WOMEN'S ACCESS TO TRAINING IN THE RUBBER SMALLHOLDER SECTOR IN THE DISTRICT OF HULU LANGAT, SELANGOR DARUL EHSAN, MALAYSIA

VANAJA R. VAITHYANATHAN

FPP L 1995 2
WOMEN'S ACCESS TO TRAINING IN THE RUBBER SMALLHOLDER SECTOR IN THE DISTRICT OF HULU LANGAT, SELANGOR DARUL EHSAN, MALAYSIA.

VANAJA R. VAITHYANATHAN

MASTER OF SCIENCE
UNIVERSITY PERTANIAN MALAYSIA
1995
WOMEN'S ACCESS TO TRAINING IN THE RUBBER SMALLHOLDER SECTOR IN THE DISTRICT OF HULU LANGAT, SELANGOR DARUL EHSAN, MALAYSIA.

By

VANAJA R. VAITHYANATHAN

Thesis Submitted in Partial Fulfilment of the Requirements for the Degree of Master of Science in the Centre for Extension and Continuing Education, University Pertanian Malaysia.

April 1995
ACKNOWLEDGEMENTS

First and foremost, I am thankful to God for providing me this opportunity and the endurance to complete this Masters programme successfully. I also acknowledge the help and support of all individuals and institutions that made this research a reality. I am indebted for the financial support and necessary facilities kindly provided by the Government of Malaysia, Rubber Research Institute of Malaysia and Universiti Pertanian Malaysia. For the support and assistance I am thankful to the Institute's Director, Dr. Abdul Aziz bin S.A. Kadir, Assistant Director, Department of Development and Extension, Dr. Wan Abdul Rahman bin Wan Yaacob, Head, Project Implementation and Development Division, Dr. Najib Lofty bin Arshad and to the chairperson of my supervisory committee, Dr. Hjh. Mazanah bte Muhamad.

In the course of completing my thesis, I was greatly assisted by many generous and talented people. To my committee members, Dr. Hjh. Mazanah bte Muhamad, Assoc. Prof. Dr. Hj. Saidin bin Teh and Dr. Hj. Turiman bin Suandi I am grateful for their guidance, counsel and support throughout my graduate work. Special
thanks goes to Dr. Hjh. Mazarah who was instrumental in developing my skills of inquiry in in-depth interviewing and who provided constructive criticisms and stimulating ideas throughout the research. I am also grateful to Assoc. Prof. Dr. Ng Choon Sim, Y. M. Dr. Raja Ahmad bin Tajuddin Shah, Assoc. Prof. Dr. Hj. Azimi bin Hj. Hamzah, Assoc. Prof. Dr. Hjh. Aminah bte Ahmad and Dr. Hjh. Maimunah bte Ismail of Universiti Pertanian Malaysia for providing useful insights and relevant reading materials, and to Professor Dr. Carter who rendered valuable advice and guidance in qualitative methodology during his term as Visiting Professor to Universiti Pertanian Malaysia.

I would like to express my special appreciation to RRIM officers and extension staff especially, Tuan Hj. Rosley bin Abdullah, Y. M. Dr. Raja Badrul Shah bin Raja Shah Kobat, Encik Azmi bin Din, Encik Chooi Phooi Seng and Encik Zamri bin Abd. Rahman; RISDA staff, particularly, Encik Moneyvellu, Encik Hamid, Puan Sukiam, Hajjah Hasnah and other extension personnel; and MARDEC staff, Encik Sallehudin for their assistance and facilitation in obtaining data and access to the respondents of the study as well as Puan Siti Mariam bte Mohd Rashid for helping in the translation of the
abstract. My special thanks also go to all the women respondents, village heads and local leaders who participated in this study and made this research a reality.

Last, but not least, I wish to express my thanks to my husband, Veeramuthu, and my children, Nalina Selvi and Dinesh Kumar who have provided an endless stream of love, support, patience and encouragement. My husband has been a source of great strength and provided a guiding hand throughout my study.

