

LABOUR MOBILITY FROM THE PLANTATION SECTOR AND
SOME OF ITS SOCIO-ECONOMIC IMPLICATIONS

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D E D I C A T I O N

To My Late Mother, Father who is the source
of inspiration for my progress, Brothers and Sisters
To All of Whom I Owe My Life.

...pekerja ladang sepanjang lima tahun yang lepas
...sementaranya tenaga buruh yang paling produktif.
...kebanyakan penduduk-penduduk ladang didapati
...di ladang dan tidak di ladang, menunjukkan tenaga
...di sektor-sektor perindustrian yang
...di ladang-ladang tersebut. Malahan
...adalah
...yang mempunyai taraf pendidikan yang
...
...atau pekerja-pekerja yang
...didapati pernah bekerja di ladang
...Demi segi ruang, kebanyakan responden-
...ini didapati
...berasal dari negeri-negeri yang berhaspiran. Sebab-sebab
...adalah kekurangan peluang-peluang
...faktor 'tolak'. Tetapi

SINOPSIS

Lingkungan Latihan Ilmiah ini adalah meninjau dua kajian kes ladang getah dan kelapa sawit mengenai persoalan mobiliti pekerja-pekerja dari sektor perladangan serta implikasi-implikasi sosio-ekonomik daripadanya. Hasil kajian ini mengukuhkan lagi pendirian-pendirian lain bahawa wujudnya kekurangan tenaga buruh di sektor perladangan. Sesuatu implikasi yang jelas adalah keadaan kekurangan tenaga buruh ini di ladang-ladang mungkin terus merosot di masa-masa hadapan.

Migrasi pekerja ladang sepanjang lima tahun yang lepas telah menghilangkan tenaga buruh yang paling produktif. Tambahan pula, kebanyakan penduduk-penduduk ladang didapati bekerja di luar dan duduk di ladang, menunjukkan tenaga buruh ladang diresapi oleh sektor-sektor perindustrian yang pesat berkembang disekitaran ladang-ladang tersebut. Malahan kebanyakan tenaga buruh yang berulang-alik (commute) adalah kaum muda yang bujang serta mempunyai taraf pendidikan yang minima.

Kebanyakan migran-migran atau pekerja-pekerja yang berulang-alik (commute) didapati pernah bekerja di ladang pada suatu waktu dahulu. Dari segi ruang, kebanyakan responden-responden yang telah berhizirah ke ladang-ladang ini didapati berasal dari negeri-negeri yang berhampiran. Sebab-sebab utama mereka berhizirah adalah kekurangan peluang-peluang pekerjaan. Ini adalah sebenarnya faktor 'tolak'. Tetapi

namun demikian faktor-faktor 'tarik' adalah peluang-peluang pekerjaan dan pendapatan yang di ladang yang kini mereka duduki.

Kebanyakan migran-migran iaitu anak-anak responden-responden adalah kaum lelaki dan sama banyak dalam taraf berkahwinan (bujang dan berumah tangga) dan dapati terutamanya berpindah ke kawasan-kawasan bandar dalam negeri yang sama. Dari sebab-sebab yang diberikan hampir 80 peratus menunjukkan mereka berpindah atas sebab pendapatan yang tinggi, kerja mudah dan suasana pekerjaan di luar ladang yang lebih baik. Pekerjaan mereka juga didapati telah berubah selepas mereka berpindah.

Hampir 20 peratus responden berhajat berpindah di masa hadapan dan alasan-alasan mereka adalah pendapatan kurang, suasana pekerjaan yang kurang memuaskan, untuk memperolehi latihan perlanjutan dan sebagainya, sebagai aspek-aspek yang menggalakan mereka berpindah.

Dengan ini kita dapat ramalkan bahawa dari jumlah bakal tenaga buruh di ladang tenaga buruh yang muda dan yang paling produktif dijangka berpindah dari ladang. Aspek-aspek ekonomik menjadi perkara keputusan untuk berpindah atau pun 'commute'. Ini bermakna sektor perladangan telahpun kehilangan atau mungkin akan hilangkan tenaga buruh yang agak banyak ke sektor-sektor lain dalam ekonomik.

SYNOPSIS

The scope of this graduation exercise has been limited to two case studies of rubber and oil-palm estates, probing the issue of labour mobility in the plantation sector and some of its socio-economic implications. The research conducted elucidated facts and figures which augurs well for the claims of labour shortages in the plantation sector. One obvious implication is that the labour shortage situation in the estates stand to be aggravated in the future.

Out-migration from the estates that has occurred during the past five years had lost the most productive members of the labour force. This coupled with the fact that a considerable number of estate residents were found to be commuters shows that the estate labour force is being absorbed into the modern industrial sectors which are fast expanding in areas surrounding the estates. Even among the commuters, it was found that the persons of young adult age were the ones who were commuting. These people possessed minimum levels of education and were mostly single.

A greater number of out-migrants or commuters were found to be employed on the estates prior to migrating or commuting. Geographically, most respondents who had migrated to the estates were found to have come from adjacent states. It was found that the primary reason for leaving their original place was because of lack of employment opportunities.

This was the push factor. But, of course, the pull factor was job openings and better remuneration that were found in their present estates.

The out-migrants who were respondent's household members, were predominantly males, of adult age and reasonably balanced in marital status (married and single) moved mainly to urban areas in the same state. Almost 80 percent of the reasons for migrating were related to such factors as better pay, easier work and better working conditions among jobs outside the estates. The occupation of migrants too was found to have changed after migrating.

About 20 percent of the respondents intended to move in the future. The reasons provided were low incomes, poor working conditions, to get further training, etc. as considerations encouraging them to move. On the other hand, those who did not want to move gave reasons such as inexperience in outside jobs, old age and fringe benefits on the estates as factors discouraging them from moving out.

Thus it could be postulated that the young and most productive members of the potential labour force on the estates are the ones most likely to move out. Economic considerations were of primary importance when deciding to migrate out or to commute. This means that the estates have lost or stand to lose a substantial amount of labour to other sectors of the economy.