce/eliminate the task	32	35.6	42.6
Better communication between section head sirdar and workers	31	33.5	76.1
Better planning (advance notice regarding worksite)	17	18.6	94.7
Mechanisation of work (on mountain slopes)	11	12.1	106.8
Change working conditions define work load	11	12.1	118.9
Change working hours	5	5.5	124.4
Better salary	2	2.2	126.6
Irrelevant answer	5	5.5	132.1
Other	28	30.8	162.9
Total	230	100.00	

Interviewees were asked whether there had been any changes in the organisation of fieldwork since they started work as field labourers. To which 62.6% replied affirmatively. However a sizable minority (37.4%) said that there had been no change. Responses differed significantly between estates ranging from 49% of positive answers at Rose Belle and FL'EL to 70.1% at Beau Vallon and 76.5% at Medine. Responses also differed significantly by sex of respondents. Such a large percentage of negative replies is a matter of concern and should be further investigated.

Table 7.5

Distribution of respondents according to whether there has been changes in the organisation of field work since they began working

	Frequency	Percent	Valid Percent	Cum percent
Yes	626	62.6	62.6	62.6
No	374	37.4	37.4	100.0
Total	1000	100.0	100.0	

Table 7.6

Distribution of respondents by estate whether there have been changes in the organisation of field work since they began working

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Yes	136 (68.0)	98 (49.0)	153 (76.5)	96 (49.0)	143 (70.1)	626 (62.6)
No	64 (32.0)	102 (52.0)	47 (23.5)	100 (51.0)	61 (29.9)	374 (37.4)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
55.22545	4	.0000	73.304	None		

Table 7.7

Distribution of respondents by sex according to whether there has been changes in the organisation of field work since they began working

Count Col Pct	Male	Female	Row Total
Yes	27 (67.4)	199 (54.4)	626 (62.6)
No	207 (32.6)	167 (45.6)	374 (37.4)
	63+	366	1000
Column Total	(634)	(36.6)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
16.1++9+		.0001	136.88+	None

The next question in this section related to the changes they would wish to see in the organisation of field operations. The most important one (20.1 % of responses) was an end to the practice of climbing on ladders for loading cane on lorries, another 16.3% (of responses) wanted land preparation work to be done mechanically, 14.4% mentioned the chemical weeding of fields, 14.0% of the mechanisation of the crops, another 10.6% mentioned derocking and 9.8% wanted an end to trashing.

Table 7.8

Distribution of responses according to desired changes in the organisation of field work

	Frequency	Percent	Cum Percent
	11	0.6	0.6
None	21	1.1	1.7
No more climbing ladders (for cane loading)	33	20.1	21.8
More trashing	189	9.8	31.6
Mechanise planting operations	217	11.2	42.8
Mechanise cropping	270	14.0	56.8
Mechanise land preparation	315	16.3	73.1
Chemical weeding	279	14.4	87.5
Derocking of fields	206	10.6	98.1
Others	38	2.0	100
Total	1935	100	

Here again there was a significant difference between estates. On all estates the change most favoured by far was an end to the use of ladders for cane loading. This was mentioned by 73.7% of responses from Medine but only 55.1% from Rose Belle. The next change most desired was the mechanisation of planting operations with 14.6% of responses from Belle Vue and 7.1% from Medine and Rose Belle. 13.4% of responses from FUEL and 11.2% from Beau Vallon (but only 2% from Rose Belle) wanted an end to trashing.

Responses also differed significantly according to the sex of respondents. 75.8% of male respondents but only 31.2% female respondents wanted an end to the

practice of climbing ladders for cane loading on lorries which is essentially done by males. On the other hand a much larger proportion of females wanted an end to slashing (34% females and 54% males) and the mechanisation of planting operations, which are predominantly done by women on estates.

Table 7.9
Distribution of responses by estate according to desired changes in the organisation of field work

Count	Col	Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
DK			1	1		10		11
			(1.0)	(1.0)		(10.2)		(11.7)
None			4	7	7	8	5	21
Stop climbing or ladders for cane loading			(2.9)	(2.1)	(1.3)	(8.2)	(3.5)	(3.3)
			80	56	15	51	37	338
			(58.4)	(57.7)	(17.7)	(55.1)	(58.0)	(61.5)
Stop slashing			6	13	13	7	16	50
			(1.4)	(13.4)	(8.3)	(2.0)	(11.2)	(7.9)
Mechanisation operations			(1.6)	(13.3)	(7.1)	(7.1)	(11.2)	(10.3)
			6	4	6	8	9	33
Mechanical Cropping			(4.4)	(4.1)	(3.8)	(8.2)	(6.3)	(5.2)
Mechanise land preparation			8	4	1	5	6	21
			(5.8)	(4.1)	(0.6)	(5.1)	(4.2)	(3.8)
Chemical Weeding			6	2	7	4	4	22
			(4.4)	(2.1)	(4.5)	(3.1)	(2.8)	(3.5)
Derocking of fields			1	1	1		1	5
			(0.7)	(1.0)	(0.6)		(1.4)	(0.8)
Other			6	1		1	7	12
			(4.4)	(3.1)		(1.0)	(1.4)	(1.9)
Column Total			137	97	156	98	143	631
			(21.7)	(15.4)	(24.7)	(15.5)	(22.7)	(100.0)
Chi-square	D.F.	Significance	N/A		df	Cells with E.F. <5		
100.83516	36	.0000			.769	25 OF 50 (50.0%)		

Table 7.10

Distribution of respondents by sex according to desired changes in the organisation of field work

Count Col Pct	Male	Female	Row Total
D.K.	6 (1.4)	5 (2.5)	11 (17)
None	11 (2.6)	10 (5.0)	21 (33)
Stop climbing on ladders	325	61	386
for cane loading!	(75.8)	(31.2)	(61.5)
Stop Trashing	(54)	(34)	(79)
Mechanic plantation operation	30 (7.0)	35 (17.3)	65 (103)
Mechanical crouching	19 (4.4)	14 (6.9)	33 (52)
Mechanical land preparation	6 (1.4)	18 (8.9)	24 (38)
Chemical weeding	5 (1.2)	17 (8.4)	22 (35)
Column Total	429 (68.0)	202 (32.0)	631 (100.0)
Derocking of fields	2 (0.5)	10 (1.5)	12 (0.8)
Other	429 (0.5)	202 (5.0)	631 (19)
Column Total	(68.0)	(32.0)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
132.02033	9	.0000	1.601	4 OF 20 (20.0%)

Respondents were then asked "What changes they opposed. Only 627 (62.7%) respondents answered: of these 15.9% did not oppose of any change and in 11.9% cases the reply was "don't know". 9% of responses were opposed to mechanical cropping and 5% were against mechanical land preparation. There does not appear from these results to be a substantial opposition among workers to the mechanisation of field operations.

Table 7.11

Distribution of responses according to changes they oppose in the organisation of field work

	Frequency	Percent	Cum Percent
DK.	81	11.9	11.9
"No more climbing on ladders	15	2.2	14.1
Stool trashing	9	1.3	15.4
Mechanise Plantation operations	8	1.2	16.6
Mechanical cropping	34	5.0	21.6
Mechanise land preparation	61	9.0	30.6
Chemical weeding	17	2.5	33.1
Derocking	20	2.9	36.0
Other	4	0.6	36.6
Total	113	16.7	53.3
Missing	678	100	100
	373	37.3	

Interviewees were asked what changes they would like to see in the way the work is organised. A large percentage (71%) did not or could not answer. Presumably these were those who said earlier that field work on estates was correctly organised. Once again the main change concerned the size of the task, which 15.9% of responses wanted reduced or eliminated. Other changes concerned the following operations or issues: work on slopes to be done by machines: 8.2% of responses; improvement in working conditions: 7.3%; better planning in the work allocation: 1.9% while 11.2% of responses related to other changes.

Responses differed significantly between different estates. 63.5% of respondents from Belle Vue did not or could not answer but only 15.4% from Beau Vallon. 25.6% of responses from Rose Belle and 23.2% from Beau Vallon mentioned a reduction/elimination of the task but only 8% from Belle Vue. 15% of responses from Beau Vallon mentioned machines to work on mountains slopes but only 2% from Rose Belle. Responses also differed significantly according to the sex of respondents and their level of education. A much higher percentage of female respondents (51.6% female and 39.4% male) did not or could not answer.

Table 7.12
Distribution of responses according to changes respondents would like to see
in the organisation of work

	Frequency	Percent	Cum Percent
D.K	437	41.0	41.0
Reduce/eliminate task work	170	15.9	56.9
Better communication between section heads, sirdars and workers	35	3.2	60.1
Better planning, advance notice regarding work site	52	4.9	65.0
Mechanisation of work on mountain slopes	87	8.2	73.2
Change work conditions	78	7.3	80.5
Change working hours	44	4.1	84.6
Better salary	21	2.0	86.6
Irrelevant answer	16	1.5	88.1
Other	10	0.9	89.0
Total	1067	100.0	

Table 7.13

Distribution of responses by estate concerning changes respondents would like to see in the organisation of work

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	127	96	93	83	38	137
D.K	(63.5)	(11.4)	(17.4)	(40.0)	(15.1)	(139)
Reduce/eliminate task work	16	34	11	53	57	170
	(8.0)	(15.7)	(5.6)	(25.6)	(23.2)	(15.9)
Better communication between section heads. sirdars and workers	3	2	7	8	15	35
	(1.5)	(0.9)	(3.6)	(3.9)	(6.1)	(3.1)
Better planning (advance notice reg. work site)	5	28	5	8	8	52
	(1.5)	(13.0)	(2.0)	(3.9)	(3.3)	(4.6)
Mechanisation of work on mountain slopes	19	10	16	5	37	87
	(9.5)	(1.6)	(8.2)	(2.4)	(15.0)	(7.8)
Change work conditions	63	64	112	92	37	78
	(30)	(4)	(12)	(9)	(3)	(6.5)
Changing working hours	9	8	10	15		41
	(10)	(4.2)	(4.1)	(4.8)	(6.1)	(3.2)
Hizher Salary	3	6	5	2	8	22
	(1.5)	(2.8)	(1.5)	(1.0)	(3.3)	(1.5)
Irrelevant answer				7	12	19
		(0.9)	(1.0)	(3.3)	(4.9)	(2.3)
Other	15	15	30	12	11	19
	(7.5)	(6.9)	(15.3)	(5.8)	(19.1)	(11.1)
Column Total	201	216	198	207	24.6	996
	(20.1)	(20.1)	(19.7)	(19.7)	(20.5)	(100.0)

Chi-square	D.f.	Significance	Adj. t.r.	Cells with E.f. <5
233.70868	36	.0000	2.952	10 Or 50 c20.0%J

Table 7.1-1

Distribution of responses by sex concerning changes respondents would like in the organisation of work

Count	Col Pct	Male	Female	Row Total
D.K		218 (39.1)	189 (51.6)	407 (139)
Reduce/eliminate task work		94 (11.9)	64 (17.5)	158 (5.9)
Better communication between section heads, sirdars and workers		21 (3.3)	10 (2.7)	31 (3.1)
Better planning (advance notice reg. work site)		34 (5.2)	12 (3.3)	46 (1.6)
Mechanisation of work on mountain slopes		65 (10.3)	13 (3.6)	78 (7.8)
Change work conditions		11 (7.0)	21 (5.7)	32 (6.5)
Changing working hours		21 (3.8)	8 (2.2)	29 (3.1)
Higher Salary		8 (1.3)	7 (1.9)	15 (1.5)
Irrelevant answer		15 (2.2)	8 (2.2)	23 (2.3)
Other		11 (1.2)	31 (9.3)	42 (1.1)
Column Total		630 (63.3)	366 (36.7)	996 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5