While all these people are acknowledged for their help in making this study a reality, they are in no way responsible for the interpretations and conclusions, as well as, any error inadvertently found in the thesis. I take full responsibility for them.
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACKNOWLEDGEMENTS</td>
<td>iii</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>xi</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>xii</td>
</tr>
<tr>
<td>ABSTRACT</td>
<td>xiii</td>
</tr>
<tr>
<td>ABSTRAK</td>
<td>xvi</td>
</tr>
<tr>
<td><strong>CHAPTER</strong></td>
<td></td>
</tr>
<tr>
<td>I INTRODUCTION</td>
<td>1</td>
</tr>
<tr>
<td>Background of the Problem</td>
<td>1</td>
</tr>
<tr>
<td>Women and Training</td>
<td>5</td>
</tr>
<tr>
<td>Women and Productivity</td>
<td>12</td>
</tr>
<tr>
<td>Statement of the Problem</td>
<td>19</td>
</tr>
<tr>
<td>Objectives of the Study</td>
<td>20</td>
</tr>
<tr>
<td>Significance of the Study</td>
<td>20</td>
</tr>
<tr>
<td>Limitations of the Study</td>
<td>22</td>
</tr>
<tr>
<td>Scope of the Study</td>
<td>23</td>
</tr>
<tr>
<td>Definition of Terms</td>
<td>23</td>
</tr>
<tr>
<td>II REVIEW OF LITERATURE</td>
<td>25</td>
</tr>
<tr>
<td>Agriculture in Malaysia</td>
<td>26</td>
</tr>
<tr>
<td>Extension Education in Malaysia</td>
<td>28</td>
</tr>
<tr>
<td>Extension Education in Relation to Rubber</td>
<td>29</td>
</tr>
<tr>
<td>Women in Rubber Production Activities</td>
<td>32</td>
</tr>
<tr>
<td>Concept of Access and Participation</td>
<td>39</td>
</tr>
</tbody>
</table>

vi
III METHODOLOGY ........................................ 94
  Research Methodology .......................... 94
  Interview ........................................ 96
  Location of Study Area ...................... 97
  Population and Sample ....................... 100
    Population .................................. 100
    Sample ..................................... 100
  Data Collection ............................... 104
    Sources of Data ............................. 104
    Procedures of Field Work ................. 105
  Data Analysis ................................. 110
  Data Categorization .......................... 112
  Reliability and Validity ..................... 116
  Limitations ................................... 122
  Lessons Learned ............................... 124

IV FINDINGS AND DISCUSSION .................... 127
  Findings ....................................... 128
    Profile of the Respondents .............. 128
    Membership in Organisations .......... 141
    Number of Trainings Attended in the
      Past Three Years ....................... 143
    Nature of Training Attended ............ 144
  Access to Training ........................... 150
    Owner Operators .......................... 152
    Owner Non-Operators ..................... 155

  viii
Wives Helping Husbands .................. 158
Hired Tappers ........................... 165
Reasons for Access and Non-Access to Training .................................. 169
Reasons for Participation .............. 170
Reasons for Non-Participation ........... 174
Respondents Understanding of Training ...... 179
Respondents Experiences During Training ... 187
Benefits and Losses from Training ........ 192
Benefits ......................................... 193
Losses ........................................... 197
Discussion .............................. 198
Profile .............................. 198

Objective One: To Identify Whether Women in the Rubber Smallholder Sector Have Access to Training .......... 203

Objective Two: To Identify Reasons Related to Women's Access and Non-Access to Training .......... 216

Objective Three: To Discover their Understanding of Training ............. 225

Objective Four: To Discover the Experiences during Training of Those Women Who had Access .......... 226

Objective Five: To Discover their Benefits and Losses from Training .... 227

V SUMMARY, CONCLUSIONS, IMPLICATIONS AND RECOMMENDATIONS ......................... 230

Problem ........................................ 230
Objectives .............................. 231

ix
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Methodology</td>
<td>231</td>
</tr>
<tr>
<td>Findings</td>
<td>233</td>
</tr>
<tr>
<td>Conclusions</td>
<td>237</td>
</tr>
<tr>
<td>Implications for Extension</td>
<td>241</td>
</tr>
<tr>
<td>Recommendations</td>
<td>245</td>
</tr>
<tr>
<td>BIBLIOGRAPHY</td>
<td>250</td>
</tr>
<tr>
<td>APPENDICES</td>
<td></td>
</tr>
<tr>
<td>A Interview Guide</td>
<td></td>
</tr>
<tr>
<td>A Study on Women's Access</td>
<td></td>
</tr>
<tr>
<td>to Training</td>
<td>262</td>
</tr>
<tr>
<td>B Socio-Demographic Details of</td>
<td></td>
</tr>
<tr>
<td>Respondents</td>
<td>267</td>
</tr>
<tr>
<td>BIOGRAPHICAL SKETCH</td>
<td>270</td>
</tr>
</tbody>
</table>
LIST OF TABLES

