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SUSTAINABLE DEVELOPMENT THROUGH THE INFORMAL SECTOR ACTIVITIES :THE CHALLENGES OF WOOF-LOAD WORKERS OF RUBBER PLANTATIONS IN KERALA, INDIA

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Abstract
Informal sector based employment has received spectacular attention world-wide. The paper focuses on wood-load workers and the challenges faced by them as they are extremely vulnerable due to lack of skills, limited employment avenues and thus face problems in securing better employment opportunities in a globalising world. The paper highlights broad trends on the burning issues faced by wood-loaders on the basis of primary data collected in Elikulam and Thidanad Panchayats of Kottayam District of Kerala State. It also addresses the coping mechanisms adopted by wood-load workers during slack seasons. An econometric technique namely logistic regression is performed with the help of the data collected. Here, the variables like wages, education, membership of trade union and ownership of membership cards are considered for logistic regression. Globalization has cast its shadow worldwide and thus changes have penetrated across various fields. However, this sector alone has withstood changes brought about by Globalization by weakening the impact of trade unions. It was this fascinating aspect that is considered in detail in this paper.This also discussed the challenges faced in attaining the sustainable development.

Keywords: Informal Sector; Wood-load Workers; Elikulam; Thidanad;Panchayat

Preamble

The rubber is not a native plant of Kerala. It was originally cultivated it in plantations at Indonesia. The Dutch who introduced the rubber plant to Kerala, because of its similarity in climate. Kerala accounts for 91.00 percent of natural rubber production of the country. Kottayam District of Kerala is well known for producing and processing rubber. The white latex which comes out of the Rubber plant is collected and processed to produce natural rubber.After seven years of growth, a rubber plant produces latex. The rubber tree can be productive for over 20 years. After about 20 years the rubber tree will stop producing latex. Then it is replaced and a new one is planted. The following section throws light on the demographic features of the state of Kerala where one comes across huge Rubber plantations while travelling in Kottayam District.

Demographic Profile of Kerala

Table 1 displays the density of population, literacy rate and the proportion of unemployed to the total population of Kerala as per the last census. Among Indian States, Kerala has the dubious distinction of being one of most thickly populated areas. If one takes into account the low birth and death rates and the high literacy rate, demographically Kerala may be well considered as the most modern state in India. But its demographic achievement has not been matched by provision of employment opportunities which affects the development of the state negatively.

Table 1: Selected Demographic Indicators of Kerala and India
(2011 Census)

Indicators	Kerala	India
Density of Population	859/sq.km	382/sq.km

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Literacy Rate	93.90	74.04
Sex Ratio	1084	940
Birth Rate	15.2	20.97
Death Rate	7.0	7.48

Source: Compiled from various Census Reports.

Literacy and Education

Thanksto highest literacy rate in the country, Kerala presents a fascinating picture of the impact of educational initiatives made by both Government and private agencies as indicated in Table 1. The state's large number of educated people can be associated with high amount of expenditure incurred by the Government on education.

The high level of education attained by people of Kerala can be cited as a reflection of the prescript of Rani Gauri Parvati Bhai (1817). (Census of India, 1931, Vol. XXVIII) As per that it necessitated that state should defray the entire cost of education of its people in order that they might be no backwardness in the field of education among people of Kerala or that they might be better objects and public servants so as to bring up the reputation of the state. It may be recollected by the end of eighties owning to farsightedness and steadfast efforts put in by then District Collector, Mr. K J Alphonse, Kottayam was the first District to attain 100 percent literacy in Kerala. This success has probably inspired those who succeeded in administration later to maintain the record of most literate District in Kerala even till today. Kottayam remained as a role model for the attainment of literacy by maintaining the record of near 100 percent literacy till date.

High Incidence of Unemployment

Followed by the attainment of country's independence, Kerala's economic policy was mainly oriented towards securing higher economic growth and attainment of self-sufficiency. However, except for the spread of education, Kerala has not been able to achieve a single objective envisaged in its plans nor were the plans effective in creating employment opportunities. A disproportionate investment on education has tended to starve other productive sectors of the required investment funds in Kerala.