29.86935 9 .0005 5.512 \one

Table 7.15

Distribution of responses concerning desired changes in the organisation of work by level of education

Count Col Pct	No formal schooling	Primary not passed VI Std	Primary passed VI Std	Secondary not passed SC	Secondary passed SC	Tecnuical School	Row Total
DK.	179 (46.4)	204 (44.6)	34 (34.7)	20 (40.0)			437 (43.9)
Reduce/clim,nate task work	67 (17.4)	69 (15.1)	13 (13.3)	9 (18.0)			158 (15.9)
Better communication betw cen scuon heads, sirdars and workers	13 (3.4)	12 (2.6)	4 (4.1)	1 (4.0)			31 (3.1)
More planning (advance notice reg work site)	14 (3.6)	25 (5.5)	5 (5.1)	2 (4.0)			46 (4.6)
Relocation of work on mountain slopes	15 (5.7)	41 (9.0)	11 (11.2)	5 (6.0)		1 (1.0)	78 (7.8)
Change work conditions	18 (4.7)	29 (6.3)	12 (12.2)	6 (12.0)			65 (6.5)
Changing working hours	8 (2.1)	15 (3.3)	2 (2.0)	4 (8.0)	3 (7.5)		32 (3.2)
Better Salary	4 (1.0)	6 (1.3)	3 (3.1)	1 (2.0)	1 (2.5)		15 (1.5)
irrelevant answer	11 (2.8)	10 (2.2)	2 (2.0)				23 (2.3)
Other	50 (13.0)	46 (10.1)	12 (12.2)	5 (6.0)			113 (11.3)
Column Total	386 (38.8)	457 (45.9)	98 (9.8)	50 (5.0)	4 (0.4)	1 (0.1)	996 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
127.2-1959	45	.0000	.015	32 Of 60 (53.3%)

Impact of Mechanisation

The views of interviewees were sought regarding the mechanisation of field work. The majority of respondents (63.9%) were in favour of mechanisation but 31.4% were against it. Responses differed significantly by estate and sex. There were highly significant differences in the answer from different estates in this regard with 80.5% of respondents from Medine in favour of mechanisation and only 42.2% from Beau Vallon. Responses also differed according to the sex of respondents.

Respondents, for or against, were then asked the reasons for their answer. 53.5% said mechanisation would make the work easier and 5.1% said the work could be done more quickly. The following reasons were given against mechanisation: 21.7% of respondents said workers would lose their job. 10.4% argued that the machines did the lighter work and labourers had to do the more difficult tasks and another 4% said that the work would diminish and labourers would be paid less. Again responses differed significantly between estates. For 77.1% of respondents from Medine but only 29.4% from Beau Vallon and 37.5% from Belle Vue (Belle Vue is the estate where the crop is most mechanised) the labourer's work would become lighter: for 26.5% of respondents from Belle Vue the work would be speeded up while 39.7% of respondents from Beau Vallon but only 9.2% from FLE... were against mechanisation on account of loss of work.

Table 7.16

Distribution of respondents according to their views about mechanisation of field work

	Frequency	Percent	Cum Percent
A flood measure	639	63.9	63.9
A bad thing	341	31.4	98.3
D.K.	17	1.7	100.0
Total	1000	100.0	

Table 7.17

Distribution of respondents according to their views about the mechanisation of field work by estate

Count Col Pct	Belle Vue	FLEEL	Medine	Rose Belle	Beau Vallon	Row Total
	129	116	161	117	86	639
A good measure	(64.5)	(73.0)	(80.5)	(59.7)	(42.2)	(63.9)
..\ bad thing	71	48	36	73	116	311
	(35.5)	(24.0)	(18.0)	(37.2)	(56.9)	(31.4)
D.K.		6	1	6	0	17
		(3.0)	(.5)	(3.1)	(.0)	(1.7)
	200	200	200	196	204	1000
Column Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)

Chi-square	D.F.	Significance	Lin E.F.	Cells with E.F. <5
87.13599	8	.0000	3.332	5 OF 15 (33.3%)

Table 7.18

Distribution of respondents according to their views about the mechanisation of field work by sex

Count Col Pct	Male	Female	Row Total
	412	227	639
A good measure	(65.0)	(62.0)	(63.9)
..\ bad thing	218	126	311
	(34.4)	(31.1)	(31.1)
D.K.	4	13	17
	(0.6)	(3.6)	(1.7)
	634	366	1000
Column Total	(63.1)	(36.6)	(100.0)

Chi-square	D.F.	Significance	Lin E.F.	Cells with E.F. <5
11.96498	2	.0025	6.222	None

Table 7.19

Distribution of responses by estate with reasons for or against mechanisation
by estate

	Count Col Pct	Belle Vue	FLEL	Medine	Rose Belle	Beau Vallon	Row Total
D.K.			1 (0.5)	1 (0.5)		1 (0.5)	3 (0.3)
Li ch rer Labourer's work made		(37.5) 75	(59.5) 116	(77.4) 151	(53.4) 101	(29.4) 60	(51.1) 503
Work is s		53 (26.5)	17 (8.7)	2 (2.1)	14 (7.4)	22 (10.8)	110 (11.2)
Loss of work		35 (17.5)	18 (9.2)	1 (1.2)	11 (21.1)	81 (39.7)	199 (20.2)
Machines do the easy work. labourers have to do the more difficult tasks		18 (9.0)	22 (11.3)	4 (2.1)	18 (9.5)	30 (14.7)	90 (9.3)
Labourers would have less "Oil and would be paid less		8 (4.0)	7 (3.6)	1 (1.5)	11 (5.8)	7 (3.4)	36 (3.7)
Irrelevant answer				2 (1.0)		1 (0.5)	3 (0.3)
Other		11 (5.5)	14 (7.2)	5 (2.6)	6 (3.2)	1 (1.0)	38 (3.9)
Column Total		200 (20.3)	195 (19.8)	195 (19.8)	190 (19.3)	204 (20.7)	984 (100.0)

Chi-square	D.f.	Significance	Atin E.F.	Cells with E.f. <5
21-t.17287	28	0.0000	0.579	10 OF 40 (25.0%)

Table 7.20

Distribution of responses with reasons for or against mechanisation by sex

Count Col Pct	Male	Female	Row Total
DK	1 (0.2)	2 (0.6)	3 (0.3)
Labourers work made lighter	51 (51.1)	80 (50.6)	131 (51.1)
Work is speeded up	70 (11.1)	10 (1.2)	80 (11.2)
Loss of work	109 (74)	90 (25.3)	199 (20.2)
Machines do the easy work labourers have to do the more difficult task	72 (11.5)	20 (5.6)	92 (9.3)
Labourers would have less work and would be paid less	26 (4.1)	10 (2.8)	36 (3.7)
Irrelevant answer	5 (0.5)	3 (0.3)	8 (0.3)
Other	24 (3.8)	11 (3.9)	35 (3.9)
Column Total	628 (63.8)	356 (36.2)	984 (100.0)

CHAPTER 8

supervision

The quality of the relation between supervisors and workers is an important factor behind workers' motivation and performance at work. The next section concerned workers attitude towards their supervisors and section heads (chefs de section). The large majority (85.9% of respondents) said that the supervisors behaved correctly with workers: an even a larger proportion (93.2%) said they were capable (competent): 87.4% said they addressed workers correctly and 86.5% said they were close to the workers. On the other hand 13.3% said they were bullied by their supervisors. 5.0% said the supervisors were incompetent: 11.8% found them arrogant and 12.6% said they were aloof.

Table 8.1

Distribution of respondents according to their views regarding the behaviour of supervisor's (sirdars)

	Frequency	Percent	Cum Percent
Correct	859	85.9	85.9
Bullied	133	13.3	99.2
D.K.	8	0.8	100.0
Total	1000	100.0	

Table 8.2

Distribution of respondents according to their views regarding the competence of the supervisors

	Frequency	Percent	Cum Percent
Competent	947	93.2	93.2
Incompetent	59	5.9	99.1
D.K.	9	0.9	100.0
Total	1000	100.0	

Table 8.3

Distribution of respondents according to their views about the way supervisors address workers

	Frequency	Percent	Cum Percent
Nicely	874	87.4	87.4
Arrogantly	118	11.8	99.2
D.K.	8	0.8	100.0
Total	1000	100.0	

Table 8.4

Distribution of respondents according to their views about the degree of relationship between supervisors and workers

	Frequency	Percent	Cum Percent
Close to Workers	865	86.5	86.6
Distant/aloof	126	12.6	99.2
D.K.	8	0.8	100
Missing		0.1	
Total	1000	100.0	

There was relatively little difference in responses by estate to the first question but a significant difference by the sex of respondents, their marital status and level of education. However the differences by estate were more significant with regard to the answers to the second question:- i.e. the competence of the supervisors - ranging from 96.5% of favourable replies from FUEL and 95.6% from Belle Vue to 87.5% from Medine and 12% of negative views among respondents from Medine compared to only 3.9% from Beau Vallon and 4% from Belle Vue. With regard to the responses by estate about the degree of relationship between supervisors and workers Medine is the state which scores less well with 81.5% of favourable replies and 18% of unfavourable ones compared to 92.5% and 6.5% respectively at Belle Vue.

Although one should not read too much in these results on account of the limitations of the statistical technique used and the limited number of responses for certain categories of respondents, there would appear to be a more favourable attitude towards supervisors among female respondents and those categories of workers with lower levels of education.

