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CASUAL LABORS ACTIVITIES AND PRIMARY NEEDS

SATISFACTION IN RUSIZI DISTRICT

Case Study of tea pickers in Nkungu sector

(2018 - 2022)

Undergraduate research thesis presented in partial fulfillment of the requirements for the award of Bachelor degree with honor in Rural Development

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DECLARATION

DECLARATION BY THE CANDIDATE

We, MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed hereby declare that this is our own original work and not a duplication of any similar academic work. It has therefore not been previously or concurrently submitted for any other degree, diploma or other qualification to Kibogora Polytechnic or any other institution. All materials cited in this paper which are not my own have been duly acknowledged.

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Declaration by the Supervisor

I declare that this work has been submitted for examination with my approval as KP Supervisor

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ABSTRACT

The study aimed at investigating the casual labors activities and primary needs satisfaction of tea pickers in nkungu sector. The research questions included: How do tea pickers benefit from the tea plantation at Nkungu sector? And how does tea plantation in Nkungu sector contribute to the increase in welfare of the tea pickers? While the objectives of the study were: the casual labors activities and primary needs satisfaction of tea pickers in nkungu sector.

Theoretically, the study focused on the Social and welfare Development theory which entails a set of social changes resulting from the convergence of tea plantation in Nkungu sector, Economic Development theory advocates for the increase in economic wealth and well-being of individuals (tea pickers).

The study employed qualitative design which was used to collect primary data from the respondents and documentation was used to cover the secondary data that was not covered by views of the respondents. Questionnaire, interview and observation were major tools that were applied to collect data. Qualitative analysis was applied to reveal major findings. Respondents under the study were casual labors from Nkungu sector Tea plantation. The targeted populations were **674** Persons (tea pickers from Nkungu sector) as a sample. The findings revealed that, 20 % of respondents are not satisfied on how tea picking has helped them to get primary needs satisfaction while 80% are satisfied.

The findings also have showed that 20% of respondents are not satisfied on how they gate information about the availability of tea picking job while 80% are satisfied on how they get information.

Our action research shows that there are tough causes that can bring to the poor information about the availability of casual tea picking; some of them is like the number of uneducated people who doesn't know to read and the ones who doesn't have mobile phones as a primary tools which is used in the communication process.

Our research has used 251 respondents as a sample of 674 casual tea pickers in Nkungu sector of Rusizi District.

As a suggestion for further studies the researcher suggests that there is need for other researchers to conduct the studies in the following areas: Contribution of Casual Tea picking activity in the social economic development of the country, Contribution of Casual Tea picking activity in the poverty reduction.

DEDICATION

From MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed

To

Our Family

Our Friends

Your support enabled us to work tirelessly and produce this dissertation paper.

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Without combined support from different individuals, this dissertation could not be accomplished. Thus, we whole-heartedly thank numerous individuals for their effort in supporting us in one way or another. It is not possible to thank by name everybody who contributed to the accomplishment of this memoire. However, a special note of appreciation should go to some individuals. To begin with, glory be to God because off by his grace.

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TABLE OF CONTENTS

ABSTRACT	iii
DEDICATION	iv
ACKNOWLEDGEMENTS.....	v
LIST OF FIGURES	ix
LIST OF TABLES.....	x
1.0 INTRODUCTION	1
1.1 BACKGROUND OF THE STUDY	1
1.2 PROBLEM STATEMENT	2
1.3 OBJECTIVES OF THE STUDY	3
1.3.1 General Objective	3
1.3.2 Specific Objectives	3
1.4. RESEARCH QUESTIONS	3
1.5. SIGNIFICANCE OF THE STUDY	4
1.5.1 To the researcher.....	4
1.5.2 To the KP.....	4
1.5.3 To the policy makers	4
1.5.4 To the Government	4
1.5.5 Scientifically	4
1.6 LIMITATIONS OF THE STUDY	4
1.7 SCOPE OF THE STUDY	5
1.7.1 Content Scope.....	5
1.7.2 Time Scope	5
1.7.3 Geographical Scope.....	5
1.8 THESIS ORGANIZATION	5
SUMMARY	5
CHAPTER TWO: LITERATURE REVIEW	6
2.0. INTRODUCTION	6
2.1. DEFINITION OF KEY TERMS	6
2.1.1 Tea pickers.....	6
2.1.2 Tea	6
2.1.3 Tea leaves	6
2.1.4 Casual labors.....	6
2.1.5 Primary Needs	6
2.2 THEORETICAL FRAMEWORK.....	7
2.2.1 RESOURCE DEPENDENCY THEORY (RDT)	7
2.2.2. CONTINGENCY THEORY	8
2.2.3 INSTITUTIONAL THEORY.....	8
2.2.4 Reasons for Casual Workers.....	9