Highest incidence of unemployment rate is reported to be the negative factor retarding the economic development, which is almost three times that of all-India rate. According to the current daily status approach, Kerala's unemployment rate for those aged between 15-59 years was 16.5 percent against the national average of 5.8 percent. Though Kerala registered a growth of 8.24 percent in 2012-13, the state recorded the highest unemployment rate in the country. According to the live register of employment exchanges, unemployed constitute 39.78 lakh people in the state. The new statistics show that Kerala's unemployment rate is 7.4 percent, which is much higher than the national average of 2.3 percent. (Government of Kerala, 2013).

Unemployment among educated youth is an issue of concern for the state. The level of unemployment is reported to be higher in urban areas compared to the rural areas under all approaches of measurement.

Employment in the informal Sector

The large number of educational institutions established in Kerala is instrumental in increasing number of educated who gets on added to the shrinking labour market of Kerala. When the job opportunities are limited in the state, a considerable number tend to migrate to other states and to the countries abroad. The remaining who chose to remain at home state try to engage themselves in agricultural activities or informal sector activities.Various studies have shown that contrary to developed countries, the informal sector in less developed countries generate low income and is mainly a survival sector.

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Objectives of the Study

The research focuses on the socio-economic profile of the wood-load workers who carry the rubber wood which are cut for replanting purpose of rubber trees. The objectives of this study are to analyse the living condition of wood-loading workers;to find out whether educational qualification is instrumental in securing the wood-loader more number of days of employment and to examine whether an educated person earns more so as to improve their standard of living.

The scanty researches are done about the plight of wood-load workers of rubber planatations. The present study is fundamentally aimed at filling this serious knowledge gap by attempting a micro level analysis of wood-loaders.

The Respondents of the Study

The respondents of the study constitute those who are involved in any loading activity related to rubber plantations located in Thidanad and Elikkulam Panchayats of Kottayam District of Kerala state. The respondents constituted those who were engaged in wood-loading activity.The respondents also included those who were involved in secondary job activities like selection of rubber wood, for tying the coir to wood for carrying wood from the estate to the truck or to load the wood from the truck to the place of destination. The work associated with the selection of wood may be categorised further into two groups like selection of quality wood as well as rejection of non-quality wood and categorizing wood for price fixing with respect to quality.

The Research Methodology Adopted

The universe of the study constitute 450 wood-load workers belonging to five trade unions affiliated to different political parties at Elikkulam and Thidanad Panchayats. The trade union leaders associated with the five political unions were contacted and detailed information regarding the profiles of the workers werecollected. This was followed by an intensive survey of 200 wood-load workers and their family members which constitute a sample size of approximately 43.00 percent. A detailed questionnaire was prepared for dealing with the personal and social profiles of the wood workers, the nature and status of their employment, the income and expenditure pattern of the respondents, the profile of the wood-load workers, their affiliation to various unions and political parties in Kerala. The questionnaire was initially prepared in English and then translated into Malayalam.

The income (wage) received by the wood-loader was taken as the dependent variable. Level of education of the respondent, membership of trade union, work experience, number of hours of work and the status of card holder/non-card holder were taken as independent variables.

The Econometric Model

To study the likelihood of securing better wages for wood-load workerslogistic regression is used in this study. Bi-variate distributions are generated to understand the profile of wood-load workers with selected background characteristics and work profile in the informal wood-loading sector. An appropriate technique to analyse the relationship between a set of predictor variables and a dependent variable, which is dichotomous, is the logit or logistic regression.

Menard (2001) stressed that for a dichotomous dependent variable, the numerical value of the variable is arbitrary which is a matter of convenience and is not intrinsically interesting. The probability of classification of the cases into one or the other of the categories of the dependent variable could be predicted by the independent variable is intrinsically interesting.

Hence, $P(Y = 0) = 1 - P(Y = 1)$

Where, $P(Y = 0)$: probability of being classified into first or lower valued category

$P(Y = 1)$: probability of being classified into the second or higher-valued category

Now, in order to model if, $P(Y = 1) = \alpha + \beta_X$ then, there would be a problem as although observed values must lie between 0 and 1, the predicted values may be less than 0 or greater than 1.

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But in order to solve the problem probability can be replaced with odds. Unlike probability odds has no fixed maximum value but exactly like probability, it has a minimum value of 0. Odds(Y = 1) is the ratio of the probability that Y = 1 to the probability that Y ≠ 1

Symbolically, odds(Y = 1) = P (Y = 1) / [1 – P (Y = 1)]

The natural logarithm of the odds is called the logit of Y which becomes negative and increasingly large in absolute value as the odds decrease from 1 toward 0 and become increasingly large in the positive direction as the odds increase from 1 to infinity.