Table 8.5

Distribution of respondents according to their views regarding the behaviour of supervisors, by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row total
	177	179	163	173	167	859
Correct	(88.5)	(89.5)	(81.5)	(88.3)	(81.9)	(85.9)
	21	21	36	19	36	133
Bullvish	(10.5)	(10.5)	(18.0)	(9.7)	(17.6)	(13.3)
	2		1	4	1	8
D.K.	(1.0)		(0.5)	(2.0)	(0.5)	(0.8)
	200	200	200	196	204	1000
Column Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
17.86104	8	0.223	1.568	5 OF 15 (33.3%)		

Table 8.6

Distribution of respondents by sex according to their views about the behaviour of supervisors

Count Col Pct	Male	Female	Row Total	
Correct	528	331	859	
	(83.3)	(90.4)	(85.9)	
Bullvish	100	33	133	
	(15.8)	(9.0)	(13.3)	
D.K.	6	2	8	
	(0.9)	(0.5)	(0.8)	
Column Total	634	366	1000	
	(63.4)	(36.6)	(100.0)	
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
9.81189	2	.0074	2.928	1 OF 6 (16.7%)

Table 8.7

Distribution of respondents according to their views regarding the behaviour of supervisors by marital status

Count Col Pct	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never married	Row Total
	679	3	90	31	53	859
Correct	(85.4)	(75.0)	(93.8)	(87.2)	(80.3)	(85.9)
	112	1	6	4	10	133
Bullvish	(14.1)	(25.0)	(6.3)	(10.3)	(15.2)	(13.3)
	4			1	3	8
DK	(0.5)			(2.6)	(4.5)	(0.8)
	795	1	96	39	66	1000
Total	(79.5)	(0.1)	(9.6)	(3.9)	(6.6)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
20.59298	8	.0083	.032	6 OF 15 (40.0%)

Table 8.8

Distribution of respondents according to their views regarding the behaviour of supervisors by the level of education

Count Col Pct	No formal Schooling	Pnmar. not passed VI std	Prirnrv passed VI Std	Secondary not passed SC	Secondary passed SC	Technical school	Row Total
Correct	349 (90.2)	384 (83.5)	82 (33.7)	41 (82.0)	2 (50.0)	1 (100.0)	859 (35.9)
Bulh ish	37 (9.6)	74 (16.1)	14 (4.0)	7 (14.0)	1 (25.0)		133 (13.3)
DK	1 (0.3)	2 (0.4)	1 (2.0)	2 (4.0)	1 (25.0)		8 (10.5)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	4 (0.4)	1 (0.1)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
49.05965	10	.0000	0.008	10 OF 18 (55.6%)

Table 8.9

Distribution of respondents by estate according to their views about the competence of supervisors

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Correct	189 (94.5)	193 (96.5)	175 (87.5)	180 (91.8)	195 (95.6)	950 (93.2)
Incompetent	8 (4.0)	7 (3.5)	24 (12.0)	12 (6.1)	8 (3.9)	59 (5.9)
D.K.	3 (1.5)		1 (0.5)	4 (2.0)	1 (0.5)	9 (0.9)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
24.46126	8	.0019	1.764	5 OF 15 (33.3%)



Table 8.10

Distribution of respondents by sex according to their views about the competence of supervisors

Count Col Pct	Male	Female	Row Total
Competent	580 (91.5)	157 (96.2)	737 (93.2)
Incompetent	48 (7.6)	11 (3.0)	59 (5.9)
DK	6 (0.9)	3 (0.8)	9 (0.9)
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F. Cells with E.F. <5
8.78736	2	0.12-1	3.29-1 1 OF 6 (16.7%)

Table 8.11

Distribution of respondents according to their views about the competence of supervisors by level of education

Count Col Pct	No formal schooling	Primary not passed Std \ 1	Primary passed Std VI	Secondary not passed Sc	Secondary Passed Sc	Technical school	Row Total
Competent	375 (96.9)	41 (92.4)	81 (85.7)	44 (88.0)	13 (75.0)	1 (100.0)	93 (93.1)
Incompetent	11 (2.8)	33 (7.2)	11 (11.2)	4 (8.0)			59 (5.9)
DK	1 (0.3)	2 (0.4)	3 (3.1)	2 (4.0)	1 (25.0)		9 (0.9)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	14 (0.4)	1 (10.1)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5			
53.38132	10	.0000	.009	11 OF 18 (61.1%)			

With regard to the way the supervisors address workers, responses did not differ significantly between estates. However they were significantly different according to the sex of respondents, their marital status and level of education. Finally with regard to the relation with workers, responses differed significantly between the estates (92.5% of positive replies at Belle Vue; 89.8% at Rose Belle, 81.5% at \fedine) and by the sex of respondents, their marital status and level of education.

Table 8.12

Distribution of respondents by sex about the way supervisors address workers

Count Col Pct	Male	Female	Row Total
	538	336	874
Dislike	(81.9)	(91.8)	(87.4)
	90	28	118
Indifferently	(14.2)	(7.7)	(11.8)
	6	2	8
D.K.	(0.9)	(0.5)	(0.8)
	634	366	1000
Column Total	(63.4)	(36.6)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
10.16916	2	0.0062	2.928	1 OF 6 (16.7%)

Table 8.13

Distribution of respondents by marital status about the way supervisors address workers

Count Col Pct	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never married	Row Total
	692 (87.0)	3 (.4)	91 (11.4)	34 (4.3)	54 (6.9)	874 (100.0)
Nicely	99 (12.5)	1 (.1)	5 (.6)	4 (.5)	9 (1.1)	118 (13.5)
Arrogantly	4 (.5)			1 (.1)	3 (.4)	8 (.9)
D.K.				2 (.3)	5 (.6)	7 (.8)
Column Total	795 (79.5)	4 (.4)	96 (9.6)	39 (3.9)	66 (6.6)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
20.36389	8	.0090	.032	7 OF 15 (46.7%)

Table 8.1-1

Distribution of respondents about the way supervisors address workers by the level of education

Count Col Pct	No formal schooling	Primary not passed VI Std	Primary passed III Std	Secondary not passed SC	Secondary passed SC	Technical School	Row Total
	359 (92.8)	388 (84.3)	85 (86.7)	40 (80.0)	1 (2.0)	1 (100.0)	874 (87.1)
Nicely	27 (7.0)	70 (15.2)	11 (11.2)	8 (16.0)	1 (2.0)		118 (13.5)
Arrogantly	1 (.3)	2 (.4)	2 (2.0)	2 (4.0)	1 (2.0)		8 (.9)
D.K.							
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	1 (0.1)	1 (0.1)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
61.66711	10	.0000	.008	10 OF 18 (55.6%)

Table 8.15

Disrribution of respondents by estate about the degree of relationship bet» cen supervisors and workers

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	184	170	163	176	172	865
Close to workers	(92 5)	(85 0)	(81 5)	(89 8)	(81 3)	(86 6)
	13	30	36	16	31	126
Distant. aloof	(6 5)	(15.0)	(18 0)	(8 2)	(15 2)	(12 6)
	2		1	4	1	8
D.K.	(10)		(0 5)	(2 0)	(0 5)	(0 8)
	199	200	200	196	204	999
Colwnn Total	(19 9)	(20.0)	(20.0)	(19 6)	(20.4)	(100 0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
23.23903	8	.0031	1.570	5 OF 15 (33.3%)

Table 8.16

Distribution of respondents by sex about the degree of relationship between supervisors and workers

Count Col Pct	Male	Female	Row Total
	531	334	865
Close to Workers	(83 8)	(91 5)	(86 6)
	97	29	126
Distant aloof	(15.3)	(7 9)	(12 6)
	6	2	8
D.K.	(0 9)	(0 5)	(0 8)
	634	365	999
Column Total	(63.5)	(36.5)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
12.001202	2	.0025	2.923	1 OF 6 (16.7)

Table 8.17

Distribution of respondents about the degree of relationship between supervisors and workers by marital status

Counc Col Pee	Married	Not married but regular partner	Widowed	Divorced Separated	Never married	Row Total
Close to Workers	682 (85.9)	3 (.75)	90 (9.3)	35 (8.9)	55 (8.3)	865 (136.6)
Distant aloof	108 (13.6)	1 (.25)	6 (.6)	0 (.7)	8 (1.2)	126 (12.6)
D.K.	0 (0.5)	0 (.0)	0 (.0)	1 (2.6)	0 (4.5)	8 (0.8)
Column Total	784 (79.5)	4 (.04)	96 (9.6)	39 (3.9)	66 (6.6)	999 (100.0)

Chi-square	D.F.	Significance	W in E.F.	Cells with E.F. <5
20.19263	8	.0086	.032	7 OF 15 (.46.7%)

Table 8.18

Distribution of respondents about the degree of relationship between supervisors and workers by level of education

Counc Col Pee	No formal schooling	Primary not passed VI Scd	Primary passed VI Scd	Secondary not passed SC	Secondary passed SC	Technical School	Row Total
Close to workers	352 (91.0)	389 (81.7)	81 (8.2)	40 (8.0)	7 (5.0)	1 (1.0)	865 (86.6)
Distant aloof	34 (8.8)	68 (14.8)	15 (1.5)	8 (1.6)	1 (2.5)	0 (.0)	126 (12.6)
D.K.	1 (0.3)	2 (.04)	7 (2.0)	2 (4.0)	1 (2.5)	0 (.0)	8 (0.8)
Column Total	387 (38.7)	459 (45.9)	98 (9.8)	50 (5.0)	4 (.4)	1 (.1)	999 (100.0)

Chi-square	D.F.	Significance	W in E.F.	Cells with E.F. <5
49.70401	10	.0000	.008	10 OF 18 (55.6%)

The same questions were asked regarding the section heads with generally similar descriptive results: 84.3% of interviewees said the section heads behaved correctly, 3.1% said they were competent, 83.3% said they addressed workers correctly and 76.5% said they were close to the workers. However 14.9% of respondents said they were bullied by section heads, 5.4% said they were incompetent, 15.4% found them arrogant and 22.1% said they were distant and aloof.

There is clearly ground for some remedial action in this matter, particularly as there were significant differences in the responses between estates on that score.

Table 8.19

Distribution of respondents according to their views about the behaviour of section heads

	Frequency	Percent	Cum Percent
Correct	843	84.3	84.3
Bullying	149	14.9	99.2
D.K.	8	0.8	100.0
Total	1000	100	

Responses about the behaviour of section heads varied between 91.5% of favourable replies at FUEL and 76.0% at Belle Vue. Again there were significant differences between estates about the competence of section heads (98% of positive replies at FUEL, 88% at Belle Vue) about the way section heads address workers (88.8% of favourable replies at Rose Belle; 73% at Belle Vue).

As was the case with the supervisors female respondents seem to have a more favourable opinion about section heads (their attitudes, competence, the way they talk to workers and their degree of relationships with workers).

Table 8.20

Distribution of respondents according to their views about the competence of section heads

	Frequency	Percent	Cum Percent
Competent	931	93.1	93.1
Incompetent	54	5.4	98.5
D.K	15	1.5	100.0
Total	1000	100	

Table 8.21

Distribution of respondents according to their views about the way section heads address workers

	Frequency	Percent	Cum Percent
Politely	833	83.3	83.3
Arrogantly	153	15.3	98.6
D.K.	14	1.4	100.0
Total	1000	100	

Table 8.22

Distribution of respondents according to their views about the degree of relationship between section heads and workers

	Frequency	Percent	Cum Percent
Close to Workers	765	76.5	76.7
DistantJaloof	221	22.1	98.8
D.K.	12	1.2	100.0
Missing	2	0.2	
Total	1000	100	

Table 8.23

Distribution of respondents by estate about the behaviour of section head

Count Col Pct	1	2	3	4	5	Row Total
Competent	176 (88.0)	196 (98.0)	185 (92.5)	184 (93.9)	190 (93.1)	931 (93.1)
Incompetent	14 (7.0)	4 (2.0)	10 (2.0)	12 (6.1)	14 (6.9)	54 (5.4)
D.K.	10 (5.0)		5 (2.5)			15 (1.5)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-square	D.F.	Significance	lin E.F.	Cells with E.F. <5
34.04834	8	.0000	2.940	5 OF 15 (33.3%)

Responses generally differed significantly between estates and according to the sex of respondents. However interestingly enough there was a significant difference in the responses (at 5% or 10% level) according to the mothers' education.

