

COMPARISON OF WORKING CONDITIONS OF CASH WAGE AND SHARE WAGE PERMANENT FARM SERVANTS IN HARYANA

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Abstract:

The permanent farm servant is key component of agricultural hired labour in Haryana. In closed village labour market, permanent farm servants are employed by generally big farmers for one year from May to April. There are cash wage as well as share wage permanent farm servants in Haryana. The main objective of our study is to analyze and compare the working conditions of these both types of permanent farm servants. The analysis of working conditions of share wage and cash wage permanent farm servants is based on the primary data of 220 randomly selected permanent farm servants from twenty-two villages of Haryana. One village is randomly selected from each district of Haryana. The study has tried to find out that there is any difference in working conditions of permanent farm servants on the basis of type of contract. The study found some differences in working conditions of cash wage and share wage permanent farm servants. However, the cash wage permanent farm servants enjoy all perks as share wage permanent farm servants avail and even some additional perks in Haryana.

1. Introduction:

There are mainly two types of hired agricultural labourers in Haryana i.e. casual agricultural labourers and permanent farm servants (attached labourers). Casual agricultural labourers are hired on daily basis by farmers, on the other hand, permanent farm servants are generally employed by big farmers for one year i.e. from 1st May to 30th April. The permanent farm servants have prominent place in agriculture of Haryana. Further, there are two types of permanent farm servants on the basis of nature of contract in Haryana i.e. share wage permanent farm servants and cash wage permanent farm servants.

The cash wage permanent farm servants work on pre-determined fixed wages for one year while the share wage permanent farm servants get the pre-determined share of output and share the cost of some agricultural inputs. The pattern of sharing of input and output is predetermined between a share wage permanent farm servant and a farmer. The pattern of sharing input and output depends on various factors like customs and tradition of the village, mutual understanding and size of the land holdings of the employers. The share wage contracts were more prevalent in Pre-Green Revolution period, but now it less popular. The share wage contracts started disappearing after Green Revolution in Haryana. Presently, the share wage contracts prevail in wheat-cotton region where the risk of the cotton crop is equally shared between a share wage permanent farm servant and his employer. However, the farm mechanisation has reduced their importance due to less demand for manual labour. In case of Punjab, Shergill (1987) analysed the disappearance of share

wage contracts after Green Revolution and concluded that the main reason for disappearing of the contracts of share wage is the mechanisation of various farm operations.

In this paper, we describe and compare the working conditions of share wage permanent farm servants and cash wage permanent farm servants. While exploring the working conditions of permanent farm servants, we shall focus on many aspects from the starting to the end of the contract. The nature of working conditions, perks, wages in cash or kind vary from village to village. The local customs, traditions and practices prevailing in a particular village affect the nature of working conditions, perks and wages given to the permanent farm servants. The various terms of contract such as nature and amount of advance taken, number of holidays allowed in a year, provision of food and tea are determined at the time of entering into the contract.

There is very little and scattered information regarding working conditions of permanent farm servants in the literature and a complete picture of working conditions is not available. The picture of working conditions of share wage permanent farm servants and cash wage permanent farm servants in this paper has been prepared on the basis of an intensive primary survey of 220 permanent farm servants selected from twenty-two villages of Haryana. The information on working conditions was collected from 220 permanent farm servants, their employer farmers and in group discussion with knowledgeable persons of the surveyed villages and was supplemented from literature related to working conditions of share wage permanent farm servants and cash wage permanent farm servants. The main purpose of this study is to find out any difference in the working conditions of permanent farm servants on the basis of type of contract of permanent farm servants.