2.3 DISADVANTAGES OF CASUAL WORKER TO EMPLOYERS.....	11
2.3.1 Multifunction	11
2.3.2 Higher Rate of Payment.....	11
2.3.3 Nonexistence of Notification	11
2.3.4 Enthusiasm becomes a Problem	12
2.3.5 Untrustworthy	12
2.4 CHALLENGES FACED BY THE CASUAL WORKERS.....	12
2.4.1 Job Insecurity.....	12
2.4.2 Immigration	13
2.4.3 Low Productivity Growth	13
2.4.4 Fewer Wages and More Work	13
2.4.5 Absence of Knowledge on Redress	14
2.4.6 Presence of Corruption	14
2.5 Workers in Tea Plantations.....	14
2.6 CONCEPTUAL FRAME WORK.....	16
2.7. EMPIRICAL FRAMEWORK.....	17
2.8 RESEARCH GAP	18
SUMMARY	18
CHAPTER THREE: RESEARCH METHODOLOGY	19
3.0 INTRODUCTION	19
3.1 RESEARCH DESIGN AND APPROACHES	19
3.2 TARGET POPULATION	19
3.4. SAMPLING PROCEDURES	19
3.5. SAMPLE SIZE	20
3.6 INSTRUMENTS FOR DATA COLLECTION.....	21
3.6.1 Documentary Analysis.....	21
3.6.2 Questionnaires	21
3.6.3 Interview to Nkungu tea pickers.....	21
3.7. VALIDITY AND RELIABILITY MEASURES.....	21
3.8 ETHICAL CONSIDERATIONS.....	22
3.9. DATA ANALYSIS	22
SUMMARY	22
CHAPTER FOUR: PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS	23
4.0. INTRODUCTION	23
4.1. DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS	23
4.1.1 Distribution of informants according to their gender.....	23
4.1.2 Age of respondents	24
4.1.3 Marital Status.....	24
4.1.4 Educational level	25

4.2 Casual Tea Pickers in Social Economic Development	25
4.3 SATISFACTION OF CASUAL LABORS ON HOW TEA PICKING HAS HELPED THEM TO GET PRIMARY NEED SATISFACTION	26
4.4. ROLE OF SHAGASHA TEA FACTORY ON SOCIAL ECONOMIC DEVELOPMENT	26
4.4.1 SATISFACTION OF RESPONDENTS OF INCOME FROM SHAGASHA TEA FACTORY FOR PRIMARY NEED SATISFACTION	26
4.4.2 Children schooling.....	27
4.4.3 Range of money income the tea pickers they gate by month.....	27
4.4.4 Access to livestock	28
4.5 CHALLENGES FACED BY NKUNGU TEA PICKERS	28
4.6 DISCUSSION OF FINDINGS	29
4.7 SUMMARY OF MAJOR FINDINGS.....	29
CHAPTER FIVE: CONCLUSION AND RECOMMENDATION.....	31
5.0. INTRODUCTION	31
5.1 CONCLUSION	31
5.2 RECOMMANDATIONS	31
5.3 SUGGESTION FOR FURTHER STUDIES	32
REFERENCES	33
APPENDICES	35

LIST OF FIGURES

Figure 1: Education Level of the respondents	25
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LIST OF TABLES

Table 1: Distribution of respondents according to their gender	23
Table 2: Ages of respondents.....	24
Table 3: Marital status of respondents	24
Table 4: Respondent's satisfaction	26
Table 5: Satisfied and no satisfied tea pickers	26
Table 6: Children schooling.....	27
Table 7: Range Of Money Income.....	27
Table 8: Respondent's access to livestock.....	28
Table 9: Challenges Faced By Nkungu Tea Pickers.....	28

CHAPTER ONE: GENERAL INTRODUCTION

1.0 INTRODUCTION

This chapter presents the problem statement, background of the study, objectives of the research, research questions, and significance of the study and the scope of the study.

1.1 BACKGROUND OF THE STUDY

According to the Fairtrade scheme, casual workers are defined as all workers who hired for specified periods that may not exceed 90 working days in one calendar year, in a department or in an agency to which the Public Service Commission (PSC) has exclusive authority to make appointments. The period of casual employment may be for one or more than one term, but is not to exceed 90 working days in a department or agency in a calendar year.

National Bureau of Statistics defined casual worker as to all persons receiving daily wages and their contracts are not expected to continue for more than one month. This means payments of casual workers is made when the sun set, in which such payments shall only last for thirty days and not more than that. This definition has reduced a number or duration working day to casual workers than the previous author entailed. (National Bureau of Statistics, 2019)

J. Chalmers and G. Kalb, argues that a casual employee or worker is someone in a job that is ‘short term, irregular and uncertain ‘This definition gives a clear picture of what casual workers are. That they are for a short term, not regular workers, and their future is mostly indeterminate or ambiguous. By means of ambiguous and uncertain it explains how insecurity their position is, in terms of employment contract. (J. Chalmers 2018)

The Australian Bureau of Statistics, entail casual worker as someone who is not entitled to either paid holiday leave or paid sick leave. The author here describes casual worker as a person with no holiday or sick leave payment entitlement. This describes more on the nature and characteristics of the casual workers. (Australian Bureau of Statistics 2017)

Among the various nonstandard employment relations that are on the rise, casual forms of work such as day labor, ‘gig work,’ on call employment, and zero-hours contracts have been especially

problematic for workers. These jobs tend to be concentrated in the least secure and lowest-paying occupations, and involve disadvantaged workers (such as recent migrants, racial minorities, and the long-term unemployed). (Donath, R, 2012).

The spread of casual work is associated with a set of changes that are underway on the demand side of labour markets. As an illustration, over the last two decades the construction sector has witnessed a growing reliance on subcontracting in countries across the world. Heightened competition has led many firms to abandon stable employment relationships to reduce labor costs. Within this context, employing day labourers has become a key competitive strategy for certain firms. (Maitra 1999)

In Rwanda the Act has included casual workers as one among the workers with no employment Contract or do not work under the terms of employment contract found within the informal sectors while employees as workers with employment contract. This does not differentiate with the interpretation of previous legislations, but at least it has shown that there are different class of workers with different degree of contractual obligations and protection. (Alinda&Abbort 2012).