Table 8.24

Distribution of respondents by estate about the competence of section heads

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Competent	176 (88.0)	196 (98.0)	185 (92.5)	184 (93.9)	190 (93.1)	931 (93.1)
Incompetent	14 (7.0)	4 (2.0)	10 (5.0)	12 (6.1)	14 (6.9)	54 (5.4)
D.K.	10 (5.0)		5 (2.5)			15 (1.5)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
34.04834	8	.0000	2.940	5 OF 15 (33.3%)		

Table 8.25

Distribution of respondents by sex about the competence of section heads

Count Col Pct	Male	Female	Row Total	
Competent	584 (92.1)	347 (94.8)	931 (93.1)	
Incompetent	45 (7.1)	9 (2.5)	54 (5.4)	
D.K.	5 (0.8)	10 (2.7)	15 (1.5)	
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)	
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
15.27142	2	.0005	5.490	None

Table 8.26

Distribution of respondents by estate about the relationship between section heads and workers

Count Col Pct	Belle Vue	FLEL	Medine	Rose Belle	Beau Vallon	Row Total
	135	157	164	159	150	765
Close to Workes	(67.5)	(78.5)	(82.0)	(82.0)	(73.5)	(76.7)
	57	50	52	35	54	221
Distant aloof	(28.5)	(21.5)	(16.0)	(18.0)	(26.5)	(22.1)
	8		1			12
D.K.	(4.0)		(2.0)			(1.2)
	200	200	200	191	204	998
Total	(20.0)	(20.0)	(20.0)	(19.4)	(20.4)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
35.55128	8	.0000	2.333	5 OF 15 (33.3%)

Table 8.27

Distribution of respondents by sex about the relationship between section heads and workers

Count Col Pct	Male	Female	Row Total
	473	192	765
Close to workers	(74.7)	(80.0)	(76.7)
	156	65	221
Distant aloof	(24.6)	(17.8)	(22.1)
	4	8	12
D.K.	(0.6)	(2.2)	(1.2)
	633	365	998
Column Total	63.4	36.6	100.0

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
10.11163	2	.0055	4.389	1 OF 6 (16.7%)

Table 8.28

Distribution of respondents by estate about the way sections heads address workers

Count	Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Nicely		146 (73.0)	179 (89.5)	176 (88.0)	174 (88.8)	158 (77.5)	833 (83.3)
Arrogantl		46 (23.0)	21 (10.5)	18 (9.0)	22 (11.2)	46 (22.5)	153 (15.3)
D.K.		8 (4.0)		6 (3.0)			14 (1.4)
Column Total		200 20.0	200 20.0	200 20.0	196 19.6	204 20.4	1000 100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
14.05691	2	.0009	5.124	None

Table 8.29

Distribution of respondents by estate about the degree of relationship between
section heads and workers

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Close to workers	135 (67.5)	157 (78.5)	164 (82.0)	159 (82.0)	150 (76.7)	765 (76.7)
Distant aloof	57 (28.5)	43 (21.5)	32 (16.0)	35 (18.0)	54 (26.5)	221 (21.1)
D.K.	5 (+0)		4 (2.0)			12 (1.2)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	194 (19.4)	204 (20.4)	998 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
35.55428	8	.0000	2.333	5 OF 15 (33.3%)		

Table 8.30

Distribution of respondents by sex about the degree of relationship between
section head and workers

Count Col Pct	Male	Female	Row Total
Close to workers	473 (74.7)	292 (80.0)	765 (76.7)
Distant aloof	156 (24.6)	65 (17.8)	221 (21.1)
D.K.	4 (0.6)	8 (2.2)	12 (1.2)
Column Total	633 (63.4)	365 (36.6)	998 (100.0)
Chi-square	D.F.	Significance	Lin E. F.
10.41163	2	.0055	4.389
			Cells with E.F. <5 1 OF 6 (16.7%)

Attitude towards training

A majority of respondents (58.0%) felt that training would not improve their performance, but a substantial minority (41.7%) felt that it would.

Table 9.1

Distribution of respondents according to their views whether training would improve their performance at work

	Frequency	Percent	Cum Percent
Yes	417	41.7	41.7
No	580	58.0	99.7
D.K.	1	0.3	100.0
Total	1000	100.0	

With regard to improvement in performance through training again there was a significant difference in the responses between estates ranging from *only* 20.5% of favourable opinions at Belle Vue to 57% at Rose Belle and 49.5% at Beau Vallon. Responses were also significantly different according to the sex of respondents, their marital status and level of education. Training did not appeal particularly to female workers. There was a high percentage of negative answers from that category of workers with regard to their inclination for training. Another interesting result is that the perception of the effect on work performance improves with an improvement in the level of education from 31.5% of positive answers among those with no formal schooling to 57.4% among those who have had some secondary education. This covers both those respondents who have attended secondary school but not passed SC and those who have passed SC. This is much more striking with regard to the inclination of respondents for training for a better job with *only* 34% of positive answers among those with no formal schooling as compared with 90.7% of positive answers among those with some secondary education.

Table 9.2

Distribution of respondents by estate as to whether training would improve their performance at work

Count	Col	Pct	Belle Yue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Yes			41 (20.5)	95 (47.5)	80 (40.0)	100 (51.0)	101 (49.5)	417 (41.7)
No			158 (79.0)	105 (52.5)	120 (60.0)	94 (48.0)	103 (50.5)	580 (58.0)
D.K.			1 (0.5)			2 (1.0)		3 (0.3)
Column Total			200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <S
57.62274	8	.0000	.588	5 OF 15 (33.3%)

Table 9.3

Distribution of respondents by sex as to whether training would improve their performance at work

Count	Col	Pct	Male	Female	Row Total
Yes			312 (49.2)	105 (28.7)	417 (41.7)
No			322 (50.8)	258 (70.5)	580 (58.0)
D.K.				3 (0.8)	3 (0.3)
Column Total			634 (63.4)	366 (36.6)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <S
44.16562	2	.0000	1.098	2 OF 6 (33.3%)

Table 9-t

Distribution of respondents by marital status regarding the influence of training on performance at work

Count	Col Pct	Married	Not married but regular partner	Widowed	Divorced/Separated	Never married	Row Total
Yes		340 (42.8)	2 (50.0)	26 (27.1)	12 (30.8)	37 (56.1)	417 (41.7)
No		452 (56.9)	2 (50.0)	70 (72.9)	27 (69.2)	29 (43.9)	580 (58.0)
DK		3 (0.3)					
		795 (79.5)	2 (0.4)	96 (9.6)	39 (3.9)	66 (6.6)	1000 (100.0)
Column Total							

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <S
17.36122	8	.0266	0.12	7 OF 15 (-46.7%)

Table 9.5

Distribution of respondents by level of education regarding the influence of training or performance at work

Count Col Pct	No formal schooling	Primary Not passed v1 Std	Primary passed \1 Std	Secondary not passed SC	Secondary passed SC	Technical School	Row Total
Yes	122 (31.5)	215 (46.7)	18 (19.0)	29 (58.0)	1 (50.0)	1 (100.0)	417 (11.7)
No	263 (68.0)	241 (53.0)	50 (51.0)	21 (42.0)	- (50.0)	-	580 (58.0)
DJ-:	1 (0.5)	1 (0.2)	-	-	-	-	2 (0.3)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	1 (0.1)	1 (0.1)	1000 (100.0)

Chi-square	D.F.	Significance	Adj. E.F.	Cells with E.F. <5
31.11236	10	.0006	.003	10 OF 18 (55.6%)

53.3% of interviewees said they would agree to be trained in order to do a more skilled job on the estate. With regard to the job they would like to do, 21.4% would choose to be a driver, 19.4% mentioned an unskilled manual job (gardener, watchman or domestic help). Other jobs mentioned were: sirdar 14.8%, skilled manual - factory (artisan, mechanic, machine operator) (12.5%); other jobs: helper (enfile 4.1%), skilled manual, construction - mason, carpenter, plumber, painter 6.1% - and other (unspecified) jobs: (8.6%). 8% could not answer.

Table 9.6
Distribution of respondents with regard to their inclination to be trained for a better job

	<u>Frequency</u>	Percent	Cum Percent
Yes	533	53.3	53.3
No	467	46.7	100.0
Total	1000	100.0	

Table 9.7
Distribution of those who want to be trained for a better job
by the type of job they would like to do

	Frequency	Percent	Cum percent
D.K.	43	8.0	8.0
Skilled manual construction (mason, carpenter, plumber, painter)	34	6.4	14.4
Skilled manual factory (artisan, mechanic, machine operator)	67	12.5	26.9
Unskilled manual (gardener, watchman, housemaid)	104	19.4	46.3
Driver	114	21.3	67.6
Helper (Enfle)	22	4.1	71.7
Supervisory job (supervisor, sirdar)	79	14.9	86.5
Lighter work	26	4.9	91.4
Other	46	8.6	100.0
Missing	465	46.5	100.0
Total	535	100.0	

With regard to the inclination for training responses differed significantly between estates from 63.3% at Rose Belle to 42.5% at Belle Vue. Responses were also highly significantly different according to the sex of respondents, their marital status and particularly their level of education. Likewise for the choice of occupations there was a highly significant difference in responses by estate, sex, marital status and level of education.

Table 9.8

Distribution of respondents with regard to their inclination for training for a better job, by estate

Count Col Pct	Belle Vue	Fuel	Medine	Rose Belle	Beau Vallon	Row Total
	85	104	96	124	124	533
Yes	(42.5)	(52.0)	(48.0)	(63.3)	(60.8)	(53.3)
	115	96	104	72	80	467
No	(57.5)	(48.0)	(52.0)	(36.7)	(39.2)	(46.7)
Column	200	200	200	196	204	1000
Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
24.17542	4	.0001	91.532	One

Table 9.9

Distribution of respondents by sex with regard to their inclination for training for a better job

Count Col Pct	Male	Female	Row Total
Yes	419 (66.1)	111 (11.1)	533 (53.3)
No	215 (33.9)	252 (68.9)	467 (46.7)
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F. Cells with E.F. <5
112.11352		.0000	170.922 None

Table 9.10

Distribution of respondents by their marital status with regard to their inclination for training for a better job

Count Col Pct	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never married	Row Total
Yes	438 (55.1)	2 (50.0)	5 (50.0)	10 (25.6)	51 (77.3)	533 (53.3)
No	357 (44.9)	2 (50.0)	64 (66.7)	29 (74.1)	15 (22.7)	467 (46.7)
Column Total	795 (79.5)	4 (04)	96 (9.6)	39 (3.9)	66 (6.6)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
13.64640	4	.0000	1.868	2 OF 10 (20.0%)		

Table 9.11

Distribution of respondents with regard to their inclination for training for a better job by level of education

Count	Col	Basic formal schooling	Primary not passed	Primary, passed	Secondary not passed	Secondary passed	Technical School	Row, Total
		1	277	74	45	4	1	533
Yes		(34.1)	(60.2)	(75.5)	(90.0)	(100.0)	(100.0)	(53.3)
		255	183	21	5			467
No		(65.9)	(39.8)	(24.5)	(10.0)			(46.7)
Column		387	160	98	50	4	1	1000
Total		(38.7)	(46.0)	(9.8)	(5.0)	(0.4)	(0.1)	(100.0)

Chi-square	D.F.	Significance	Linear E.F.	Cells with E.F. <S
116.965	12	.0000	.167	4 OF 12 (33.3%)

CHAPTER 10

Perception of the Future of Agriculture and the Sugar Industry

Strong apprehensions have been expressed in different quarters about the future of the agricultural sector, and the sugar industry in particular, with the implementation of the new GATT agreement and prospects of a radical change in the conditions on sugar export markets. Besides in some other sugar islands, at one time leading producers of cane sugar like Hawaii and Puerto Rico, the sugar industry has experienced a precipitous decline. It was appropriate to obtain the opinion of those closely concerned, the estate field labourers, regarding the future of agriculture and the sugar industry. Three-quarters of the respondents (74.6%) were of the opinion that come what may the sugar industry would survive. Another 18.9% said that the prospects of the industry were very bright and only 6.5% were of opinion that the industry had no future.