2. Review of Literature:

The studies like those of Basant (1983) and Rodgers & Rodgers (1984) found that introduction of new technology in agriculture decreased the demand for cash wage as well as share wage permanent farm servants. The studies on the impact of mechanization on employment of permanent farm servants are also inconclusive. Some studies like these of Acharya (1973), Sharma (1974), Roy and Blasé (1978), Bhardwaj (1991), etc. found positive impact of mechanization on employment of permanent farm servants on farms but some studies like these of Chopra (1974) and Pal (1997) found negative impact of mechanization on employment of permanent farm servants. Moreover, Shergill (1987) found that the tractorisation and fertilizers reduced the number of share wage permanent farm servants (Siris) on farms in Punjab. No study on the impact of mechanization as such on the employment of permanent farm servants in Haryana exists. The studies on the working conditions of permanent farm servants reveal the contracts of permanent farm servants are partially explicit and partially implicit. There are no formal rules and regulations to determine the terms and conditions of contract of permanent farm servants. The relations between permanent farm servants and their employers are quite informal. The studies in the early Green Revolution period and pre-Green Revolution period did not observe hostile relations between the permanent farm servants and their employers in Haryana and other states (Bhalla, 1976; Bardhan, 1980 and Bardhan & Rudra, 1981). But, in Post-Green Revolution period the scholars had different findings on the working conditions of permanent farm servants in Haryana.

A permanent farm servant in the surveyed villages of Haryana enjoys the freedom to join and leave the contract and enjoys various perks at the farms. Contrary to this, Brass (1990) and Nandal (2017) have observed some sort of bondage and hostility in the relationship of permanent farm servants and their employers. To conclude, in Post- Green Revolution period there is need to study the working conditions of permanent farm servants as well as the difference in the working conditions of share wage and cash wage permanent farm servants in Haryana.

3. Objectives of the Study:

The main objective of the study is to describe the working conditions, nature of contract, mode of payments, etc. of cash wage permanent farm servants as well as share wage permanent farm servants on the basis of primary survey conducted in twenty-two villages of Haryana during 2021-22. Further, the study focuses on the comparison of working conditions of these two types of permanent farm servants i.e. cash wage permanent farm servants and share wage permanent farm servants.

4. Research Methodology:

In this paper, descriptive as well as analytical methods have been used to carry out the objectives of the study. The working conditions of permanent farm servants are mainly descriptive and tabular. The comparison of various components of working conditions of share wage and cash wage permanent farm servants has been analysed with the help of cross tabulation, frequency analysis and suitable regression models.

4.1. The Data:

The information on the number of permanent farm servants in Haryana is not available as such. So, the study mainly relies on primary data which were collected through field survey. The primary data were collected at two stages. Firstly, the complete census of agricultural labour households in each selected village was conducted to capture the extent of permanent farm servants in a sample village. Secondly, the in-depth information was collected from the selected permanent farm servants. Here, uniformly one village was selected at random from each district. Further, from each village ten permanent farm servants were selected from the census listing of their households working on different farms. Thus, 220 permanent farm servants will be selected randomly for this primary survey in all over Haryana. This primary survey was carried out during 2021-22.

4.2. Sample Design:

Haryana has been divided into four zones: Northern, Central, Western and Southern zones. The districts included in each zone are given in Table-1. The districts are included in each zone

Table-1: Sample Distribution

Sr. No.	Agro-Climatic Zones	Districts	Number of Districts in The Zone	Number of Selected Villages	Number of Permanent Farm Servants
1	Northern	Panchkula, Ambala, Yamunanagar,	6	$6 \times 1 = 6$	$6 \times 10 = 60$

		Kurukshetra, Karnal, Panipat			
2	Central	Kaithal, Jind, Sonipat, Rohtak, Jhajjar	5	$5 \times 1 = 5$	$5 \times 10 = 50$
3	Western	Hisar, Bhiwani, Fatehabad, Sirsa, Charkhi Dadari	5	$5 \times 1 = 5$	$5 \times 10 = 50$
4	Southern	Gurugram, Faridabad, Palwal, Rewari, Mahendragarh, Mewat	6	$6 \times 1 = 6$	$6 \times 10 = 60$
Total			22	22	220

Source: Department of Economic and Statistical Analysis, Haryana

on the basis of geographical location, rain fall, agro-climatic conditions and cultural complexion, etc. The number of districts in each zone is also almost the same. The information on the number of permanent farm servants in Haryana is not available in government reports and secondary sources. To generate the information from each sample village, ten permanent farm servants have been selected from the census listing of agricultural labour households.

5. Comparison of Working Conditions of Cash Wage and Share Wage Permanent Farm Servants

In this section, we compare the main traits of working conditions of share wage and cash wage permanent farm servants of Haryana.