Table                                   Page

1. Number and Hectarage of Registered   3
   Smallholders by Farm Size and Sex 

2. Number of Respondents by Location and
   Category  .................................. 104

3. Age Distribution of Respondents by
   Category .................................. 129

4. Marital Status of Respondents by
   Category .................................. 130

5. Educational Attainment of Respondents
   by Category ................................ 131

6. Number of Years of Experience in Rubber
   Cultivation/Tapping by Category ....... 132

7. Sources of Learning How to Tap ........ 135

8. Size of Rubber Holdings Owned/Tapped
   by Category  ............................ 138

9. Average Family Size of Respondents by
   Category .................................. 139

10. Average Monthly Income Reported by the
    Respondents by Category ............... 140

11. Distribution of Respondents by
    Membership in Organisation by Category 142

12. Distribution of Respondents by Number
    of Trainings Attended in the Last Three
    Years by Category  ....................... 143

13. Nature of Training Attended by
    Respondents by Category ............... 145

14. Respondents Access to Training by
    Category  ............................... 151

15. Respondents Reasons for Access and
    Non-Access to Training ................. 169

16. Comparison of Motivational Factors
    Derived from Selected Studies .......... 220
## LIST OF FIGURES

<table>
<thead>
<tr>
<th>Figure</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Flow of Technology Transfer Process at Regional/State Level</td>
<td>30</td>
</tr>
<tr>
<td>2</td>
<td>Modified Chain-of-Response (COR) Model for Understanding Participation in Adult Learning Activities</td>
<td>88</td>
</tr>
<tr>
<td>3</td>
<td>Map of Hulu Langat District in the State of Selangor Darul Eshar, Malaysia</td>
<td>99</td>
</tr>
<tr>
<td>4</td>
<td>A Summary of the Elements that Emerged from the Study</td>
<td>229</td>
</tr>
</tbody>
</table>
Abstract of thesis submitted to the Senate of Universiti Pertanian Malaysia in partial fulfilment of the requirements for the degree of Master of Science

WOMEN'S ACCESS TO TRAINING IN THE RUBBER SMALLHOLDER SECTOR IN THE DISTRICT OF HULU LANGAT, SELANGOR DARUL ESHAN, MALAYSIA

By

VANAJA R. VAITHYANATHAN

December, 1994

Chairman: Dr. Hjh. Mazanah bte Muhamad

Faculty: Centre for Extension and Continuing Education

The focus of the study was on women’s access to training which is operationally defined as getting to hear and participating in training in the form of short courses, workshops, seminars, demonstrations and study visits. The specific objectives of the study were: (1) to identify whether women in the rubber smallholder sector had access to training; (2) to identify reasons related to women's access and non-access to training; (3) to discover their understanding of training; (4) to discover the experiences during training of those women who had access; and (5) to discover their benefits and losses from training.
The data was obtained through in-depth interviews with 60 women respondents from several villages in three mukims (wards) in the district of Hulu Langat, Selangor Darul Ehsan utilizing the purposive sampling technique. Interviews with key informants comprising extension agents and local leaders and observation of training sessions were also conducted to provide the background context to the study.

The qualitative data showed that women who owned land had access to training. Owner operators and owner non-operators by virtue of being owners of their rubber holdings got to hear and participated in training regarding rubber cultivation. Membership in farmer's organisations and women's groups also enabled access to training on women's activities and other agricultural activities. Wives helping husbands got to hear about training regarding rubber from their husbands who were owners of the smallholdings. On the other hand, hired tappers who did not own rubber land and were not members of farmer's or women's organisations had minimal access to training.
Reasons for women's participation in training included: 1) informed and invited; 2) to learn and obtain relevant experience and knowledge; 3) socialising and visiting new places. Reasons for non-participation were: 1) not informed and invited; 2) baby-sitting and household duties; 3) family commitments; 4) other work commitments; and 5) age and health.

The findings generated are useful for extension policy and programme planning for women in the rubber smallholder sector, particularly, pertaining to targeting training activities to those who actually carry out the rubber farm activities. Theoretically, the study contributed towards literature regarding participation in adult education where the modified COR model incorporating concepts such as culture and gender subordination was found useful in understanding women's access to training in the rubber smallholder sector. The study concluded that culture and gender subordination should be included in adult education participation and non-participation studies especially in non-western situations for more meaningful understanding of the phenomenon.
Abstrak tesis yang dikemukakan kepada Senat Universiti Pertanian Malaysia sebagai memenuhi sebahagian daripada syarat untuk mendapatkan Ijazah Master Sains