Table 10.1

Distribution of respondents according to their perception of the future prospects of the sugar industry

	Frequency	Percent	Cum Percent
Very bright	189	18.9	18.9
(Industry has no future)	65	6.5	25.4
Come what may the industry will survive	746	74.6	100.0
Total	1000	100.0	

Responses were again significantly different between estates from 11.5% of optimistic replies at Medine to 31.5% at Belle Vue. No significant differences were noted however with regard to the sex of respondents, their marital status, level of education, etc.

Table 10.2

Distribution of respondents regarding the future prospects of the sugar industry by estate

Count Col Pct	BeUe Vue	FL'EL	Medine	Rose BeUe	Beau Vallon	Row Total
Very, bright	65 (37.2)	17 (16.0)	5 (11.5)	26 (12.2)	43 (21.1)	189 (18.9)
No future Come what may the industry will survive	23 (11.5)	7 (6.5)	12 (6.0)	7 (3.6)	16 (7.8)	65 (6.5)
	112 (56.0)	161 (80.5)	165 (82.5)	163 (83.2)	145 (71.1)	716 (74.6)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
57.89998	8	.0000	12.740	None

The next question probed respondents about the future of agriculture: 30.5% thought it was *very* bright and 65.8% said that the sector *would* survive. There was again a significant difference in the responses from individual estates from 19.9% of favourable opinions at Rose Belle to double that percentage (39.9%) at Belle Vue and 41.2% at Beau Vallon. There were otherwise no significant differences in the responses.

Table 10.3

Distribution of respondents according to their perception of the future prospects of the agricultural sector

	Frequency	Percent	Cum Percent
Very bright	305	30.5	30.5
No future	25	2.5	33.0
Come what may the sector will survive	658	65.8	98.8
D.K.	12	1.2	100.0
Total	1000	100.0	

Table 10.4

Distribution of respondents by estate regarding the future prospects of the agricultural sector

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	79	61	42	39	84	305
Very bright	(39.5)	(30.5)	(21.0)	(19.9)	(41.2)	(30.5)
	10		7	1	5	25
No future	(5.0)		(3.5)	(1.5)	(2.5)	(2.5)
Come what may the sector will survive	107	139	145	153	114	658
	(53.5)	(69.5)	(72.5)	(78.1)	(55.9)	(65.8)
	4		6	1	1	12
D.K.	(2.0)		(3.0)	(0.5)	(0.5)	(1.2)
	200	200	200	196	204	1000
Column Total	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)

Chi-square	D.F.	Significance	Adj. E.F.	Cells with E.F. <S
62.02249	12	.0000	2.352	6 OF 20 (30.0%)

ans" er to another question the large majority of workers. (73.8%) said that they ere not ,, orried about losing their job but over a quarter of respondents were ncerned about this possibility.

Table 10.5

Distribution of respondents according to their concern about losing their job

	Frequency	Percent	Cum Percent
Ye;	261	26.1	26.1
!;o	738	73.8	100.0
Total	1000	100.0	

those who expressed concern about their job 55% said that this prospect could affect their performance; 45% said it did not.

Table 10.6

Does concern about the job affect the work performance

	Frequency	Percent	Cum Percent
Yes	150	51.7	51.7
No	121	45.3	100.0
Total	271	100.0	100.0
Missing Cases	726		

This question drew again different responses from the five estates. Those who expressed concern about their job varied from 18.6% at vledine to 10.2% at Beau Vallon.

Table 10.7

Distribution of respondents according to their concern about losing their job, by estate

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	61	40	37	11	82	261
Yes	(30.5)	(20.0)	(18.6)	(10.9)	(40.2)	(261)
	139	160	162	155	122	738
No	(69.5)	(80.0)	(81.4)	(79.1)	(59.8)	(73.9)
Column Total	200	200	199	196	204	999
	(20.0)	(20.0)	(19.9)	(19.6)	(20.4)	(100.0)

Chi-square	D.f.	Significance	Min E.f.	Cells with E.f. <5
35.40097	4	.0000	51.207	None

The differences were also equally pronounced concerning the effect of future job prospects on work performance.

Table 10.8

Distribution of respondents by estate regarding the effect of concern over job on work performance

Count Col Pct	Belle Vue	FI'EL	Medine	Rose Belle	Beau Vallon	Row Total
Yes	23 (35.9)	21 (51.2)	17 (43.6)	26 (57.8)	63 (74.1)	150 (54.7)
No	41 (64.1)	20 (48.8)	22 (56.4)	19 (42.2)	22 (25.9)	124 (45.3)
Column Total	64 (23.1)	41 (15.0)	39 (14.2)	45 (16.1)	85 (31.0)	271 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
24.34533	4	0.0001	17.650	None

In the face of the continuous decline in the sugar industry field labour force the question of the future availability of labour to work in cane fields was one of the fundamental concerns which prompted this study. Perhaps the best way of probing into this problem was to seek the views of the people directly concerned : the estate field labour. Interviewees were asked for their opinion about the future availability of labour to work in sugarcane. Over one third (35.2%) said that the supply of labour would virtually run out, but 57.9% said that labour would still be available but wages would have to increase. In this case also responses differed between estates and according to the sex and marital status of respondents.

Table 10.9

Distribution of respondents regarding their views about the future supply of field labour in the sugar industry

	Frequency	Percent	Cum Percent
Easily available	56	5.6	5.6
Supply will run out	352	35.2	40.8
Available but wages will have to increase	579	57.9	98.7
D.K.	13	1.3	100.0
Total	1000	100.0	

Table 10.10

Distribution of respondents by estate concerning the future supply of field labour

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
	8	2	16	13	17	56
Easily available	(4.0)	(1.0)	(8.0)	(6.6)	(8.3)	(5.6)
Supply will run out	98	70	70	62	52	352
	(49.0)	(35.0)	(35.0)	(31.6)	(26.0)	(35.2)
available but wages will have to increase	90	128	111	117	133	579
	(45.0)	(64.0)	(55.5)	(59.7)	(65.2)	(57.9)
D.K.	4		1	4	2	13
	(2.0)		(.5)	(2.0)	(1.0)	(1.3)
Column Total	200	200	200	196	204	1000
	(20.0)	(20.0)	(20.0)	(19.6)	(20.4)	(100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
44.24107	12	.0000	2.548	5 OF 20 (25.0%)		

Table 10.11

Distribution of respondents concerning the future supply of field labour, by sex

Count	Col Pct	Male	Female	Row Total
Easily available	37 (5.8)	19 (5.2)	21 (5.6)	56
Scarcely will run out	220 (31.7)	111 (30.1)	109 (29.2)	352
Available but wages will have to increase	374 (59.0)	205 (56.0)	269 (72.9)	579
D.K.	3 (0.5)	10 (2.7)	13 (3.5)	13
Column Total	634 (63.4)	366 (36.6)	1000 (100.0)	

Chi-square	D.F.	Significance	Linear E.F.	Cells with E.F. <5
9.76011	3	.0207	4.758	1 OF 8 (12.5%)

Table 10.12

Distribution of respondents regarding to the future supply of field labour b)
marital status

Count	Col Pei	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never married	Row Total
Easily available		46 (5.8)	1 (25.0)	4 (4.2)		5 (7.6)	56 (56.1)
Supply will run out		282 (35.5)		40 (41.7)	7 (17.9)	25 (34.8)	354 (352)
Available but wages will have to increase		458 (57.6)	3 (75.0)	48 (50.0)	3 (82.1)	38 (57.6)	549 (579)
DK.		9 (1.1)		4 (4.2)			13 (13)
		795	4	96	39	66	1000
Column Total		(79.5)	(0.4)	(9.6)	(3.9)	(6.6)	(100.0)

Chi-square D.F. Significance Min E.F. Cells with E.F. <5
24.43419 12 .0177 .052 9 OF 20 (45.0%)

The next question was about the need to compress costs and reduce labour expenses to meet the expected drop in sugar prices. As expected the large majority (88.8%) of interviewees strongly opposed the idea while 8.1 % agreed. Responses differed significantly between estates and according to the sex of respondents. It is interesting to note the highest percentage of approvals comes from Belle Vue (18% of 'yes' answers) the estate with the greatest degree of mechanisation of field operations.

Table 10.13

Distribution of respondents according to their opinion about the need to compress labour costs to meet the expected drop in the price of sugar

	Frequency	Percent	Cum Percent
Yes	81	8.1	8.1
No	888	88.8	97.0
D.K.	30	3.0	100.0
Missing Cases	1	0.1	
Total	1000	100.0	

Table 10.14

Distribution of respondents by estate according to their opinion about the need to compress labour costs

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Yes	36 (18.0)	6 (3.0)	20 (10.0)	11 (5.6)	8 (3.9)	81 (8.1)
No	155 (77.5)	192 (96.0)	174 (87.0)	180 (91.8)	187 (92.1)	888 (88.9)
D.K.	9 (4.5)	2 (1.0)	6 (3.0)	5 (2.6)	8 (3.9)	30 (3.0)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	203 (20.3)	999 (100.0)
Chi-square	D.F.	Significance	Asymptotic Sig.	Cells with Asymptotic Sig. < .05		
46.76765	8	.0000	5.886	None		

Table 10.15

Distribution of respondents by sex according to the need to compress labour costs

Count	Col Pct	Male	Female	Row Total
Yes		59 (9.3)	22 (6.0)	81 (8.1)
No		562 (88.8)	326 (89.1)	888 (88.9)
D.K		12 (1.9)	18 (4.9)	30 (3.0)
Column Total		633 (63.4)	366 (36.6)	999 (100.0)
Chi-square	D.F.	Significance	Wtin E.F.	Cells with E.F. <5
10.18945	1	.0061	10.991	None

Table 10.16

Distribution of respondents according to whether they consider that a reduction in labour costs can be envisaged

	Frequency	Percent	Cum Percent
Yes	236	23.6	23.6
No	722	72.2	96.0
D.K	40	4.0	100.0
Missing	2	0.2	
Total	1000	100.0	

Table 10.17

Distribution of respondents by sex according to whether they consider that a reduction in labour costs can be envisaged

Count Col Pct	Male	Female	Row Total
Yes	157 (24.8)	79 (21.6)	236 (23.6)
No	461 (72.9)	261 (71.7)	722 (72.3)
D.K.	14 (2.2)	26 (7.1)	40 (4.0)
Column Total	632 (63.3)	366 (36.7)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
14.94524	2	.0006	14.669	None

To the question whether such a measure could be envisaged 23.6% replied affirmatively, 72.2% said no. There was a significant difference in responses according to the sex of the respondents but not otherwise. Although the differences in responses by estate to this question are not statistically significant it is interesting to note that there was a fairly sizeable percentage of respondents from FUEL (28%) who answered affirmatively.

In the context of agricultural diversification and increasing emphasis on food crops respondents were asked to compare the work of a field labourer in the sugar industry with work in a vegetable plot. The large majority, 72%, said that work in a vegetable garden was easier than work in cane fields while another 18.9% said it was about the same. 62.3% of respondents at Beau Vallon and 63.5% at Medine said that work in vegetable plots was easier compared to 89.5% at FUEL. These results show that the perception of workers about the relative arduousness of work in the canefields differs very significantly between estates.