Therefore, logit(Y) = ln{P (Y = 1) / [1 – P (Y = 1)]}

On using the natural logarithm of the odds that Y = 1 as our dependent variable, the problem of the estimated probability exceeding the maximum or minimum possible values for the probability would not persist. The equation for the relationship between the dependent and the independent variables then becomes,

$Logit(Y) = \alpha + \beta_1 X_1 + \beta_2 X_2 + \ldots\ldots + \beta_k X_k$(1)

By exponentiation, $odds(Y = 1) = e^{\ln[odds(Y = 1)]} = e^{(\alpha + \beta_1 X_1 + \beta_2 X_2 + \ldots\ldots + \beta_k X_k)}$(2)

Converting the odds back to the probability by the formula;

P (Y = 1) = [odds that Y = 1] / [1 + odds that Y = 1] produces an equation which is;

$P(Y = 1) = [e^{\ln[odds(Y = 1)]} = e^{(\alpha + \beta_1 X_1 + \beta_2 X_2 + \ldots + \beta_k X_k)}] / [1 + e^{\ln[odds(Y = 1)]} = e^{(\alpha + \beta_1 X_1 + \beta_2 X_2 + \ldots\ldots + \beta_k X_k)}]$(3)

The above makes it clear that the probability, the odds and the logit are three different ways to express exactly the same thing. Though probability or the odds is probably the most easily understood, mathematically, the logit form of the probability best helps us to analyse dichotomous dependent variables.

For any given case, logit(Y) = ±∞ ensuring that the probabilities estimated for the probability form of the model in equation 3 will not be less than 0 or greater than 1. In equation 1 the linear form of the model has infinitely large or small values of the dependent variable due to which ordinary least squares (OLS) method cannot be used to estimate parameters. Hence, maximum likelihood techniques are used to maximize the value of a function, the log-likelihood function which indicates how likely it is to obtain the observed values of Y, given the values of the independent variables and parameters $\alpha, \beta_1, \beta_2, \ldots\ldots, \beta_k$.

In the case of logistic regression, the coefficients are estimated using maximum likelihood method. That is, the coefficients are so estimated as to make the observed frequency distribution the most likely. This is achieved through an iterative procedure and SPSS package developed for this purpose readily provides the estimates.

The results suggest that the odds of high income for wood-load workers could be explained with only two variables; card holders and education of respondents among all the four predictors considered in this analysis. However, the results are better if ‘Forward stepwise’ method is applied instead of ‘Énter’or ‘Backward’ method.

The Exp(B) which is the odd ratio shows that odds of having higher income among trade union members who are card holders and educated to be nearly twice than those trade union members not having card or with little education.

Logistic Regression Model Developed and Results

The output table of the logistic regression analysis is given in Table 2. In the table, the parameter estimates summarizes the effect of each predictor; the ratio of the coefficient to its standard error, squared, equals the Wald statistic. In the table, Exp (β) represents the ratio-change in the odds of the event of interest for a one-unit change in the predictor.

Table 2: Variables in the Equation

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	β	S.E.	Wald	df	Sig.	Exp(β)
Education	0.72	0.282	6.527	1	0.011	2.054
Cardholder(1)	0.699	0.337	4.303	1	0.038	2.011
Constant	-0.796	0.62	1.646	1	0.2	0.451

Source: Computed from SPSS software

The logistic regression was performed through forward stepwise method as well as backward method suggest that the odds of higher income for wood-load workers could be explained with only two variables. To summarize, the logistic regression results show that the likelihood of higher wages for workers engaged in wood loading sector for the study area depends on two factors; firstly, having education level of at least primary schooling and secondly, possession of card issued by Labour Officer. The result also suggests that the model employed is fairly good for the analysis as both the methods; forward and backward stepwise yield the same variables as significant predictors. The Exp (β) which is the odd ratio shows that odds of having higher income among card holders and educated wood-load workers to be nearly twice than those trade union members not having card or with little education.

Findings

The proportion of married respondents was reported to be high with 97.00 percent which leaves out only 3.00 percent of singles as reflected in Table 3. The married workers constituted the largest chunk of respondents since they are the major bread winners of the family.Since the job requires lot of physical strength, males predominate and only two females were found in the sample.