Despite the fact that casual workers in Rwanda do not have formal contracts, mostly with Unambiguity and uncertainty terms, casual workers provide a great advantage to the employers in terms of management, cost, flexibility, availability and other related factors. (Alinda&Abbort 2012).

1.2 PROBLEM STATEMENT

Many arguments have been put forward for how casual labor activities can impact on primary needs satisfaction. According to Zirimwabagabo the concept of casual labors activities and its relationship with primary needs satisfaction and economic growth remain open questions. For him, there is no existing comprehensive and integrated theory of casual labors activities based primary needs satisfaction and socio-economic development that empirically explains the concept of primary needs satisfaction and its relationship to casual labors activities (Zirimwabagabo 2019).

This lack of comprehensive research on these variables has made a special call on working on casual workers activities and primary needs satisfaction. However, in some cases, these casual labors activities have been given a central role in poverty reduction arising from their potential benefits for increasing incomes of the poor and enhancing overall national social and economic growth (Kayitare, 2018).

The general perception is that the casual workers in tea picking at Nkungu sector will benefit from it, and those who don't would not. Thus, it is very crucial carrying out a study about casual labors activities and primary needs satisfaction in Rusizi district case of tea pickers in Nkungu sector 2018 – 2022.

1.3 OBJECTIVES OF THE STUDY

1.3.1 General Objective

The main purpose of this study was to assess the casual labors activities and primary needs satisfaction of tea pickers in Nkungu sector of Rusizi District.

1.3.2 Specific Objectives

In addition to the above general objective of the study, the research is guided by the following specific objectives:

1. To assess the income of tea pickers from Nkungu Sector,
2. To examine the usefulness of income from tea picking in Nkungu sector,
3. To correlate the income from tea picking and primary needs satisfaction.
4. To identify challenges in tea picking and suggest mitigation strategies.

1.4. RESEARCH QUESTIONS

Therefore, we as the researcher we have expected that this research may help us to find answers to the following questions:

1. What is the income of tea pickers from Nkungu Sector?
2. How the incomes from tea picking in Nkungu sector are used?
3. How the income from tea picking helps the tea pickers from their primary needs satisfaction?
4. What are challenges tea pickers face with in tea picking and how they solve it?

1.5. SIGNIFICANCE OF THE STUDY

The researcher believes that the results of this research benefited different parties in different ways:

1.5.1 To the researcher

This study is beneficial in that it provides the researcher with knowledge and skills of collecting, interpreting and analyzing data. This study is essentially carried out as a partial fulfillment of the requirements for the award of Bachelor degree in Rural Development.

1.5.2 To the KP

The research will further benefit the institution since the work will serve as an additional teaching material to the University as a whole and specifically Rural Development that will benefit more from our topic. This is as summary from different documents that have been brought together in order to improve an existing literature in casual labors activities.

The future researchers who may be interested in a similar topic may use a copy that will be kept in K P University library as a reference.

1.5.3 To the policy makers

The findings of this proposed study may be used as a tool for documentation that will have to be used by those who will be interested in their casual workers poverty reduction.

1.5.4 To the Government

This research will inform the government of Rwanda the level of life improvement of peoples and economic development of the tea pickers and challenges they are facing with.

1.5.5 Scientifically

The researcher assumes that the findings of the current study will help KP students, lectures and other scholars in general to understand the impact of tea plantation on social and economic development of Nkungu sector peoples. Furthermore, this research will be used by upcoming researchers as reference.

1.6 LIMITATIONS OF THE STUDY

The researchers during the present research study expect to encounter the following limitation: Some of participants will not be approachable which executed a negative influence on data to be collected.

To answer this, the researchers produced a big relationship before preliminary interview and submission of questionnaire.

1.7 SCOPE OF THE STUDY

1.7.1 Content Scope

The study was focused to the casual labors activities and primary needs satisfaction of tea pickers at nkungu tea plantation.

1.7.2 Time Scope

The study was conducted from March up to July 2023. The research will take data's only from 2018-2022.

1.7.3 Geographical Scope

The study was conducted in Western Province of Rwanda, Rusizi District in its sector named Nkungu because it is one of the sectors in Rusizi which have tea plantation.

1.8 THESIS ORGANIZATION

This study is organized into five chapters. Chapter one is General introduction which consist of the background of the study, statement of the problem, purpose of the study, objectives of the study, research questions, significance of the study, limitations of the study. Chapter two is focusing on the literature review basing on the following sub headings; introduction, definition of key concepts/terms, literature related to the first; second and third objective & other related literature. Chapter three consists of the research methodology and that includes research design, target population, sample and sampling techniques, data collection procedures and data analysis techniques. Chapter four is about the research findings and discussions while chapter five is presenting conclusions and recommendations

SUMMARY

This Chapter one has discussed on the literature that brought by different authors by analyzing of existing literature on the subject with the significance of the study, limitations of the study and scope of the study. The study was conducted in Western Province of Rwanda, Rusizi District in its sector named Nkungu because it is one of the sectors in Rusizi which have tea plantation.