Table 10.18

Compared to work in cane fields is the work of a labourer in growing vegetables

	Frequency	Percent	Cum Percent
Easier	720	72.0	72.0
More difficult	80	8.0	80.0
About the same	189	18.9	98.9
D.K.	11	1.1	100.0
Total	1000	100.0	

Table 10.19

Distribution of respondents by estate according to their views about work in vegetable cultivate compared in the canefields

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Easier	154 (77.0)	179 (89.5)	127 (63.5)	133 (67.9)	127 (62.3)	720 (72.0)
More difficult	9 (4.5)	7 (3.5)	14 (7.0)	26 (13.3)	24 (11.8)	80 (8.0)
About the same	34 (17.0)	13 (6.5)	55 (27.5)	35 (17.9)	52 (25.6)	189 (18.9)
D.K.	1 (.5)	1 (.5)	4 (2.0)	2 (1.0)	1 (0.5)	11 (1.1)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	204 (20.4)	1000 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <S
65.54666	12	.0000	2.156	5 OF 20 (25.0%)

Table 10.20

Distribution of respondents according to their views about work in vegetable cultivation compared to work in canefields by level of education

Count Col Pct	No normal schooling	Primary not passed VI Std	Primary passed VI Std	Secondary not passed SC	Secondary passed SC	Technical School	Row Total
Easier	289 (74.7)	320 (69.6)	75 (76.5)	35 (70.0)	1 (25.0)		720 (72.0)
More difficult	8 (8.5)	31 (6.7)	12 (12.2)	2 (4.0)	1 (25.0)	1 (100.0)	80 (8.0)
About the same	60 (15.5)	104 (22.6)	11 (11.2)	13 (26.0)	1 (25.0)		189 (18.9)
D.K.	5 (1.3)	5 (1.1)			1 (25.0)		11 (11.1)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	4 (0.4)	1 (0.1)	1000 (100.0)
Chi-square	D.F.	Significance	Min	E.F.	Cells with E.F. <5		
52.20529	15	.0000		.011	12 OF 24 (50.0%)		

Table 10.21

Distribution of respondents as to what they would prefer for the same pay :
work in vegetable plots or cane fields

	Frequency	Percent	Cum Percent
Work in cane field	310	31.0	31.1
Work in vegetable plots	663	66.3	97.5
No preference	19	1.9	99.4
D.K.	6	0.6	100.0
Missinu	2	0.2	
Total	1000	100.0	

More than two thirds of respondents said that for the same rate of pay they would prefer working in vegetable plots rather than in cane fields.

Responses again differed significantly between estates. 40.9% of respondents from Beau Vallon, 37.9% from Rose Belle and 36.5% from Medine preferred to work in cane fields but only 18.5% of respondents from Belle Vue.

Table 10.22

Contribution of respondents by estate as to what they would prefer to do for the same pay: working in vegetable plots or in cane fields

Percent Cui Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Work in cane fields	37 (18.5)	43 (21.5)	73 (36.5)	74 (37.9)	83 (40.9)	310 (311)
Work in vegetable	159 (79.5)	156 (78.0)	109 (54.5)	120 (61.5)	119 (58.6)	663 (664)
Prefer	3 (1.5)	1 (0.5)	13 (6.5)	1 (0.5)	1 (0.5)	19 (1.9)
Don't know	1 (0.5)		5 (2.5)			6 (0.6)
Total	200	200	200	195	203	998
Column Total	(20.0)	(20.0)	(20.0)	(19.5)	(20.3)	(100.0)

Chi-square	D.F.	Significance	Min. E.F.	Cells with E.F. <S
14.2312	12	.0000	1.172	10 OF 20 (50.0%)

Table 10.23

Distribution of respondents by sex as to what they would prefer to do for the same pay : working in vegetable plots or in cane fields.

Count Col Pct	Male	Female	Row Total
Work in cane fields	180 (28.4)	130 (35.6)	310 (31.1)
Work in vegetable plots	432 (68.2)	231 (63.3)	663 (66.4)
No Preference	16 (2.5)	9 (0.8)	19 (1.9)
D.K.	5 (0.8)	1 (0.3)	6 (0.6)
Total	633 (63.4)	365 (36.6)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <S
9.26258	3	.0260	2.194	2 OF 8(25.0%)

Responses also differed by the sex of respondents but not otherwise. To another question about their opinion regarding the future supply of labour to work on vegetable plots five to ten years hence, 17.9% felt that the required quantity of labour would be easily available 69.7% said they would still be available but wages would have to improve while 11% said that there would be very little labour left to do this job. Again there was a significant difference in the responses from individual estates and according to the sex of respondents. 25.5% of respondents from Medine were of the opinion that the supply of labour would be easily compared with only 8.5 % from FUEL 21 % of interviewees from Belle Vue said that the supply of labour for this type of work would run out compared to only 4% for respondents from FUEL 87.5% of respondents from FUEL and 71 % from

Rose Belle were of the opinion that the future supply of labour would depend on the increase in wages.

If we compare these results with those concerning the future supply of labour for cane cultivation (tables 10.9 and 10.2-1) it appears that in the opinion of the field labourers there will be much greater difficulties in future regarding the supply of labour to work in the canefields than vegetable cultivation. This may reflect rather the chronic antagonism towards fields work in sugar industry than the actual difficulty of working in that sector. This is moreover confirmed by the clear preference shown by respondents for work in vegetable plots compared to work in cane fields (Table 10.21).

Table 10.2-1

Distribution of respondents according to their opinion regarding the future supply of labour to work on vegetable plots

	Frequency	Percent	Cum. Percent
Easily available	179	17.9	17.9
Supply will run out	110	11.0	28.9
Available but wages will have to increase	697	69.7	98.7
D.K.	13	1.3	100.0
Missing!	1	0.1	
Total	1000	100.0	

Table 10.25

Distribution of respondents by estate regarding the future supply of labour to work in vegetable plots

Count Col Pct	Belle Vue	FLEL	Wledine	Rose Belle	Beau Vallon	Ro" Tora
Easily available	26 (13.0)	17 (8.5)	51 (25.5)	18 (9.0)	49 (24.5)	79 (39.5)
Sucoly will run out	42 (21.0)	8 (4.0)	11 (5.5)	8 (4.0)	20 (9.9)	10 (5.0)
Available but "ages" will have to increase	11 (5.5)	175 (87.5)	26 (13.0)	40 (20.0)	33 (16.5)	697 (348.5)
DK	9 (4.5)		1 (0.5)	1 (0.5)	1 (0.5)	13 (6.5)
Column Total	200 (100.0)	200 (100.0)	200 (100.0)	196 (98.0)	203 (101.5)	999 (500.0)
Chi-square	D.f.	Significance	Adj. E.f.	Cells with E.f. <5		
80.65873	12	.0000	2.551	5 OF 20 (25.0%)		

CHAPTER 11

Health of Workers

To a question concerning their health 68.4% of workers said they were in good health but 31.4% had health problems. In this case there was no significant difference in the replies from individual estates. On the other hand replies varied very significantly according to the sex of respondents, their marital status, level of education (and presumably the age of respondents)¹⁰ and ownership of property.

Although it would be inappropriate, on the basis of these results to deduce a casual relationship between the sex, marital status and level of education of workers and their health conditions, it is interesting to note the striking difference between the health conditions of male and female workers. 73.9% of male respondents stated that they were in good health compared with 59.2% of female respondents

Table 11.1

Distribution of respondents concerning their health

	Frequency	Percent	Cum Percent
Good health	684	68.4	68.5
Health problems	314	31.4	100.0
Missing	1	0.2	
Total	1000	100.0	

¹⁰ To the extent that there is a correlation between the age of respondents and their level of education.

Table 11.2

Distribution of respondents by sex concerning their health

Count Col Pct	Male	Female	Row Total
Good Health	468 (73.9)	216 (59.2)	684 (68.5)
Health problems	165 (26.1)	149 (40.8)	314 (31.5)
Column Total	633 (63.4)	365 (36.6)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
22.69582	1	.0000	114.840	None

Table 11.3

Distribution of respondents concerning their health by marital status

Count Col Pct	Married	Not married but regular partner	Widowed	Divorced/ Separated	Never married	Row Total
Good Health	546 (68.9)	2 (50.0)	57 (59.4)	25 (64.1)	54 (81.8)	684 (68.5)
Health problems	247 (31.1)	2 (50.0)	39 (40.6)	14 (35.9)	12 (18.2)	314 (31.5)
Column Total	793 (79.5)	4 (0.4)	96 (9.6)	39 (3.9)	66 (6.6)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
10.16542	4	.0377	1.259	2 OF 10 (20.0%)

Table 11.4

Distribution of respondents concerning their health by level of education

Count Col Pct	1	2	3	4	5	6	Row Total
Good Health	244 (63.4)	320 (69.6)	75 (76.5)	40 (80.0)	4 (100.0)	1 (100.0)	684 (68.5)
Health problems	141 (36.6)	140 (30.4)	7 (2.5)	10 (20.0)			314 (31.5)
Column Total	385 (38.6)	460 (46.1)	98 (9.8)	50 (5.0)	4 (0.4)	1 (0.1)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
13.22602	5	.0214	.315	4 OF 12 (33.3%)

Table 11.5

Distribution of responses concerning their health by ownership of plantations

Count Col Pct	Owns a Plantation	No Plantation	Row Total
Good Health	78 (78.0)	606 (67.5)	684 (68.5)
Health problems	22 (22.0)	292 (32.5)	314 (31.5)
Column Total	100 (10.0)	898 (90.0)	998 (100.0)

Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
4.14027	1	.0419	31.463	None

The most frequent complaints were about stomach ulcer and wind (gases): 20.7% of responses; back ache: 18.9%; high blood pressure, cardio-vascular problems 9.3%; rhumatism: 8%; sinus problems: 7.4%; anaemia/vertigo: 2.9%. Other miscellaneous complaints: 23.7%. Responses differed somewhat between estates but not (significantly) by sex etc. of respondents

Table 11.6

Distribution of respondents concerning the cause of ill health

	Frequency	Percent	Cum Percent
Douleur le rein/Back ache	71	18.9	18.9
Stomach ulcer and wind (gases)	78	20.7	39.6
Defective eyesight	9	2.4	42.0
Rhumatism	10	8.0	50.0
High Blood pressures; Cardio-vascular problems	35	9.3	59.3
Diabetes	12	3.2	62.5
Sinus problems	28	7.4	69.9
Vertigo/anaemia	11	2.9	72.8
Breathing difficulties	13	3.5	76.3
Other	89	23.7	100
Missins	682	100	

46.2% of respondents with health problems said that it affected their work very much and 49.7% said that it had a slight effect while 4.1% said it had no effect. There was no significant difference in the results between estates or sex, marital status, level of education etc. of respondents. According to 57.4% it was their work that was the cause of the problem, another 18.8% said that their work had contributed to/or aggravated the problem while 23.5% said that their work had nothing to do with their health. There was no significant difference by estate or respondents bio-data.

Health problems genuine or perceived may arise from both physical and psychological causes. Disatisfaction with the nature of the work, the working conditions and environment may lead to actual or perceived ailments among workers. The purpose of the questions about the health of workers was meant to test not only the salubrious or unsalubrious nature of field labourers' work but also workers attitude towards the work in cane fields compared to work in other sectors. In that respect the responses to these questions may reveal an inherent dissatisfaction with their work as much as they do about the health of workers. In that regard the significant differences in the responses between estates are also revealing in as much as differences in agro-climatic and working conditions on different estates cannot explain these differences.