AKSES WANITA KEPADA LATIHAN DI SEKTOR PEKEBUN KECIL GETAH DI DAERAH HULU LANGAT, SELANGOR DARUL ESHAN, MALAYSIA

Oleh

VANAJA R. VAITHYANATHAN

Disember, 1994

Pengerusi: Dr. Hajjah Mazanah Muhamad

Fakulti: Pusat Pengembangan dan Pendidikan Lanjutan

Tumpuan kajian ini adalah akses wanita kepada latihan yang dikrifikan sebagai mendengar dan menghadiri latihan dalam bentuk kursus pendek, bengkel, seminar, demonstrasi dan lawatan sambil belajar. Objektif spesifik kajian ini adalah: (1) untuk mengenal pasti sama ada wanita disektor pekebun kecil getah mendapat akses kepada latihan; (2) untuk mengenal pasti sebab mengapa wanita mendapat atau tidak mendapat akses kepada latihan; (3) untuk mengetahui kefahaman wanita terhadap latihan; (4) untuk mengetahui pengalaman mereka yang mendapat akses; dan (5) untuk mengetahui faedah dan kerugian dari latihan.

xvi
Data telah diperolehi melalui temubual yang mendalam dengan 60 orang wanita di beberapa kampung di tiga mukim di daerah Hulu Langat, Selangor Darul Eshan dengan menggunakan kaedah pensampelan bertujuan. Temubual dengan "key informants" yang terdiri dari egen pengembangan dan ketua-ketua tempatan juga dijalankan untuk mengetahui konteks latar belakang kajian beserta dengan pemerhatian sesi latihan.

Data kualitatif menunjukkan bahawa wanita yang memiliki tanah mempunyai akses kepada latihan. Pemilik pengusaha serta pemilik bukan pengusaha mendapat tahu dan menyertai latihan mengenai getah kerana memiliki kebun getah. Mereka juga menjadi ahli Pertubuhan Peladang dan Kumpulan Wanita yang seterusnya memberi akses kepada latihan mengenai getah, aktiviti-aktiviti wanita dan lain-lain aktiviti pertanian. Isteri-isteri yang membantu suami mereka mendapat tahu mengenai latihan tanaman getah melalui suami mereka yang memiliki kebun getah. Sebaliknya, penoreh upahan yang tidak memiliki kebun getah dan tidak menjadi ahli pertubuhan peladang atau wanita di dapat tidak mendapat akses kepada latihan.

xvii
Kajian ini menunjukkan bahawa sebab-sebab wanita menyertai latihan termasuklah: (1) mereka diberitahu dan diundang; (2) mereka ingin mempelajari dan mendapat pengalaman dan pengetahuan; (3) kesempatan bergaul dan melawat tempat-tempat baru. Sebab-sebab wanita tidak menyertai latihan adalah: (1) tidak diberitahu dan tidak diundang; (2) menjaga anak/cucu dan mengurus kerja rumah; (3) urusan keluarga; (4) urusan kerja lain; dan (5) umur dan kesehatan.

Hasil kajian yang diperolehi sangat berguna dalam merangkakan polisi dan program perancangan, terutama sekali dalam menumpukan aktiviti latihan kepada mereka yang sebenarnya terlibat dengan penanaman getah. Secara teori, kajian ini telah memberi sumbangan kepada hasil pengajian mengenai penyertaan dalam pembelajaran dewasa di mana model COR yang telah diubahsuai dengan menggunakan konsep-konsep seperti budaya dan penindasan jantina telah didapati berguna dalam memahami akses wanita kepada latihan. Kajian ini telah membuat kesimpulan bahawa budaya dan penindasan jantina harus dimasukkan dalam kajian-kajian penyertaan dan tiada penyertaan dalam pembelajaran dewasa, terutama dalam situasi-situasi ketimuran bagi pemahaman yang lebih bermakna terhadap fenomena tersebut.

xviii
CHAPTER 1
INTRODUCTION

Background of the Problem

The Natural Rubber (NR) industry has played a major role in the Malaysian economy since colonial times. Half a million families in Malaysia are directly or indirectly engaged in its cultivation. In 1993, NR contributed approximately 2 percent of Malaysia's total export value of primary commodities and ranked fifth after petroleum, timber, palm oil and liquefied natural gas (Economic Report 1993/94). The share of rubber to total agricultural value added was 11.8 percent. In terms of employment, approximately 770,000 people were engaged in rubber production. This is equivalent to 12 percent of the total labour force employed in the country and about 40 percent of that employed in the agricultural sector. Of the total number employed, about 419,000 were working on individual holdings and 17,000 in organised schemes. On the whole, it is estimated that some 2.5 million people are dependent on the rubber industry for their livelihood. Smallholder
rubber production is basically a family activity where the holding is usually operated by a husband-wife team, as well as, other family members. As such a high percentage of women are involved in rubber production.