CHAPTER TWO: LITERATURE REVIEW

2.0. INTRODUCTION

In this chapter the researcher aims at presenting all written theories that are related to the topic. The researcher's concern is to include casual labors activities and primary needs satisfaction in rusizi district. Case study of tea pickers in nkungu sector (2018 - 2022)

2.1. DEFINITION OF KEY TERMS

2.1.1 Tea pickers

In briefly, tea pickers are the person or thing that picks or that gathers crops. (Genius, 2015)

2.1.2 Tea

Is an aromatic beverage prepared by pouring hot or boiling water over cured or fresh leaves of *camellia sinensis*, an evergreen shrub native to East Asia which probably originated in the borderlands of southwestern China and Northern Myanmar. (Genius, 2015)

2.1.3 Tea leaves

The leaf of the tea shrub, used to make tea. (Genius, 2015)

2.1.4 Casual labors

Casual labors are those workers who hired for specified periods that may not exceed 90 working days in one calendar year, in a department or in an agency to which the Public Service Commission (PSC) has exclusive authority to make appointments. The period of casual employment may be for one or more than one term, but is not to exceed 90 working days in a department or agency in a calendar year. (National Bureau of Statistics 2017)

2.1.5 Primary Needs

Primary needs are needs that must met for the survival of human life both the lower middle class and upper-middle class society. This need is the most important priority (basic needs) consisting of clothing, food and shelter. (BFI Finance, 2022)

2.2 THEORETICAL FRAMEWORK

Theories are formulated to explain, predict, and understand phenomena and, in many cases, to challenge and extend existing knowledge within the limits of critical bounding assumptions. the theoretical framework is the structure that can hold or support a theory of a research study. the theoretical framework introduces and describes the theory that explains why the research problem under study exists (abend, gabriel, 2008).

Plantation sector such as tea has been playing an important role to rural economic. This sector is labor intensive and has been providing an aid program to involve workers in surrounding area to get the same activities. Casual labors is facing problematic issues include low wages, poor extension services, poor access to credit ; etc

Handerson, (2004).describes a theoretical framework as a conceptual model of how one theorizes or makes logical sense of the relationship between various factors identified as being important to a problem. It illuminates the breadth and depth of the study, directs the research objectives, culminating in the big picture.

2.2.1 RESOURCE DEPENDENCY THEORY (RDT)

The resource dependency perspective indicates how organizations depend on the external environment For the resources they need in order to succeed or survive. Environment for Pfeffer and Salancik (1978, p.258) asserted that to survive, organizations require resources". Therefore a key issue for top management is the external dependency of their organization. This perspective was adopted and developed by scholars belonging to the resource dependency school as Pfeffer (1972), Pfeffer and Salancik (1978), Boyd and Fulk (1990), Daily and Dalton (1994a, 1994b).

Gales and Kesner (1994) or Hillman, et al. (2000). On the other hand, RDT also discussed the possible reduction of external dependency. The control of this dependency by the external environment may be achieved in several ways. As resources are produced by organizations, collaboration and vertical integration may be a strategy for controlling the limited numb resources available in the environment.

2.2.2. CONTINGENCY THEORY

Coined by Lawrence and Lorsch (1967, p.209), the contingency theory considers that an organization and its subsystems may be contingent to external and internal characteristics.

This means, for example, that one or several organizational variables may depend on other variables. Galbraith (1973) emphasized these concepts using two main assumptions: (1) there is no single best way to organize and (2) any one organizing method is not equally effective. These assumptions were adopted as a main foundation for the contingency theory.

Moreover, Kast and Rosenzweig (1973) argued that "the contingency approach attempts understand the interrelationships within and among organizational subsystems as well as between the organizational system as an entity and its environments. It emphasizes the multivariate nature of organizations and attempts to interpret and understand how they operate under varying conditions". The idea is that there is no single best way of designing the organization and thus any organization must "fit" into the environment. Several studies adopted this perspective for studying the interdependency of the firm with the external environment.

Lawrence and Lorsch, 1967; Donaldson, 1984; Ghoshal and Nohria, 1989). Organization theory Applied the concept of contingency in order to find answers regarding what kind of organization Is most suited to the different environments (Daft, 1987, p.24).

2.2.3 INSTITUTIONAL THEORY

Institutions were defined as the formal and informal rules or constraints of a specific society north, 1990). Institutionalism implanted several social aspects such as norms, law, status, values, codes of conduct, taboos, contracts (North, 1990) and these are "transmitted by several types of carriers (Scott, 2001, p.48). Institutions play a fundamental role in the organization and its environment. North (1990, p.3) stated that institutions are the "rules of the game in a society". Institutions evolve over time (North, 1990) and can be classified according to three main types: regulative, normative and cultural-cognitive (Scott, 2001, p.52). The regulative, for instance, includes rules, law and sanction while the cultural-cognitive aspect includes common beliefs. Institutions can therefore be tangible elements or, in contrast, intangible constraints in the society and/or the business environment. Several theoretical and empirical studies in the literature discussed the relationship between institution and organization. For instance, institutional theory studied "the interconnections between an organization and its institutional environment" (DiMaggio and Powell, 1983).

This interconnection may show a framework in which players and rules are evolving together in a symbiotic relationship. Each one has a different role in the environment and may also affect the organization differently.