Table 11.7

	Frequency	Percent	Cum Percent
Work much affected	147	46.2	46.2
Slightly affected	158	49.7	95.9
No affected at all	13	4.1	100.0
Total	318	100.0	
Missing	682	68.2	

Table 11.8

Distribution of respondents with health problems according to the extent to which the work they do affected their health

	Frequency	Percent	Cum Percent
The work has been the cause of their health problem	183	57.4	57.4
The work has contributed to/ aggravated the problem	60	18.8	76.2
The work has nothing do with the problem	75	23.5	99.7
	1	0.3	100.0
Total	319	0.3	100.0
Missing	681	68.1	

Interviewees were then asked to what extent work in cane fields could affect the health of workers. 40.1% said that it could have an important effect on health and another 48.8% it could have some slight effect, while 11.1 % said that it had no effect. Responses to this question differed significantly between estates. 34.7% of respondents from Rose Belle said that cane field work had a strong effect on health compared with 42.5% from Belle Vue. On the other hand, 17.5% of respondents from Medine said it had no effect compared to 5.5% from FUEL.

Table 11.9

Distribution of respondents according to their views about the extent to which
cane field work can affect health

	Frequency	Percent	Cum Percent
Strong effect on health	401	40.1	40.1
sliaht effect on health	488	48.8	88.9
No effect	111	11.1	100.0
Total	1000	100.0	

Table 11.10

Distribution of respondents by estate according to their views about the effect
on health of work in cane fields

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
A strong effect on health	85 (42.5)	78 (39.0)	81 (40.5)	68 (34.7)	89 (43.6)	401 (40.1)
A Slight effect	97 (48.5)	111 (55.5)	84 (42.0)	110 (56.1)	86 (42.2)	488 (48.8)
No effect	18 (9.0)	11 (5.5)	35 (17.5)	18 (9.2)	29 (14.2)	111 (11.1)
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (20.0)	204 (20.4)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
26411675	8	.0009	21.756	None		

Finally respondents were asked to compare work in cane fields (from the health angle) with work in construction, tea or factories. The majority of respondents said that work in cane fields affected health more than work in construction (57.7%), tea (52.2%) or factories (56.8%). while 7.9% (for construction), 14.9% (for tea) and 19.4% (for factories) felt otherwise. There were highly significant differences in responses from estates and according to the sex of respondents.

The highest percentage of adverse opinion concerning the effect on health of work in canefields compared to work in construction, tea plantations and factories consistently came from FUEL and Beau Vallon while the least adverse came from Medine

Table 11.11

Distribution of respondents according to their views on the comparative effect on health of work in cane field and construction

	Frequency	Percent	Cum Percent
Health more affected by canefield work	577	57.7	64.4
To the same extent	89	8.9	74.3
Less affected	179	17.9	94.3
D.K.	51	5.1	100.0
Missiml	104	10.4	
Total	1000	100.0	

Table 11.12
Distribution of respondents about the comparative effective health of work in
canefields and tea plantations

	Frequency	Percent	Cum Percent
Health more affected by cane field work	522	52.2	58.5
To the same extent	142	14.2	74.4
Less affected	149	14.9	91.0
D.K.	80	8.0	100.0
Missing	107	10.7	
Total	1000	100.0	

Table 11.13
Distribution of respondents about the comparative effect on health of work in
canefields and factories

	Frequency	Percent	Cum Percent
Health more affected by canefield work	568	56.8	63.7
To the same extent	60	6.0	70.5
Less affected	194	19.4	92.3
D.K.	69	6.9	100.0
Missing	109	10.9	
Total	1000	100.0	



Table 11.14

Distribution of respondents by estate about the comparative effect on health of work in canefields and construction

Count Col Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Health more affected	118 (63.8)	153 (81.0)	56 (33.7)	115 (63.5)	135 (77.1)	577 (644)
To the same extent	18 (17.8)	15 (7.9)	6 (3.6)	16 (8.8)	19 (10.9)	80 (99)
Less affected	7 (3.8)	21 (11.1)	89 (53.6)	43 (23.8)	19 (10.9)	179 (20.0)
D.K.	27 (14.6)		15 (9.0)	7 (3.9)	2 (1.1)	51 (5.7)
Column Total	185 (20.6)	189 (21.1)	166 (18.5)	181 (20.2)	175 (19.5)	896 (100.0)
Chi-square	O.F.	Significance	Min E.F.	Cells with E.F. <5		
237.67923	12	.0000	9.449		None	

Table II.JS
Distribution of respondents by sex about the comparative effect on health of
canefield work and construction

Count	Col Pct	Male	Female	Row Total
Health more affected		381 (67.0)	196 (59.9)	577 (64.4)
To the same extent		62 (10.9)	27 (8.3)	89 (9.9)
Less affected		112 (19.7)	67 (20.5)	179 (20.0)
D.K.		14 (2.5)	37 (11.3)	51 (5.7)
Column Total		569 (63.5)	327 (36.5)	896 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
31.71696	3	.0000	18.613	None

Table 11.16
Distribution of respondents by estate about the comparative effect on health of work in canefields and tea plantations

Count	Col	Pct	Belle Vue	FUEL	Medine	Rose Belle	Beau Vallon	Row Total
Health more affected			106 (57.3)	137 (72.5)	58 (34.9)	86 (47.5)	135 (78.5)	522 (58.5)
To the same extent			31 (16.8)	35 (18.5)	12 (7.2)	50 (27.6)	14 8.1	142 15.9
Less affected			5 (2.7)	14 (7.1)	82 (49.4)	31 (17.1)	17 (9.9)	149 (16.7)
D.K.			43 (23.2)	1 (.6)	14 (8.4)	14 (7.7)	6 (3.5)	80 (9.0)
Column Total			185 (20.7)	189 (21.2)	166 (18.6)	181 (20.3)	172 (19.3)	893 (100.0)
Chi-square	D.F.	Significance			Min E.F.	Cells with E.F. <5		
270.91786	12	.0000			11.871	None		

Table 11.17
Distribution of respondents by sex about the comparative effect on health of work in canefield and tea plantations

Count	Col	Pct	Male	Female	Row Total
Health more affected			342 (60.4)	180 (55.0)	522 (58.5)
To the same extent			92 (16.4)	50 (15.4)	142 (15.9)
Less affected			100 (17.7)	49 (15.0)	149 (16.7)
D.K.			32 (5.7)	48 (14.7)	80 (9.0)
Column Total			566 (63.4)	327 (36.6)	893 (100.0)
Chi-square	D.F.	Significance	Min	E.F,	Cells with E.F. <5
20.88551	3	.0001	29.295		None



Table 11.18

Distribution of respondents by estate about the comparative effect on health of work in canefields and factories

Count Col Pct	Belle Vue	FUEL	Leeline	Rose Belle	Beau Vallon	Row Total
Health more affected	114 (61.6)	113 (75.7)	60 (36.1)	105 (58.7)	146 (81.9)	568 (63.7)
To the same extent	24 (13.0)	17 (9.0)	8 (4.8)	8 (4.5)	8 (4.7)	60 (6.7)
	11	29	90	49	15	191
Less affected	(5.9)	(15.3)	(54.2)	(27.1)	(8.7)	(21.8)
	36		13	17	3	69
D.K.	(19.5)		(7.8)	(9.5)	(1.7)	(7.7)
	185	189	166	179	172	891
	(20.8)	(21.2)	(18.6)	(20.1)	(19.3)	(100.0)
Column Total						
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5		
234.83393	12	.0000	11.178	None		

Table 11.19

Distribution of respondents by sex about the comparative effect on health of work in canefields and factories

Count Col Pct	Male	Female	Row Total
Health more affected	369 (65.3)	199 (61.0)	568 (63.7)
To the same extent	45 (8.0)	15 (4.6)	60 (6.7)
Less affected	127 (22.5)	67 (20.6)	194 (21.8)
	21	45	69
D.K.	(4.2)	(13.8)	(7.7)
	565	326	891
Column Total	(63.4)	(36.6)	(100.0)

CHAPTER 12

Protective Equipment

From the responses it appears that all field workers are supplied with boots and gloves most of them also have raincoats and masks; about 40% also mentioned overalls and 30.4% uniforms.

Table 12.1

List of protective equipment supplied to field workers

	Frequency
1. Boots	997
2. Gloves	990
3. Overalls	402
4. Caps	37
5. Raincoat	888
6. Mask	714
7. Uniforms	304
8. Other	52

These constitute the bulk of the protective equipment given to field workers; occasional mention has also been made of other types of equipment. 60.1% of respondents think the equipment provided is sufficient but 39.9% do not.

Table 12.2

Distribution of respondents according to whether the equipment provided is sufficient

	Frequency	Percent	Cum Percent
Yes	601	60.1	60.1
No	399	39.9	100.0
Total	1000	100.0	

77.1% of respondents had no problem to wear the equipment.

Table 12.3

Distribution of respondents according to whether they have problems in using the equipment

	Frequency	Percent	Valid Percent	Cum Percent
Yes	229	22.9	22.9	22.9
No	771	77.1	77.1	100.0
Total	1000	100.0	100.0	

Other types of protective equipment which workers thought were necessary for the work they do comprise a miscellaneous list of items. Specific items mentioned

included hats and caps: 16.9% of responses: 13.4% of responses mentioned an increase in the quantity (frequency) of the equipment provided and 11.2% an improvement in the quality of equipment.

Table 12.4

Other types of equipment considered necessary for canefield work

	Frequency	Percent	Cum Percent
D.K.	109	9.6	9.6
Boots	9	0.8	10.4
Gloves/Socks	11	1.0	11.4
Overalls/Jackets	44	3.9	15.3
Caps/Hats	192	16.9	32.2
Raincoats	11	1.0	33.2
Masks	26	2.3	35.5
Increase quantity (frequency) of equipment supplied	151	13.3	48.8
Increase quality of equipment	128	11.2	60.0
Other	451	39.6	99.6
Missing	6	0.5	100.0
Total	1138	100.0	

The next question related to the use of the "panga" knife. It appears that 46.4% of the interviewees had already used the "panga".

Table 12.5

Distribution of respondents according to whether they have used the panga knife

	Frequency	Percent	Cum Percent
Yes	464	46.4	46.4
No	536	53.6	100.0
Total	1000	100.0	

These respondents were asked for their views concerning the advantages of the "panga". The main advantage (64.7% of responses) was that it is light and easy to wield; it made the work less tiring; another advantage was that with the "panga" there was no need to bend; it reduces the strain on the back (17.6% of responses) and improves performance (6.5% of responses). But 9% of responses saw no advantage in using the panga.

Table 12.6

Distribution of responses regarding the advantages if any of the panga.

	Frequency	Percent	Cum Percent
No advantage	42	9.0	9.0
Light and easy to weld. makes the work less tiring	301	64.7	73.8
Improves performance	30	6.5	80.3
No need to bend less strain on the back	82	17.6	97.9
Not injured by contact with cane trash	2	0.4	98.3
Irrelevant answer	1	0.2	98.5
Other	7	1.5	100.0
Missing	535		
Total	465	100	

Were there any drawbacks with the "panga"? According to 75.4% of responses there were no drawbacks. 12.4% said it was too thin and broke easily; 3% said it was too long and too large (3.0%) and people could get hurt (2.8%). Other drawbacks mentioned were : the knife needs to be sharpened frequently (1.5%); the hand is sore (0.9%).

