

## **“Haritha Labour Group “formation in Rubber plantation sector in collaboration with Rubber board**

Scarcity of Skilled human resource is one of the major constrains experienced in Rubber plantation sector. This can be effectively overcome by utilizing the group potential. The tapper labour market is skewed, with very low female and younger labor participation. Therefore Rubber board has been promoting formation of self help groups (SHGs), as activity group of marginal and resource poor farmers and women for community participation and more inclusive development.

Rubber tapper’s labour groups are envisaged as self help groups functioning in Rubber Plantations. The broad objectives of the project are

- Ensure due recognition or social status for women members
- Attractive remuneration and job security for women
- Addressing skilled labour shortage in the Rubber plantation sector
- Quality upgradation in Tapping and processing
- Reduce production cost leading to sustainability
- Bring untapped area to tapping
- Enhance production and productivity
- Sustainability through cost reduction in the wake of volatile Rubber price

Kudumbashree is a woman oriented, community based, poverty reduction project, where many development experiments are being tested, refined and implemented. The mission aims at empowerment of women through forming self help groups and encouraging their entrepreneurial or other wide range of activities

## **Significance**

The concept of formation of labour groups in convergence with Rubber board is to utilize the service of already established Kudumbashree women group having the identical frame work of Rubber tappers bank, for tapping through functional linkage with Rubber Producers' Societies for mutual benefit, inclusive development and sustainability.

Rubber plantations provide employment to people directly in activities ranging from planting to crop harvesting. Other activities such as processing, packing, trading and transporting of natural rubber and ancillary activities also create substantial employment. Major portion of labour requirement in rubber plantation is for tapping, which has round the year requirement in mature plantations.

Kudumbashree identifies women who are presently engaged in rubber tapping or interested in rubber tapping and allied works. This initiative would open up immense employment opportunities in rubber sector to Kudumbashree members. In turn, their service would help to resolve issues in connection with labour shortage prevailing in the sector to certain extent. The group potential at both ends can be strengthened by developing functional linkage between Kudumbashree women groups and Rubber farmers Groups.

### **Role of Kudumbashree**

- ✓ Identification of NHG members who are already engaged/interested in rubber tapping
- ✓ Constitute a labour group with 15 members
- ✓ Provide skill training in association with Rubber board
- ✓ Undertake activities in rubber plantations of RPS member growers, either on profit sharing method or wage employment
- ✓ Monitoring and evaluation

### **Role of Rubber board**

- ✓ Identification of suitable Rubber Plantation
- ✓ Conduct orientation programmes
- ✓ Supply of tools/ equipments
- ✓ Facilitation of functioning of labour groups
- ✓ Conduct of Skill development programmes
- ✓ Monitoring and evaluation

As a pilot project, Kudumbashree and Rubber board jointly established labour group consisting of 15 members in Ramamangalam Grama Panchayat in Ernakulam district. Training provided by Rubber board was effective, which gave them confidence and knowledge in scientific methods in Rubber tapping for better yield and income.

The vast potential and success of the project, led the way for scaling up this to other Grama panchayats, listed below

<b>SI No</b>	<b>District</b>	<b>Grama Panchayat</b>	<b>No of labour groups</b>	<b>No of members</b>
1	Trivandrum	Madavoor	1	15
2	Pathanamthitta	Adoor	1	15
3		Perunad	1	15
4	Kottayam	Kallara	1	15
5		Mutholy	1	15
6		Moornilavu	1	15
7	Eranakulam	Asamannoor	1	15
8		Vengola	1	15
9	Thrissur	Panamchery	1	15
10	Palakkad	Kuthanur	1	15
11		Thachanattukara	1	15
12	Malappuram	Edavanna	1	15
13	Kozhikkod	Koorachundu	1	15
14	Kannur	Kelakam	1	15
15		Padiyoor	1	15
Total			15	230

## Conclusion

Rubber plantation sector has immense emmense employment generation potential so that members get consistent job opportunities and assured wages. This is a wonderful model for women empowerment and participatory approach for economic development.