2.2.4 Reasons for Casual Workers

Despite the fact that casual workers do not have formal contracts, mostly with unambiguity and uncertainty terms, casual workers provide a great advantage to the employers in terms of management, cost, flexibility, availability and other related factors as presented below:

2.2.4.1 Staffing Flexibility

It is one among the core objectives of the employer for the purpose of maximum exploitation of profits particularly when the demand of the product is high than the number of employee presented in the organization or business or institution, they can be easily adjustable to cope with the rise of the demand. It is from that reason casual worker are inevitable. Due to the swift innovativeness in science and the perpetually increasing competitiveness, employers have recognized strategies of tractability and adaptation to the economic variations in order to retain profits as high as much as they can. As the fact that employment circumstances all over the world has become more competitive and unbalanced, many corporations and organizations have motivated to contemporary more flexible employment environments, concentrating on potential misfortunes such as lower demand of the market and the probability of lay-offs. Most corporations experience inconstant demands of work. When demand is extraordinary, the traditional reaction is strenuously work sometimes amplified by the enrollment of short-term employees. (HRManagement,2019p.29)

2.2.4.2 Labor Control

Casual workers are easily to be controlled. This is simply because they do not have a permanent basis of contract thus such opportunity to them is like a morning star. Due to that they are easily respond to orders, instructions or directions given to their employers, and prove worthy in terms of hardworking if well instructed and directed and automatically renders to other employees to adhere the same. This help to reduce a number of conflicts between the employer and casual worker in terms of management and control. They only work when obligatory by the employer and for tiny and irregular time. The contradictory relations between labor and supervision in the workstation outline employment practices. The use of casual workers encompasses supervision control and delivers a means to exaggerate work

developments. The staffing of both 'Probationary' and 'Quasi permanent' casual workers leads to supplementary submissive labor potency than enrollment of perpetual positions only. (HRManagement,2019)

2.2.4.3 Reduction of Costs

As we have stated earlier in the introduction that using of casual workers is more economical than permanent worker or employees as they are paid as per the time worked. As we have seen previously in a number of legislations and definitions that employers are not obligated to offer casual workers with an employee reimbursements compendium that full-time, permanent employees receive such paid vacations, retreats, breaks, holidays, or sick leave, and employer's annuity and health protection strategies do not customarily embrace them, this eventually provides a breath-taking to the employer as all of the costs above have been exonerated. A significant advantage in employing short term personnel is the lessening of enrollment expenses. This is specifically perceptible with agency workers enthusiastically hired by employment agencies, reasonably than by their ultimate employers. Undeniably, enrollment services by the employment agencies are occasionally prolonged to the staffing of perpetual employees. Lessening employee charges within an association is a critical trait of tactical human supply administration with esteem to inexpensive universal market. (HRManagement 2019)

2.2.4.4 Ease of Dismissal

Another advantage of using short term workers was the ease of their dismissal. In the United States of America, Gunderson suggested that due to the lack of costs linked with Laying off short term workers, they were an attractive option. It was noted within organizations that operated in the unpredictable market of workload. Since casual workers do not have formal contracts, mostly with unambiguity and uncertainty terms as witnessed earlier, casual workers provide a great advantage to the employers in terms of dismissal. Most of them do not have written contract other than oral contracts which is somehow easily to be disputed compare to the written one and do not need notice of termination or redundancy payment. Their obligations and duties changes rapidly hence attract cancellation or dismissal. (HRManagement 2019)

2.2.4.5 Durability

Casual workers can work continuously as they do not constitute a seek for a leave therefore there is a great possibility of working during holidays compared with permanent employees whereby a number

of leave can be sought such as maternity, holidays, sick, burial and any other leave as stipulated by particular written laws of the country. (Henderson 2014)

2.3 DISADVANTAGES OF CASUAL WORKER TO EMPLOYERS

Having seen the reasons as to why most of employers prefer casual workers, and as the fact that a coin always has two sides (head and tail) and the earth has day and night (light and darkness), let us now look at the other side of employing casual workers which in consequences brings unfortunate to the employers. (Todaro, M., 1977: 580).

2.3.1 Multifunction

When you look at this subtitle someone may think that is advantage to the employer. The truth is, it is not. Multi-function how? Looking at the nature of the obligations a casual worker has, it is easy for such worker to work to multiple employers. If working hours to employer A are 5 then the other remain hours may be used to work to another employer B. That is option one, option two since there is no mandatory requirement of a casual worker to provide a notice of termination when leaves a job, then there is a loophole for him to work with multiple employers in which this may affects their full concentration. (Tisdell, C. and Maitra, P., 1988).

2.3.2 Higher Rate of Payment

As the fact that a casual worker is paid as per time worked, then if such a worker is capable of working for 10 to 18 hours a day for a month with daily, weekly, or monthly that means more hours that an ordinary employee work, eventually it become cost full in the other hand. Because of the motivation to be permanently employed they tends to work in late hours if allowed to do so, there is no overtime to them, as long as they are capable of executing such a work, time is no limit to them which go hand in hand with the payment. (Maitra, P., 1989)

2.3.3 Nonexistence of Notification

This is usual conduct of casual worker and the reason behind this is their lack of contractual formality compared to permanent employees. It cost the employer to get trouble in finding another casual worker as in case of the circumstances cannot be available for work. The issue is they can either send a short notice to verify the same or just decided to be available as notification is not mandatory as they can resign without notice. (Economic times, 2020).

