
CHAPTER IX

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LEVEL OF EMPLOYMENT

In the present chapter, an attempt has been made to discuss in detail the pattern and extent of employment of farmers of different size groups on their own farms in crop production as well as upkeep of bullock and milch animals. The availability of human labour and its utilisation on the farms of different sizes have also been dealt. The utilization of bullock labour days and its availability on the sample farms are also discussed. The main problem faced by the farmers in the study area was that of unemployment and under employment. They remained unemployed for quite a long period during the year because of seasonal nature of crop husbandry and lack of cottage & subsidiary industries in the area.

Utilization of human labour days in crop production

The per farm utilisation of human labour days in crop production on the sample farms of different sizes has been given in table IX-1.

Table IX-1: Utilization of human labour days in crop production per farm on the farms of different sizes.

Size group (in hectare)	<u>Utilization of human labour days per farm</u>		
	Family	Hired	Total
Below 1	129.79 (80.06)	32.34 (19.94)	162.13 (100.00)
1 - 2	313.06 (70.03)	133.99 (29.97)	447.05 (100.00)
2 & above	224.47 (27.82)	582.46 (72.18)	806.93 (100.00)
Average	175.91 (62.03)	107.68 (37.97)	283.59 (100.00)

Figures in parentheses indicate the percentage to total labour days

Table II-1, reveals that, on an average, utilisation of human labour in crop production per farm came to 283.99 days, to which family labour contributed 62.03 per cent and hired human labour 37.97 per cent. The per farm human labour utilization was higher on larger farms because of their large size of farm business. The utilisation of family labour dominated over the hired one on the small farms, who generally performed all the farm operations themselves except during peak seasons when they took the help of hired human labour in completing the farm operations timely. As against this, the large sized farmers depended more on hired human labour to complete their farm operations in time.

The utilisation of human labour days per hectare in crop production on the sample farms of different sizes is given in table II-2.

Table II-2: Utilization of human labour days in crop production per hectare on farms of different sizes.

Size group (in hectare)	Utilization of human labour days per hectare		
	Family labour	Hired labour	Total
Below 1	202.80 (80.06)	90.52 (19.94)	293.32 (100.00)
1 - 2	188.14 (70.03)	80.52 (29.97)	268.66 (100.00)
2 and above	82.22 (27.82)	213.36 (72.18)	295.58 (100.00)
Average	166.93 (62.03)	102.18 (37.97)	269.11 (100.00)

Figures in parentheses indicate the percentage to total labour days.

Table IX-2, indicates that the total utilization of human labour days tended to increase with the increase in the size of farms. This increasing trend of human labour utilization was associated with the increase in the intensity of cropping, irrigation facilities and higher area under high yielding crop varieties on the large sized farms. The average utilization of labour came to 259.11 days per hectare which varied from 253.32 days on the smallest farms to 295.78 days on the largest size group of farms. On an average family and hired human labour contributed for 62.03 and 37.97 per cent respectively to the total human labour utilization on the sample farms.

Utilisation of human labour days in upkeep of bullocks

The utilisation of human labour days in upkeep of bullocks per farm and per hectare on the sample farms of different sizes has been shown in Table IX-3.

Table IX-3: Utilisation of human labour days in upkeep of bullocks per farm and per hectare under different size groups.

Size group (in hectare)	Utilisation of human labour days in upkeep of bullocks	
	Per farm	Per hectare
Below 1	9.95	15.55
1 - 2	14.69	8.62
2 & above	21.04	7.71
Average	12.01	11.39

Table IX-3 portrays that on an average, the utilization of human labour days in upkeep of bullocks per farm and per hectare came to 12.01 and 11.39 days respectively. The utilization of human labour days per farm in upkeep of bullocks showed an increasing trend with the increase in the size of farms, while a reverse trend was noticed in case of per hectare utilization of human labour days. The reason for higher utilization of human labour days in upkeep of bullocks per farm on larger farms was due to the fact that the farmers of larger holdings were having more number of bullocks for whom more human labour was needed. The reason for a decreasing trend in per hectare utilization of human labour days on large sized farms was that these farms did not maintain the number of bullocks in proportion of their operational area.

Utilization of human labour days in upkeep of milch animals

The per farm and per hectare utilization of human labour days in upkeep of milch animals under different size groups have been worked out in Table IX-4.

Table IX-4: Utilization of human labour days in upkeep of milch animals per farm and per hectare on farms of different sizes.