Table 3: Religion and Marital Status

Religion	**Marital Status**		**Total**
	Married	Unmarried	
Hindu (General)	89 (44.50)	1 (0.50)	90 (45.00)
Hindu (Reserved)	52 (26.80)	0	52 (26.00)
Muslim	4 (2.00)	1 (0.50)	5 (2.50)
Christian	49 (24.50)	4 (2.00)	53 (26.50)
Total	194 (97.00)	6 (3.00)	200 (100.00)

* Figures in brackets indicate percentages

The low rate of concentration among the Hindus under reserved categoryas reported by way of sample survey is a probability on account of their comparatively higher status in society unlike their less fortunate counter-parts in other backward states and due to greater availability of employment opportunities within the state as a direct result of early and effective implementation of the reservation policy in Kerala. The remaining categories of not so highly educated respondents who are not covered under reservation have to seek work in informal sector activities.

Literacy and Education

The literacy level of the workers is high in this labour market, owing to the fact that Kottayam District attained cent percent literacy. One of the important findings is that less educated people among wood-loaders constitute a small minority. Not only wood-loaders, but also their spouses and children constitute the educated category. The finding of the sample survey affirms the fact that Kerala has been experiencing an educational boom over the years. Yet another interesting

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feature of the wood-loaders profile is that out of 200 respondents as many as 126 i.e., 63.00 percent belonged to the age group of (35-44).

Table4: Age and Education of the Respondent

Age of the respondent	**Level of education of therespondent(*)**			**TOTAL**
	Till Vth	**Vth - 10th**	**> 10th**	
25-34	5 (2.50)	17 (8.50)	4 (2.00)	26 (13.00)
35-44	23 (11.50)	102 (51.00)	1 (0.50)	126 (63.00)
45-54	10 (5.00)	34 (17.00)	0	44 (22.00)
55-64	1 (0.50)	1 (0.50)	0	2 (1.00)
TOTAL	39 (19.50)	154 (77.00)	5 (2.50)	198 (99.00)

* Figures in brackets indicate percentages

Employment Profile

The startling observation of the study is that all respondents of this study are members of trade unions. However they may be classified into two ways on the basis of type of the membership card of the trade union issued; such as card holders and non-cardholders. The card holders are permanent workers possessingthe card issued by the Labour Officer of District level located at Kottayam. The non-card holders are temporary workers whose position is more vulnerable as they are expected to participate in election work, demonstrations, and are at the mercy of the union leaders for their daily work. The Labour Officer stopped issuing labour cards for the last three to six years and hence the non-card holders outnumbered the card holders at the time of survey.The card holders constitutes 59.50 percent. Forty two percent of them belong to the age group of 35-44 years.Among the non-card holders those who crossed the age of 45 years are only 1.00 percent. The non-card holders constitute those who are below 45years.It implies age is considered as a preferential factor for issuing cards.

Employment was found to be quite limited among wood load workers. It was further observed that jobs held by wood-load workers were temporary in nature and therefore leading to insecurity and the income earned were insufficient for survival.

Table 5. Wage of Card Holders and Non-Card Holders

Wage (in ₹)	**Card Holders**	**Non-card holders**	**Total**
400-500	17 (8.50)	29 (14.50)	46 (23.00)
501-600	84 (42.00)	51 (25.50)	135 (67.50)
601-700	17 (8.50)	1 (0.50)	18 (9.00)
701-800	1 (0.50)	0	1 (0.50)
Total	119 (59.50)	81 (40.50)	200 (100.00)

* Figures in brackets indicate percentages

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Disparity between wage earnings and age with respect to the status of holders of card issued by the Labour Officer and non-card holders. It was revealed that majority of card holders and non-card holders belonged to the same age group i.e. (35-44) and the lowest of both were from the age group (55-64). The wood load workers are entangled in povertydue to limited number of days of work.

Among the card holders as well the non-card holders the majority were securing daily wages in the bracket of ₹ (501-600) as reflected in Table 5. It was also brought to notice that only 0.50 percent (1 person) of the sample fell in the highest category of wages earned ₹ (701-800). The inference drawn from the sample indicated that higher wages had nothing to do with the age or work experience of the wood-loader, but was more dependent on his strong involvement in the union activities. It also depended to a certain extent on his capability to exert decision making. The leaders of the trade union and the card holders were reported to be in comparatively commanding position with regard to allocation of wages as well the stipulation of number of days of work. Owning a card issued by the Labour Officer will not affect the chance to secure higher wages or more number of hours of work in a labour market dominated by trade unions, as revealed by the study. It may be observed here in this context that the engagement in the activity of wood-loading can be considered as their desperate move towards contributing to the sustainability.