2.3.4 Enthusiasm becomes a Problem

Since there is no certainty of tomorrow's opportunity, most of the casual workers lack passion. At the beginning they may work with all of their strength upon determination of being employed permanently, but as the time moves on the passion deteriorate as they begun to understand the nature of their obligations, rights and duties of the work that they have been doing. It becomes more critical when such employer is paying low wages, it add more fuel to the lack of passion and motivation to work. When motivation collapse, production also collapse, thus the financial position of the employer become at risk of deteriorate or declining mostly if most of the workers in institution are workers. (Economic times, 2020).

2.3.5 Untrustworthy

To have a person working for you with no contractual agreements particularly written agreements is dangerous and it may put a company, business, or institution at risk. Considering the nature of the agreement entered between the employer and the casual worker and their relationship existed put much advantageous to the casual worker to commit theft, house-breaking, or burglary. The reason for arguing this is that they are not employed permanently, they do not owe much obligations in terms of termination of contract hence it is easy for them to commit a crime at the time of completion of the work and ran away easily compared with permanent employees who are always within the compound of workstation or workplace. Furthermore, much information is collected from permanent employees than to casual workers. A person may come from Nkungu in the morning and employed as a casual worker in the same morning in another company located at Kamembe or Shagasha in which its more than 300 kilometers from worker's residence. This untrustworthy may cost the employer a great fortune. (Mazimpaka.E,2021.P23).

2.4 CHALLENGES FACED BY THE CASUAL WORKERS

The nature of the agreements entered between the employer and casual workers, and the circumstances on the protection of the rights of the casual workers, on face of it creates a number of challenges which in one way or another hinders the developments of casual workers in Nkungu sector. (Mazimpaka.E,2021.P24).

2.4.1 Job Insecurity

As casual laborers the wages are low and unstable, and do not enjoy company benefits including housing, paid maternity leave, paid annual leave, coverage for sickness and funeral assistance workers

are largely in unregulated informal employment which exposes them to violations in regards to their labor rights with no reference to the governing legal framework on employment in the Employment and Labor Relation Act. The workers embark on the employment on daily engagement without any system of written arrangements; furthermore such terms of engagements are inadequate to individual commitment and disbursements. The casual workers are primarily from an unfortunate credential with high ranks of poverty and largely incarnate in the casual reimbursements. Not all but most of casual workers are expose to lack of education which disclosures them to manipulation specifically due to insignificant acquaintance in regards to tailing their disbursements in the incident the employer does not meet his/her obligations. (Henderson 2014)

2.4.2 Immigration

Due to the development of science and technology, some villages have become towns, some towns into municipals and municipals into cities. This immigration has increased a number of unskilled casual workers in towns and cities. A number of people from villages travels to town for the sake of getting new employment, and as the fact that most of them are unskilled and uneducated they eventually fall into a group of casual labor to be employed in informal sector. The challenge arises due to scarcity of casual employment due to the increase of population and sometimes over population. This gave employers opportunity to play their cards and that is to ensure a maximum exploitation of profits, whereby the issues of payment of low wages, excessive working hours, and poor working conditions to casual workers emerged as they have no any other place to rely on and terrified of the growing population of casual workers. (Henderson 2014)

2.4.3 Low Productivity Growth

This factor can be connected with the low payments and long working hours provided by many of the employers to casual workers. Low payment and long working hours of the casual workers creates lack of motivation in production. Once there is lack of motivation there is no acceleration of production. When there is no growth of production means even the numbers of the casual workers employed may also decline as low production attracts either reduction of workers or more reduction of wages paid to them, hence become a challenge. (J.Dacosta 2015)

2.4.4 Fewer Wages and More Work

The employers habitually misuse casual workers specifically through the manner of payment for the kind of duties they prearranged in the arrangements. For instance, a casual worker may have agreed on

the terms and explicit roles but on coming in the households, the assignment was devastating thus compelling him/her to devote the whole day or more than what has been agreed to executing the compelled task, regrettably they could not fetch an agreement on the new agreed fees. In this case, more work has been done but the wages provided by the employer does not reflect the extension of job descriptions. (Njihia, 2013).

2.4.5 Absence of Knowledge on Redress

Casual workers habitually do not pursue for reimbursement when their rights are dishonored. This is simply because most of them are facing the problem of understanding where to pursue for the backing and had inadequate information of the prevailing laws that would be used while pursuing for fairness. Knowledge is one thing, but the level of education is another thing. It is somehow evident that most of the casual workers experience low level of education, some primary education, some secondary education and some not even educated. This creates a problem in terms of finding a solution when their rights have been violated. Some they do not even know what are their rights other than receive their income, and even when they know they failed to pursue them as sometimes they are afraid of losing their job hence complied with the situation despite of the violation. (Njihia, 2013).

2.4.6 Presence of Corruption

Corruption is a worldwide problem. There is no country with any corruption practices even a single practice. Corruption may exist in two ways, first at the time of finding a job, second when there is a matter at dispute. Despite of their low income, some casual workers obtained their opportunity to work through corruption, and we are not surprise if it is also involving sexual corruption mostly for women and girls. Another form of corruption is when there is a dispute between an employer and casual workers. As the employer is in good position to bribe or corrupt an officer or a relevant authority to decline the matter at hand or an officer or a relevant authority seeking for the bribe or corruption to the casual worker so that such dispute could easily proceeds. (Henderson 2014)

2.5 Workers in Tea Plantations

Tea is a labor-intensive commodity and labor is one of the main factors of production besides land and capital. Workers in tea plantations usually reside within plantation premises. The existing structure of the tea industry is exploitative and reminiscent of the British colonial system. Though the Plantation Labor Act (1951) and other Acts make it mandatory for the plantation management to provide workers with various economic and social entitlements such as minimum wage, bonuses, rations, provident

funds, education and healthcare facilities, on the contrary, several studies illustrate that the workers in tea plantations are subjected to exploitative work patterns, control mechanisms, low wage payments, deplorable housing and living conditions, with no provisions of collective bargaining (Bhowmik 1981; Xaxa 1985; Bhowmik et al. 1996; Guha 2012; Sharma et. al. 2012; Behal 2014; Saha et. al. 2019).