Size group (in hectare)	Utilization of human labour days	
	Per farm	Per hectare
Below 1	35.99	97.18
1 - 2	93.81	96.38
2 & above	148.50	94.40
Average	99.22	96.20

Table IX-4 shows that on an average, the per farm and per hectare utilisation of human labour days in upkeep of milch animals came to 99.22 days and 36.20 days respectively. An increasing trend, in utilisation of human labour days per farm in the upkeep of milch animals was observed. The higher utilisation of human labour days per farm in upkeep of milch animals on the large sized farms was due to the fact that the large sized farms were maintaining more number of milch animals. On per hectare basis, a reverse trend was noticed. The reason for a decreasing trend in utilisation of human labour days in upkeep of milch animals per hectare on the large sized farms was due to the fact that the farmers of larger holdings did not maintain the number of milch animals in proportion of their farm size.

Utilisation of human labour days in crop production and upkeep of bullocks and milch animals per farm

The per farm utilisation of human labour days (both family and hired human labour) in crop production and upkeep of bullocks and milch animals on the sample farms of different sizes is given in Table IX-5.

Table IX-5 reveals that the utilisation of human labour days per farm in crop production and upkeep of bullocks and milch animals, on an average, came to 354.82 days per annum, out of which the share of hired human labour was for 107.68 days which accounted for 30.35 per cent to the total labour days utilised. The hired labour was mainly used in crop production. In upkeep of bullocks and milch animals, no hired labour was

Table IX-5. Utilization of family and hired human labour days in crop production and upkeep of bullocks and milch animals per farm on farms of different sizes.

Size Group (in hectare)	Utilization of human labour days											
	Family human labour					Hired human labour					Combined	
	Crop production	Bullocks etc.	Milch animals.	Total	Crop production	Bullocks etc.	Milch animals	Total	Crop production	Bullocks etc.	Milch animals	Total
Below 1	129.79	9.95	35.59	175.33 (84.43)	32.34	-	-	32.34 (15.57)	162.13	9.95	35.59	207.67 (100.00)
1 - 2	313.06	14.69	93.31	421.56 (75.88)	133.99	-	-	133.99 (24.12)	447.05	14.69	93.81	555.55 (100.00)
2 & above	224.47	21.04	148.50	394.01 (40.35)	582.46	-	-	582.46 (59.65)	806.93	21.04	148.50	976.47 (100.00)
Average	175.91	12.01	59.22	247.14 (69.65)	107.68	-	-	107.68 (30.35)	283.59	12.01	59.22	354.82 (100.00)

Figures in brackets show the percentage to total utilization of human labour days.

utilized. Out of the total utilization of 247.14 days of family labour, 175.91 days were utilized in crop production, 12.01 days in upkeep of bullocks and 59.22 days in upkeep of milch animals which accounted for 71.18 per cent, 4.86 per cent and 23.96 per cent respectively to the total utilization of family labour days per farm.

Per hectare utilization of human labour days in crop production and upkeep of bullocks and milch animals.

The utilization of human labour days (both family and hired human labour) in crop production and upkeep of bullocks and milch animals per hectare under different size groups has been shown in table IX-6.

Table IX-6, indicates that, on an average, the utilisation of human labour days per hectare in crop production and upkeep of bullocks and milch animals came to 336.70 days of which 234.52 days were family labour and remaining 102.18 days hired human labour. The hired human labour was mainly used in crop production while for the upkeep of bullocks and milch animals, only family labour was used. Out of the total family labour used on the sample farms, on an average, 71.18 per cent was used in upkeep of milch animals. The utilisation of family human labour per hectare showed a decreasing trend with the increase in the size of farms while that of hired human labour showed a reverse trend. The reason for higher utilisation of family labour on smaller farms was that but for peak agricultural seasons, these farms generally used family

Table IX-6. Utilization of family and hired human labour days in crop production and upkeep of bullocks and milch animals per hectare on farms of different sizes.