Table 12.7

Distribution of responses regarding the drawbacks if any, of the panga

	Frequency	Percent	Cum Percent
No drawback	353	75.4	75.1
Blade too thin, easily broken	58	12.4	87.8
Too light (manque poids)	1	0.2	88.0
Too long, too large	14	3.0	91.0
People can get hurt	13	2.8	91.0
Has to be sharpened frequently	7	1.5	95.3
The hand is sore	4	0.9	96.2
Other	18	3.8	100
Total	468	100.0	
Missing	539	53.9	

said they drank only once a week. 15.2% less frequently and 29.5% did not drink any alcohol.

Table 13.2

Distribution of respondents according to the frequency of alcohol consumption

	Frequency	Percent	Cum. Percent
Everyday	120	12.0	12.0
Twice or more per week	201	20.1	32.1
Once weekly	198	19.8	52.0
Less often	182	18.2	70.2
Never	298	29.8	100.0
Missing	1	0.1	
Total	1000	100.0	

Table 13.7

Distribution of respondents by sex according to the type of alcoholic drink consumed

Count	Col Pct	Male	Female	Row Total
		394	91	485
Beer		(62.11)	(24.9)	(48.51)
Wine		12 (1.9)	19 (5.2)	31 (3.1)
Rum		15 (20.8)	42 (11.5)	57 (17.4)
Whisky			1 (0.3)	1 (0.1)
Other		5 (0.8)	5 (1.4)	10 (1.0)
None		91 (14.4)	208 (56.51)	299 (29.9)
Column Total		634 (63.4)	366 (36.6)	1000 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
228.82286	5	.0000	.366	3 Of 12 (25.0%)

Table 13.8

Distribution of respondents by marital status according to the type of alcoholic drink consumed

Count	Column	Never married	Married	Divorced	Widowed	Separated	Partner	Total
Beer	150.7	(50.0)	125.0	118.2	68.2	185.5		
Wine	12.1	7.0	12.1	12.1	12.1	31.0		
Rum	2.8	(25.0)	11.5	6.0	1.5	17.1		
Other	9.6	0.1	0.1	12.6	10.1	101.0		
Column Total	795	101	96	39	66	1000		
	(79.5)	(10.1)	(9.6)	(3.9)	(6.6)	(100.0)		

Chi-square D.F. Significance >lin E.F. Cells with E.F. <5

88.38038 20 .0000 .00-1 16 OF 30 (53.3%)

Table 13.9
Distribution of respondents by level of education, according to the type of alcoholic drink consumed

Count Pct	No Formal schooling	Primary not passed VI Std	Primary passed VI Std	Sec- ndary not passed SC	Sec- ondary passed SC	Technical School	Non- Total
Beer	13+ (34.6)	257 (55.9)	59 (60.2)	30 (60.0)	4 (100.0)	1 (100.0)	485 (48.5)
Wine	8 (2.1)	19 (4.1)	2 (2.0)	2 (4.0)			31 (3.1)
Rum	77 (19.9)	80 (17.4)	15 (15.3)	2 (4.0)			174 (17.4)
Whisky	1 (0.3)					1 (0.1)	1 (0.1)
Other	9 (1.3)	99 (21.5)					299 (29.9)
None	62 (41.9)	99 (21.5)	17 (22.4)	16 (32.0)			299 (29.9)
Column Total	387 (38.7)	460 (46.0)	98 (9.8)	50 (5.0)	4 (0.4)	1 (0.1)	1000 (100.0)

Chi-square	D. F.	Significance	Adj. E.F.	Cells with E.F. <5
74.77008	25	.0000	.001	22 OF 36 (61.1%)

Likewise there were highly significant differences by estate, sex, marital status and education in the answers to the question concerning the frequency of alcohol consumption.

The highest percentage of 'regular drinkers' - those who consume alcohol everyday or twice or more weekly - was from FUEL (39% of respondents) and Medine (36%); the lowest percentage from at Rose Belle (22.5%).

The range of non-drinkers by estate is also quite wide from 34.7% of respondents from Rose Belle to only 17.5% from Medine.

As expected there was a striking difference in responses by sex with 47% of 'regular drinkers' among male respondents but only 6.3% among female

respondents. On the other hand no clear trend can be discerned with regard to the relationship between alcohol consumption, marital status and the level of education.

Table J.10

Distribution of respondents by estate with regard to the frequency of alcohol consumption

Count	Col	Pct					Row
	Yue			Belle	Vallon		
Every day	21 (10.5)	19 (11.5)	33 (16.5)	16 (8.2)	21 (10.3)	120 (12.0)	
Twice or more weekly	45 (22.5)	19 (21.5)	39 (19.5)	28 (11.3)	40 (19.7)	201 (20.1)	
Once weekly	11 (16.5)	30 (15.0)	12 (21.0)	16 (16.5)	47 (23.2)	198 (19.8)	
Less often	28 (11.0)	36 (18.0)	51 (25.5)	38 (19.4)	29 (11.3)	182 (18.2)	
Never	73 (36.5)	56 (28.0)	35 (17.5)	68 (34.7)	66 (33.2)	298 (29.8)	
Column Total	200 (20.0)	200 (20.0)	200 (20.0)	196 (19.6)	203 (20.3)	999 (100.0)	

Chi-square	D.F.	Significance	Min. E.F.	Cells with E.F. <5
11.63948	16	.0002	23.541	None

Table 13.11

Distribution of respondents by sex with regard to the frequency of alcohol consumption

Count	Col Pct	I	⚡	Row Total	
Every day	111	6	120		
	(15.0)	(16)	(12.0)		
Twice or more weekly	151	17	201		
	(29.0)	(4.7)	(20.1)		
Once weekly	119	49	198		
	(15.5)	(13.4)	(19.8)		
Less often	97	85	182		
	(15.3)	(12.1)	(18.2)		
Never	90	208	298		
	(14.2)	(57.0)	(29.8)		
Column Total	634	365	999		
	(63.5)	(36.5)	(100.0)		
Chi-square	D.F.	Significance	Min & F	Cells with E.F. <5	
281.98	145	4	.0000	43.844	None

Table 13.12

Distribution of respondents by marital status with regard to the frequency of alcohol consumption

Count	Col Pct	Married	Not married husband or partner	Widowed	Divorced/Separated	Never married	Row Total
		112	1	1	7	7	120
Every day,	(4.1)	(25.0)	(10)	(7.7)	(4.5)	(12.0)	
Two or more	77		7	4	13	201	
times a week	(22.3)		(7.3)	(10.3)	(19.7)	(20.1)	
	63		5	5	5	198	
Once a week	(20.5)		(15.6)	(12.8)	(22.7)	(19.8)	
	39	2	4	7	10	62	
Less often	(17.5)	(5.0)	(14.6)	(23.1)	(27.3)	(18.2)	
	203	1	59	15	17	298	
Never	(25.6)	(25.0)	(61.5)	(46.2)	(25.8)	(29.8)	
	794	4	96	39	66	999	
Column Total	(79.5)	(0.4)	(9.6)	(3.9)	(6.6)	(100.0)	

Chi-square D.F. Significance Min E.F. Cells with E.F. <5

79.77342 16 .0000 .480 6 OF 25 (24.0%)

Table 13.13

Distribution of respondents by level of education with regard to the frequency of alcohol consumption

Count Col Pct	Primary schooling	Primary no, passed VI Std	Primary passed VI Std	Secondary passed SC	Secondary passed SC	Technical School	RD,, Tot.ii
Every day	39 (10.1)	61 (16.3)	17 (4.3)	7 (1.0)	1 (.25.0)		20 (12.0)
Twice or more weekly	50 (12.9)	111 (27.2)	29 (7.6)	11 (2.0)			201 (20.1)
Once weekly	68 (17.6)	103 (22.1)	17 (4.2)	8 (1.6.0)	7 (50.0)		198 (19.8)
Less often	68 (17.6)	86 (18.7)	13 (3.2)	13 (2.6.0)	1 (25.0)	1 (100.0)	182 (18.2)
Never	162 (41.9)	98 (21.1)	22 (2.1)	16 (32.0)			298 (29.8)
Column	387 (38.7)	459 (45.9)	98 (9.8)	50 (5.0)	1 (0.1)	1 (0.1)	999 (100.0)

Chi-square	D.F.	Significance	Adj. in E.F.	Cells with E.F. <5
72.101-13	20	.0000	.120	10 OF 30 (33.3%)

Table 13.14

Distribution of respondents according to whether they consider it necessary to drink for the work they do

	Frequency	Percent	Cum Percent
Yes	380	38.0	53.9
No	325	32.5	100.0
Missing	295	29.5	
Total	1000	1000	

Table 13.15

Distribution of respondents by estate according to whether they consider it necessary to drink for the work they do

Count						Row
Col Pct	Belle Vue	FLEL	Medine	Rose Belle	Beau Vallon	Total
Yes	91 (37.2)	99 (62.8)	66 (60.0)	66 (51.6)	76 (55.1)	380 (53.9)
No	81 (62.8)	54 (37.2)	66 (40.0)	62 (48.4)	62 (41.9)	325 (46.1)
Column Total	129 (18.3)	145 (20.6)	165 (23.4)	128 (18.2)	138 (19.6)	705 (100.0)
Chi-square	D.f.	Significance	Lin E.F.	Cells with E.F. <5		
21.87086	4	.0002	59.007	None		

Table 13.16

Distribution of respondents by sex according to whether they consider it necessary to drink for the work they do.

Count	Col Pct	Male	Female	Row Total
Yes	53.5	318 (53.5)	62 (38.5)	380 (53.9)
No	11.5	226 (11.5)	99 (61.5)	325 (16.1)
Column Total		544 (77.2)	161 (22.8)	705 (100.0)
Chi-square	D.F.	Significance	Min E.F.	Cells with E.F. <5
19.09757	1	.0000	74.220	None

The last two questions probed the reasons why workers drink? Was it necessary for them to drink for the type of work they do? To which 38% said yes and 32.5% said no, while 29.5% did not answer.

Responses differed significantly by estate and sex. 62.8% of persons interviewed from FUEL answered in the affirmative compared to only 37.2% from Belle Vue. It would be interesting to investigate the reasons for such large differences in the responses between estates. With regard to the distribution of respondents by sex, 58.5% of males answered in the affirmative compared to 38.5% of female respondents. While we might have expected a higher percentage of 'yes' answers from male respondents, the figure of 38.5% for female respondents may appear to be quite high and may reflect both the tedious and strenuous nature of cane field and the lack of motivation on the part of workers generally and female workers in particular.

Those who replied in the affirmative were then asked the reasons for their answer. The main reason was, as to relieve fatigue (29.3% of responses); for another 8.2% to sleep well, 1.4% for better appetite; 0.9% to warm up and 0.7% for fun: 618

respondents did not answer. It appears from these answers that most field workers
 d, all reasons "with the exception of, all the following,"

Table 13.17

Reasons given by those who consider it is necessary to drink for the work they
 do

	Frequency	Percent	Cum Percent
To relieve fatigue	314	29.3	19.3
To sleep well	88	8.2	37.5
For fun	5	0.7	38.2
For better appetite	15	1.4	39.6
To warm up	10	0.9	40.5
Other	18	1.7	42.2
Missing	618	57.7	100.0
Total	1071	100.0	100.0