Labor Relations Tea being a labor intensive commodity, the relationship between management and labor is highly contested and one can wonder why management–labor relation is exploitative, rather it should have been benign for better productivity. Production process of plantation allows in forming an exploitative system. Labor in the tea plantation industry has historical disadvantages. There are five broad disadvantages have been highlighted here. First, the migrants were recruited for plantation at very low wages (Bhowmik 2011).

Labor in the plantation in Assam were recruited from the tribal areas of Central India—mainly from the Chotanagpur region (present Jharkhand state) and tribal belts of Orissa (present Chattisgarh state), where workers had to face frequent droughts, famines, and brutal land revenue policies by colonial rulers. These migrants were indentured labor. Second, labor and their families were brought and kept captives. Watchmen (guards) kept strict vigil in the labor lines preventing any outsider entering the plantation’s premises. Third, most of the plantations are located in isolation and any other alternative employment options were not formed in the tea growing region. Fourth, tea plantation workers, mainly, adivasis from central India are not considered as scheduled tribes of Assam (Gohain 2007).

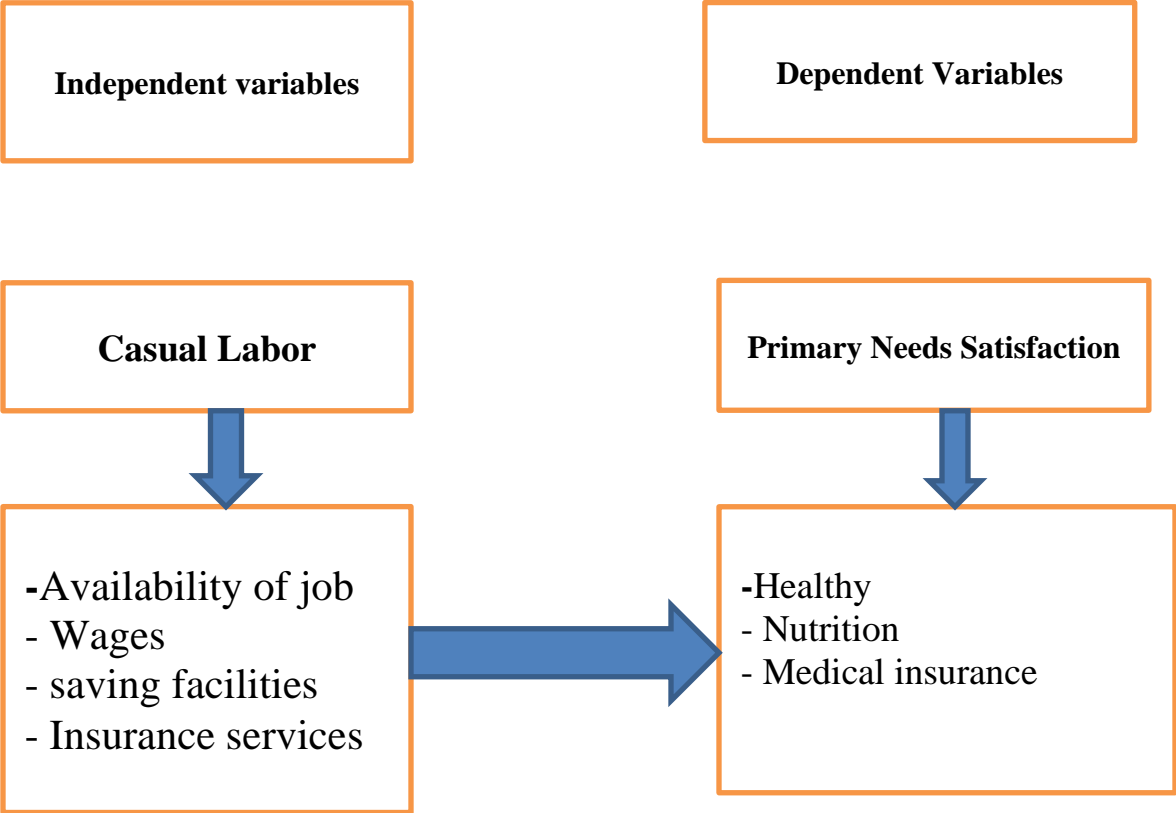
Fifth, these adivasi workers do not have any land rights. These disadvantages led to poor labor relations. Besides historical disadvantages, we tried to look at the various incidents that reported of tussles between management and labor during the period between 2003 and 2019. We have come across 14 violent cases. While violent acts of labor are not undesirable, it raises the question on what compel the workers to act at this extreme. Analyzing these incidents, one can argue that most of the incidents are mainly due to when workers are denied with basic facilities, wage payments were inadequate and workers had problems with management’s attitude. (ILO 2018).