Comparison of Modes of Wage Payments and Perks between Cash Wage and Share Wage Permanent Farm Servants

We have compared the mode of wage payments, perks and advance taken from employer between share wage and cash wage permanent farm servants. The wage pattern of share wage and cash wage permanent farm servants differs considerably. A cash wage permanent farm servant takes full wages in advance or in instalments but a share wage permanent farm servant gets wages after harvesting of crop and settling all the pre-fixed expenditure on agricultural inputs. Generally, two crops are cultivated in a year in Haryana. The share wage permanent farm servants take their share after selling the crops in market. Thus, the wage pattern of share wage and cash wage permanent farm servants differs considerable. All information regarding wage pattern of share wage and cash wage permanent farm servants is manifested in Table-2. It is evident from the table that all share wage permanent farm servants are taking their wages twice in a year. While, there are only thirty-six percent cash wage permanent farm servants

Table-2: Wage Pattern of Permanent farm Servants [Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Pattern of Wages	Cash Wage Permanent Farm Servants		Share Wage Permanent Farm Servants	
	Number	Percent	Number	Percent
Full Wages Given in Advance	63	40	0	0
Wages given twice in a year	56	36	63	100
On Monthly Basis	38	24	0	0
Total	157	100	63	100
Chi-Square	74.92***			

Note: (i). Source- Primary Survey (2021-22)

(ii). *, **, *** indicate significant at 10%, 5% and 1%.

who take their wages twice in a year. Generally, there are two crops in a year in Haryana. The share wage permanent farm servants take their share after selling crop in market. So, they take their wages twice in a year as per their already decided proportion at the time of entering into the contract. There are forty percent cash wage permanent farm servants who take their whole wages in advance at the beginning of the contract. Moreover, twenty-four percent cash wage permanent farm servants are taking their wages on monthly basis and it is also observed that majority of them are migrant permanent farm servants. Generally, the employers reported that migrant permanent farm servants get ready easily to take their wages on monthly basis.

Further, there are also differences in perks enjoyed by share wage and cash wage permanent farm servants. The comparison in perks provided to cash wage and share wage permanent farm servants shows that there are considerable variations (Table-3). It can be observed from the table that the difference in perks provided to cash wage and share wage permanent farm

Table-3: Perks of Permanent Farm Servants in Haryana [Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Perks Availability at Working Place	Cash Wage Permanent Farm Servants		Share Wage Permanent Farm Servants		Chi-Square
	Number	Percent	Number	Percent	
Food	126	80.25	17	26.98	56.08***
Tea	150	95.54	27	42.86	79.35***
Fodder	63	40.12	61	96.83	58.76***
Cotton Sticks/Wood	75	47.77	62	98.41	49.07***
Clothes	86	54.78	10	15.87	6.52***
Vegetables	150	95.54	63	100	2.90*
Milk	73	46.50	12	19.05	14.28***
Minor Medical Facilities	85	54.14	4	6.35	42.66***

Medical Facilities at Time of Injury at Farm	109	69.43	49	77.78	1.54
Festival Gifts	136	86.62	39	61.90	16.88***
Safety Kit	68	43.31	45	71.43	14.22***
Rice	70	44.59	2	3.17	35.01***
Wheat	112	71.34	13	20.63	47.10***
Accommodation	64	40.76	3	4.76	27.51***
Transport Facilities	66	42.04	6	9.52	21.28***

Source- Primary Survey (2021-22)

Note: *, **, *** indicate significant at 10%, 5% and 1%.

servants is found to be statistically significant, except medical facilities at the time of injury at farms. It is also clear from the table that employers have to provide more perks, like food, tea, clothes, milk, minor medical facilities, festival gifts, rice, wheat, accommodation and transport facilities, to cash wage permanent farm servants than share wage permanent farm servants. It is so because, a share wage permanent farm servant is like a junior partner of the farmer, as he shares cost of some inputs and risks of crops.