Effective Working Days

Along with the details of the current work undertaken, it was pertinent to collect information related to total number of gainful employment of the wood-load worker. The information brought out somewhat somber picture in this regard. The minimum number of days which a wood-loader could secure the work was 35 and the maximum number of days work reported was more than 140 as brought out by Table 7. However the majority amounting 47.50 percent worked for (98-118) days. While only one wood-load worker reported to have more than 140 days of work, (which was stipulated as 150 days), the sad aspect here is that none of the wood-loader is employed at least for half working days of the year. Most of the respondents admitted that even in the absence of gainful employment large number of days of the years, they continue their work as wood-loader owing to two factors. Though the high rate of wages paid to them is an attractive factor, the availability of adequate days of work remains as a challenging factor.

Table 6. Number of Days of Work

Days of work in a year	**Number**	**Percentage**
35-55	17	8.50
56-76	15	7.50
77-97	29	14.50
98-118	95	47.50
119-139	43	21.50
More than 140	1	0.50
Total	200	100.00

An attempt was made during the survey to assess the respondent's perception about the wage rate for wood-loading by comparing the job of wood-loaders with other types of jobs as well as in terms of willingness to continue the present job. Most people seem to be happy with the wage that they received, large percentage amounting to 94.50 of the respondents expressed their willingness to continue with wood-loading as they believed that they were receiving wage more than any other job.

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But the real problem they face is that they are employed for 50 to 55 days a year. The generally held stereotypes (impressions) concerning the wood worker is that he earns the highest wage per hour and they are doing well in the economic sense. Our empirical observations refutes this generally held impression concerning the wood worker as most of them earn an yearly income of ₹ 25 to ₹ 30 thousand only. They are as insecure as others who work for lower wages but find work more often in non-wood category employment.

The average wage rate of a wood-load worker in the village is much higher than an ordinary daily wage agricultural workers who earns ₹ (250-300) per day. The number of working days in a year/or number of days the wood-loaders get work in a year is half that of agricultural workers. The major problem faced by them in spite of a high daily wage is lack of availability of work. As a result, number of days without work in a year may vary between 300 to 310.

A daily wage contract for a wood-load worker involves working for a fixed wage and a fixed number of hours. In the piece rate contract wood-load workers are paid according to the amount of work accomplished. When the daily wage contract accounted for ₹ 600 whereas piece rate contract amount is higher which may go up to ₹800 for the remaining work.

Overtime and Part-time Wages

The availability of overtime and part-time wages depends upon two factors, such as assignment of such opportunities by the trade union leaders and willingness to take up part-time and overtime jobs. It is observed that respondents having strong influence in trade union, who secured job through union and are card holders get the opportunity to do overtime work and receive overtime wages. The card holders of union enjoyed priority treatment over the non-card holders owing to their proximity to trade union leaders and the willingness to devote more time for union activities as well as to contribute in larger quantum for the trade unions.The study also focussed on the number of dependents of wood-loaders which have a bearing on the motivation for taking up further jobs. Large number of dependents may provide as a disincentive to wood-loaders from opting for leisure and conversely less number of dependents may induce them to take up more odd jobs when they are free from wood-load related work. Some of the wood-loaders were engaged in repair work of their house and storing dried tapioca which is their staple food to take up hard work of wood-loading. Some were engaged in the work of estate agents when they were free.

Constituents of Monthly Expenditure

The expenditure can be categorized as household, repayment of loans, education, entertainment, saving and investment, rent, health, liquor and toddy, cigarette/beedi and other expenditures. The survey therefore was directed to determine the major items of expenditure and giving a fairly dependable picture on the level of economic independence of the informal workers while engaging into informal sector activities. The breakup of household expenditure is depicted in Table 7.