Rubber is produced both by the estate and smallholder sub-sectors in the country. Estates are classified as being of more than 40 hectares (100 acres) in size and are well organised with high level of management efficiency and inputs. Rubber areas that are less than 40 hectares in size are termed as smallholdings. These rubber holdings are classified as organised and independent smallholdings; the former refers to agricultural land development schemes while the latter are individual scattered smallholdings. The independent holdings are units that have been under individuals since their original alienations during the 1920s and 1930s, and subdivided holdings which are pieces of land arising from subdivision of estates, a practice which was started in 1950 and stopped in the mid-1960s due to undesirable social, economic and political consequences. As at 1992 there were altogether 418,911 registered smallholders in Peninsular Malaysia with a total land area of 1,276,530 hectares (Table 1). Of this 137,184 (33 percent) were women smallholders owning approximately 335,922 hectares.
<table>
<thead>
<tr>
<th>Farm Size</th>
<th>Number</th>
<th></th>
<th></th>
<th></th>
<th>Hectarage</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>&lt;3 ha</td>
<td>232,058</td>
<td>124,097</td>
<td>356,155</td>
<td>774,820</td>
<td>303,887</td>
<td>1,078,707</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 - &lt;5 ha</td>
<td>43,245</td>
<td>11,414</td>
<td>54,659</td>
<td>144,351</td>
<td>27,964</td>
<td>172,315</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 - &lt;10 ha</td>
<td>4,705</td>
<td>1,303</td>
<td>6,008</td>
<td>15,748</td>
<td>3,188</td>
<td>18,936</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&gt;10 ha</td>
<td>1,719</td>
<td>370</td>
<td>2,089</td>
<td>5,689</td>
<td>883</td>
<td>6,572</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>281,727</td>
<td>137,184</td>
<td>418,911</td>
<td>940,608</td>
<td>335,922</td>
<td>1,276,530</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Banci Pekebun Kecil RISDA 1992
The smallholder sector is playing an increasingly important role in the nation's NR output. In 1993, out of the total production of 1,190 million tonnes, 74 percent was from the smallholder sector. In terms of total planted area under rubber, smallholdings occupied 82 percent (1,470,000 hectares) while 320,000 hectares were under estates. The national average yield per hectare for estates and smallholdings was 1,327 kilogrammes and 960 kilogrammes, respectively. (Rubber Statistics Handbook, 1993).

The yield gap between the estate and smallholder sector is still significant. This disparity can be attributed to fast adoption of speculative clones, advanced planting materials coupled with good agronomic, exploitation and processing practices in the estate sector. The well organised estate sector with high levels of management inputs has easy access and is able to efficiently adopt available technologies generated from Research and Development (R & D) associated with the rubber industry. On the other hand, the smallholder sector, particularly the unorganised or individual smallholders, do not have such easy access and knowledge of available technologies. Whatever knowledge obtained is either from extension services provided by the various
relevant implementing agencies or neighbouring smallholders and estates.

In their efforts to bridge this yield gap between the estate and smallholder sectors, the Rubber Research Institute of Malaysia (RRIM) and Rubber Industry Smallholders Development Authority (RISDA) currently place greater emphasis on the adoption and usage of high yielding and promising planting materials, as well as, intensified efforts towards transferring relevant technologies to the smallholder sector. One way in which this could be achieved is by providing training to smallholders.

**Women and Training**

Rural women generally have poor access to agricultural information and services. Their limited access to education and technical training further hinders progress. One FAO study found that women represented up to 80 percent of the food producers in some countries, but they received only two to ten percent of the extension contacts (FAO, 1990). Agricultural training is also mainly focussed on male farmers and extension personnel, both male and female, tend to overlook the needs of women farmers. Most
training programmes for women still emphasize domestic skills rather than agricultural skills though both are relevant and need to be combined.

Rahim M. Sail and Mazanah Muhamad's (1994) study regarding factors associated with non-adoptions of technology by rubber smallholders found that information holds the key to decision-making and change processes and hence, technology adoption. Several constraints, among them weakness in extension services and communication support system were found to form negative forces that act against the adoption of recommended practices. The authors were of the view that some of these constraints could be overcome or minimized with the provision and implementation of a systematic flow of information from research to extension and from extension to smallholders. Training is an important flow of information that should be given due consideration.

A recent training needs assessment for smallholders found that rubber smallholders including women should be trained on ways and means to shorten immaturity period of rubber (Ibrahim Mamat, et al. 1992). This involved training on usage of good quality advanced planting materials, establishment of cover crops, proper fertilizer application, weed control and