Size group (in hectare)	Utilisation of human labour days												
	Family human labour					Hired human labour					Combined		
	Crop prod- action	Bullo- cks	Milch animals	Total		Crop prod- action	Bullo- cks	Milch animals	Total	Crop prod- action	Bullo- cks	Milch animals	Total
Below 1	202.80 (73.60)	15.55 (5.64)	57.18 (20.76)	275.53 (100.00)	50.52 (100.00)	253.32 (77.70)	15.55 (4.77)	57.18 (17.53)	50.52 (100.00)	268.66 (80.47)	8.82 (2.64)	56.38 (16.89)	326.05 (100.00)
1 - 2	188.14 (74.26)	8.82 (3.48)	56.38 (22.26)	253.34 (100.00)	80.52 (100.00)	268.66 (80.47)	8.82 (2.64)	56.38 (16.89)	80.52 (100.00)	295.56 (82.64)	7.71 (2.16)	54.40 (15.20)	333.86 (100.00)
2 & above	82.22 (56.97)	7.71 (5.34)	54.40 (37.69)	144.33 (100.00)	213.36 (100.00)	269.11 (79.95)	11.39 (3.58)	56.20 (16.69)	213.36 (100.00)	269.11 (79.95)	11.39 (3.58)	56.20 (16.69)	357.69 (100.00)
Average	166.93 (71.18)	11.39 (4.86)	56.20 (23.96)	234.52 (100.00)	102.18 (100.00)	269.11 (79.95)	11.39 (3.58)	56.20 (16.69)	102.18 (100.00)	269.11 (79.95)	11.39 (3.58)	56.20 (16.69)	336.70 (100.00)

Figures in parentheses indicate the percentage to total.

labour for all the farm operations. The larger farms generally employed hired labour to complete various farm operations in time and also as a partial demonstration of higher social prestige. Out of the total labour utilisation of 336.70 days, family labour accounted for 234.52 days and hired human labour 102.18 days. On an average, family and hired human labour accounted for 69.65 per cent and 30.35 per cent respectively to the total labour utilisation.

Availability of family human labour days and its utilisation

In working out the total availability of family human labour days, the total number of family workers have been multiplied by 300 days. 300 days of 8 hours each have been taken as the available working days per farm worker per annum. The availability of human labour days and its total utilisation in agricultural works for farms of different sizes have been calculated in Table IX-7.

Table IX-7: The availability of family human labour days and its total utilisation on farms of different sizes.

Size group (in hectare)	Available 'family human 'labour days	'Family labour 'days utilised ' on farms	'Family human 'labour days ' un-utilized
Below 1	720.00	175.33 (24.35)	544.67 (75.65)
1 - 2	780.00	421.66 (54.06)	358.34 (45.94)
2 & above	870.00	394.01 (45.28)	475.99 (54.72)
Average	747.00	247.14 (33.08)	499.86 (66.92)

Figures in parentheses denote percentage to total available family labour.

Table IX-7 shows that on an average, out of the total available family labour days of 747 per farm, per annum, only 33.08 per cent was utilized in agricultural works and the rest 66.92 per cent remained un-utilized.

Employment of Bullocks

In general, the farmers maintain one pair of bullocks. The employment of bullock labour per farm and per hectare in crop production under different size of holdings has been given in Table IX-8.

Table IX-8: Utilization of bullock labour days per farm and per hectare on farms of different sizes.

Size group (in hectare)	Utilization of bullock labour days	
	Per farm	Per hectare
Below 1	24.49	38.27
1 - 2	37.67	22.64
2 & above	52.55	19.25
Average	29.83	28.41

Table IX-8 shows that the average utilization of bullock labour per hectare came to 28.41 days in a year. The per hectare utilisation of bullock labour was higher on the smaller farms and lower on the larger farms because the larger farms completed their tillage operations with the help of tractors which were available on hire in the area either from Agro Centre or from Private owners.

Availability and utilisation of bullock labour days on farms of different sizes.

The utilization of bullock labour days and its availability on farms of different sizes has been worked out in Table IX-9.

Table IX-9: Availability and utilisation of bullock labour days on farms of different sizes.

Size group (in hectare)	Per farm			Per hectare	
	Available	Utilized	Percentage utilization of availability	Available	Utilized
Below 1	99.00	24.49	24.73	153.00	38.27
1 - 2	135.00	37.67	27.90	81.00	22.64
2 & above	180.00	52.55	29.19	66.00	19.25
Average	114.00	29.83	26.17	108.00	28.41

Table IX-9 portrays that on an average, out of 114 available bullock labour days only 26.17 per cent were utilized in farm operation by the sample farms. The utilization of bullock labour days on smaller farms was still bad. It was only 24.73 per cent on the smallest size group of farms and 29.19 per cent on the largest size group of farms. On per hectare basis, out of total availability of 108 days, on an average only 28.41 days were utilized and for rest of the period, they remained idle. The utilization of bullock labour was better on larger farms because of larger acreage commanded against available supply on one hand and higher intensity of cropping on the large size group of farms on the other.