Lastly, the analysis of advance taken from employers by cash wage and share wage permanent farm servants is also done. The details regarding advance taken from employers by cash wage and share wage permanent farm servants have been shown in Table-4. It is clear from the table that there is no difference in total advance taken by cash wage and share wage permanent farm

Table-4: Amount of Advance Taken from Employer (Rs.) [Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Amount	Cash Wage Permanent Farm Servants			Share Wage Permanent Farm Servants			Chi-Square
	Number	Percent	Amount (Mean) (Rs.)	Number	Percent	Amount (Mean) (Rs.)	
Total Advance Taken	105	66.88	38414	43	68.25	41587	0.03
Advance Taken without Interest	91	57.96	22394	23	36.51	14365	8.28***
Advance Taken with Interest	31	19.75	16019	24	38.10	27222	8.04***

Source- Primary Survey (2021-22)

Note: *, **, *** indicate significant at 10%, 5% and 1%.

servants as the value of chi-square is not significant even at ten percent level. However, the percentage of cash wage permanent farm servants (57.96 percent) who took advance without

interest is higher than that of share wage permanent farm servants (36.51 percent). The value of chi-square also confirms this difference as it is statistically significant at one percent level. The situation is just the reverse in case of advance taken with interest. The percentage of share wage permanent farm servants (38.10 percent) taking advance with interest is almost double of that of cash wage permanent farm servants (19.75 percent). This difference is significant as the value of chi-square is statistically significant at one percent level.

Analysis of Continuity of Employment of Cash Wage and Share Wage Permanent Farm Servants

The continuity in employment of a permanent farm servant with the same employer is also an indicator of a good relationship between a permanent farm servant and his employer. In this subsection, we compare the continuity status with one employer of cash wage and share wage

Table-5: Farm Size Wise Continuity in Employment of Permanent Farm Servants [Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Farm Size (Acres)	Total Number of Permanent Farm Servants		Number Continuing with Same Employer from the Previous Year				Chi- Square
			Cash Wage		Share Wage		
	Cash Wage	Share Wage	No.	%	No.	%	
2.5-5.0	1 (0.66)	11 (17.46)	0	0	5	45.45	0.77
5.0-10.0	22 (14.01)	21 (33.33)	3	13.64	18	85.71	22.33***
10.0-15.0	32 (20.38)	14 (22.22)	18	56.25	11	78.57	2.08
15.0-20.0	35 (22.29)	6 (9.53)	22	62.86	5	83.33	0.95
20.0-25.0	20 (12.73)	3 (4.76)	15	75.00	3	100	0.32
More Than 25.0	47 (29.93)	8 (12.70)	34	72.34	8	100	2.89*
All	157 (100)	63 (100)	92	58.60	50	79.37	8.47***

Source- Primary Survey (2021-22)

Note: (i). Figures in parentheses are percentages

(ii). *, **, *** indicate significant at 10%, 5% and 1%.

permanent farm servants. The comparison of the farm sizewise continuity in employment of cash wage and share wage permanent farm servants is done in Table-5. It is apparent from the table that share wage permanent farm servants are more persistent with the same employers from year to

year than cash wage permanent farm servants over all the state; and this difference is statistically significant at one percent level. However, the analysis of farm sizewise continuity in employment shows that there is only one farm size category (5.0-10.0 acres) in which the variation in continuity in employment of cash wage and share wage permanent farm servants with the previous employers is statistically significant at one percent level as the value of chi-square suggests. Moreover, this difference is statistically significant in another farm size category (more than 25.0 acres) at only ten percent level. In the remaining farm size categories, the difference in the continuity in employment of cash wage and share permanent farm servants is not statistically significant even at ten percent level.

Now, we compare the continuity in employment of cash wage and share wage permanent farm servants across agro-climatic zones of Haryana (Table-6). It is clear from the table that there is no variation in continuity in employment of share wage and cash wage permanent farm servants across agro-climatic zones except Southern Zone. This difference is not statistically significant even at ten percent level as the value of chi-square indicates. So, it shows that the continuity in employment of permanent farm servants with one employer is not affected by type of contract