Table 8. Monthly Expenditure

Monthly Expenditure (In ₹)	On household	On repayment of Loans	On education	On entertainment	On saving and investment	On rent	On health	On liquor and toddy	On cigarette/ bidi	Other expenditures
4,000-4,999	36 (18.00)	19 (9.50)	33 (16.50)	20 (10.00)	13 (6.50)	1 (0.5)	32 (16.00)	24 (12.00)	17 (8.50)	21 (10.50)
5,000-	32	12	29	15	9	3	22	17	25	22

5,999	(16.00)	(6.00)	(14.50)	(7.50)	(4.50)	(1.5)	(11.00)	(8.50)	(12.50)	(11.00)
6,000-6,999	89 (44.50)	49 (24.50)	80 (40.00)	45 (22.50)	52 (26.00)	4 (2.0)	77 (38.50)	66 (33.00)	57 (28.50)	59 (29.50)
7,000-7,999	39 (19.50)	18 (9.00)	37 (18.50)	25 (12.50)	24 (12.00)	0	36 (18.00)	34 (17.00)	25 (12.50)	25 (12.50)
8,000-8,999	2 (1.00)	0	2 (1.00)	1 (0.50)	2 (1.00)	0	2 (1.00)	2 (1.00)	1 (0.50)	1 (0.50)
9,000-9,999	1 (0.50)	1 (0.50)	1 (0.50)	1 (0.50)	1 (0.50)	0	1 (0.50)	1 (0.50)	1 (0.50)	1 (0.50)
10,000 - 10,999	1 (0.50)	0	1 (0.50)	0	1 (0.50)	0	1 (0.50)	1	0	1 (0.50)
Total	200(100.00)	99(49.50)	183 (91.50)	107 (53.50)	102 (51.00)	8 (4.0)	171 (85.50)	145 (72.50)	126 (63.00)	130 (65.00)

* Figures in brackets indicate percentages

The findings suggest that the maximum 44.50 percent households had spent ₹ (6,000-6,999) per month on household expenditure, 19.50 households up to ₹ (7,000-7,999) per month, while 0.50 percent up to ₹10,000 per month showing not so affluent pattern of expenditure.

Among the next pertinent regular item of expenditure the most prominent is the schooling of children. Among the respondents who reported expenditure, with large majority of 40.00 percent of them spent amount up to ₹ (6,000-6,999) and 16.50 percent up to ₹ (4,000-4,999). Amount in the range of ₹ (7,000-7,999) was spent by 18.50 percent of the population. As noted earlier, an average Keralite is desirous to educate his children. The unique feature of the respondent is reflected in the heavy expenditure on education. As many as 22.50 percent of respondents spent up to ₹ (6,000-6,999).While 0.50 percent spent up to ₹ 9,999. The figures suggest the need of respondents to create an environment for mental relaxation where little existed.

The major challenge confronting the expenditure pattern of wood-load worker is evidently on extravagant consumption in the pattern of expenditure under two counts namely liquor/toddy as well as cigarette/bidi.Significantly a high percentage of respondents were willing to spend heavy amounts on these items constituting a significant part of their regular income.

The respondents were observed to be prompt in repayment of loans, there is a tendency observed among respondents for building up savings and investment as an important component of their personal and security. The saving pattern can be improved if due care is taken by them in limiting their consumption of harmful items and diverting such expenses for better quality food.

The medical expenses constitute not more than 30.00 percent of the requirements. So high degree of reliance for financing liquor/toddy and cigarette/bidi consumption was a matter of great concern.The research brought to focus that major decisions undertaken in the wood-load workers of the study are shaped by the active support of the trade unions. An owner of rubber plantation with a single mature rubber tree to be sold has to meet a contractor who in turn has to obtain permission from all union leaders to finally cut the tree. This can be seen as the extreme form of rigidity that one might observe and shows the dominance and militancy of the trade unions in a globalising age in which union power is claimed to be weakening elsewhere. The strong union power visible in Kerala is the result of the historical process of labour unrest and organisation particularly by the leftists groups.

Conclusion

As revealed by the study the union militancy is more pronounced than employers militancy. As observed in many other studies, the employer's militancy has gone up in the post reform period as number of lock outs have come down significantly. The empirical data generated in this study strongly refutes the impact of labour market reforms on wood-load workers in Elikulam and

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Thidanad Panchayats led by powerful unions. The study brought to focus the existing patterns of labourorganisation and institutions certain sectors of Kerala impedes restructuring of enterprises due to the rigidities created by powerful labour unions. Trade unions in Kerala are a force to reckon within the rural sector. They create rigidities and protect and enhance the interest of their union affiliated members which goes on to the extent of assigning work and fixing wages for workers as well as for different pieces of work.If the trade unions effectively take into consideration of the needs of development in a serious way, they will pay heed to the needs of the public as well as the employer which will enable sustainable development in this sector.

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