Table-6: Continuity in Employment with One Employer of Permanent Farm Servants
[Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Zone	Total Number of Permanent Farm Servants			Continuity with Same Employer from Previous Year				Chi-Square
				Cash Wage Permanent Farm Servants		Share Wage Permanent Farm Servants		
	Total	Cash Wage	Share Wage	Number	Percent	Number	Percent	
Northern Zone	60	60	0	32	53	0	0	-
Central Zone	50	43	7	26	60	5	71	0.30
Western Zone	50	22	28	13	59	19	67	0.41
Southern Zone	60	32	28	21	65	26	92	6.52** *
Total	220	157	63	92	58	50	79	8.47** *

Note: (i). Source- Primary Survey (2021-22)

(ii). *, **, *** indicate significant at 10%, 5% and 1%.

in these three agro-climatic zones i.e. Northern Zone, Central Zone and Western Zone. However, in Southern Zone, the percent of continuity in employment of share wage permanent farm servants (ninety-two percent) is significantly higher than that of cash wage permanent farm servants (sixty-five percent). This difference is even confirmed by the value of chi-square as it is statistically significant at one level.

Engagement of Cash Wage and Share Wage Permanent Farm Servants in the Work of Supervision of Casual Labour and Farm Decisions

The skill of arrangement and supervision of casual agricultural labourers particularly during busy seasons is the most important skill of a permanent farm servant. The share wage permanent farm servants generally supervise and arrange casual agricultural labourers and even some of their family-members work on farms, whenever needed. In addition to it, they themselves independently take daily routine decisions. While the situation is not the same in case of cash wage permanent farm servants. So, there is need to analyse a number of cash wage and share wage permanent farm servants doing supervision of casual agricultural labourers on farms. It is apparent from Table-7 that the percentage of share wage permanent farm servants

Table-7: Number of Permanent Farm Servants Doing Supervision of Casual Agricultural Labourers [Total Number (N): Cash Wage Permanent Farm Servants=157; Share Wage Permanent Farm Servants=63]

Zone	Total Number of Permanent Farm Servants			Permanent Farm Servants Doing Supervision				Chi-Square
				Cash Wage		Share Wage		
	Total	Cash Wage	Share Wage	Number	Percent	Number	Percent	
Northern Zone	60	60	0	37	61.67	0	0	-
Central Zone	50	43	7	32	74.44	7	100	2.29
Western Zone	50	22	28	18	81.82	27	96.43	2.92*
Southern Zone	60	32	28	26	81.25	24	85.71	0.21
Total	220	157	63	113	71.97	58	92.06	10.48***

Source- Primary Survey (2021-22)

Note: *, **, *** indicate significant at 10%, 5% and 1%.

(92.06 percent) doing supervision is greater than that of cash wage permanent farm servants (71.97 percent) all over Haryana and this difference is significant; the value of chi-square is statistically significant at one percent level. However, if we analyse this difference zonewise then the difference is statistically significant in only one zone, i.e., Western Zone at only ten percent level across agro-climatic zones.

6. Conclusion:

To conclude, a permanent farm servant enters into contract with a farmer willingly. The terms of contracts are pre-defined and a permanent farm servant can leave the contract any time by settling the amount of advance taken by him from his employer. A permanent farm servant enjoys certain perks, but these perks vary from farmer to farmer, village to village.

The wage pattern of share wage and cash wage permanent farm servants differs considerably. A cash wage permanent farm servant takes full wages in advance or in instalments but a share wage permanent farm servant gets wages after harvesting of crop and settling all the pre-fixed expenditure on agricultural inputs. The share wage permanent farm servants take their share after selling the crops in market. It is clear from the analysis that the employers have to provide more perks, like food, tea, clothes, milk, minor medical facilities, festival gifts, rice, wheat, accommodation and transport facilities, to cash wage permanent farm servants than share wage permanent farm servants. Further, the share wage permanent farm servants are more persistent with the same employers from year to year than cash wage permanent farm servants. All most share wage permanent farm servants (92.06 percent) do the work of supervision of casual agricultural labourers but it is not true in the case of cash wage permanent farm servants (71.97 percent). Thus, it is apparent from the above analysis, there is considerable and significant difference in the working conditions of cash wage and share wage permanent farm servants. It is so because, a share wage permanent farm servant is like a junior partner of the farmer, as he shares cost of some inputs and risks of crops.

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