A tussle between owner and labor was even taken place due to molestation. From the narratives of the workers, there are also many cases and everyday struggle that exist in the lives of the plantation workers which are not reported. For instance, a permanent worker was forced to resign in Estate 21 (Tinsukia) as the worker met an accident. Another permanent worker was died due to medical negligence in Estate 49 (Udalguri). (ILO 2018).

Therefore, this study intends to study the labour relations and also tries to explore if there is any way in which this relationship can be established as benign. Labour relations are understood from the decent work perspective as it is one of the most holistic approaches (through both macro and micro indicators). In particular, this project aims to look at the aspects of labour and employment in the tea industry in Assam, taking into account work and workplace conditions, economic security in terms of wages and compensation, and social security, including labourers’ welfare, collective bargaining and the status of their basic rights within the decent work framework (ILO 2018).

2.6 CONCEPTUAL FRAME WORK

The conceptual framework deals with independent variable and dependent variable. In the researcher’s topic, the independent variable is: Casual labor, while dependent variable is primary needs satisfaction. The following figure shows indicators of two main variables.



Source: Primary data, May 2023

2.7. EMPIRICAL FRAMEWORK

This part consists of empirical literature on how some authors have come up with robust research findings on the casual labors activities and primary needs satisfaction.

Casual activities enabled beneficiaries to engage in economic activities to earn a living. Findings show that this casual activity helps the casual labor to get few money of to solving their problems which increased their awareness of economic activities that they can undertake. (Rwanda Today 2018).

Amu (2013) researched on the saving and investment behavior of casual labors in rural families in the Municipality of the Volta Region of Ghana identified and emphasized some economic factors that affect the saving behavior of people in the Volta Region. Some of these economic factors include: growth, demographics, urbanization and some external factors. They have identified that these economic factors impede household saving, especially in the rural areas, is high birth rates. It was also noted that, these factors have also influenced the trends of saving behavior among the casual labors. Thus, there have been some fluctuations in saving for some time now due to the availability of casual activities. (Amu, 2013)

Deaton (2010) also provided evidence that the availability of casual activity led to higher income growth and produce higher saving. He again examines the impact of inflation which reduces the real income or purchasing power of the society which may create the uncertainty in future income. They again investigated the relationship between income and saving for Turkey. Results of the time series data explain that income positively related with saving. The life cycle theory also defines the positive relation between per capita income and saving. They also conclude that the real per capita income has positive impact on saving, which supports the hypothesis that there is a virtuous circle that goes from faster growth.

Edwards (2005), study why saving rate in Latin America nations have very low as likened them with some of the most effective countries in the world. He also establish that per capita income growth appeared to be the most key determinants of aggregate saving, public saving are lesser in countries with sophisticated political instability, public saving crowd out private saving but less than proportionality. There have been great interests in people with low income who do not have access to financial intermediaries as financial intermediaries spend a considerable amount of time chasing after people with comparatively higher income levels. He added that when there is availability of casual

activities, the peoples which are in low class got something to do which led to the increase of their income.

Whaley and Kempton (2006) observed that saving behavior among people of just below average incomes is mainly driven by age and that lasting saving habits seem to develop in childhood. They also found that interest rates do not influence the saving behavior in low-income categories.

Siman (2008) examined the relationship between entrepreneurship and active saving behavior. Three main explanations of wealth differences among families have been offered: the family's initial wealth endowment, the family's market return on their personal asset portfolio, and the family's saving behavior. The same study proposed that before entry, and during entrepreneurship, entrepreneurial families exhibit a more accelerated active saving behavior than wage-earning families. The study's findings suggested that accelerated saving behavior is exhibited only at certain time periods during the life cycle of an entrepreneurship. Controlled funding and/or subsidies dedicated to entrepreneurship could lead to an increase in personal saving of the families attempting to enter into, or incumbent in entrepreneurship.

2.8 RESEARCH GAP

As empirically developed by different authors at international, regional and local levels, the casual labors activities and primary needs satisfaction was analyzed and they came out with the findings proving a positive relationship between casual labors activities and primary needs satisfaction.

However, this study determined how casual labors activities helps the labors to get the primary needs satisfaction, especially in RUSIZI District taking account to the tea pickers of Nkungu sector.

SUMMARY

This second chapter reviews the literature that brought by different authors by analyzing of existing literature on the subject with the objective of revealing contribution, weakness and gaps. It attempts to define and explain key words related to the topic of research, related literature, Literature relating to the topic in Rusizi District Western Province even in Rwanda. Theoretical Framework, conceptual framework, the role of conceptual framework encompasses a summary of the research attributes upon which the study has been guided.

CHAPTER THREE: RESEARCH METHODOLOGY

3.0 INTRODUCTION

This chapter concentrated on the method for conducting this research. It will clarify the research approach, design, target people, sample size, sampling procedure, data collection, ethical consideration and data analysis.

3.1 RESEARCH DESIGN AND APPROACHES

In this paper, the researchers drive on research approaches which are characterized by quantitative and qualitative data. Quantitative method approaches numerical data to discover characters and situations. The data is then examined by statistical methods to achieve results which are analyzed to give the meanings of the research. Qualitative method describes populations, proceedings and circumstances of words in place of numbers and at the end collecting qualitative data will be converted into quantitative data when there is analysis and interpretation.

The research and the design will be reflected to the appropriate method because the researcher does not have any purpose to operate the investigated variables. This correlational design assisted in this study whereby both quantitative and qualitative data collected from the sample of tea pickers of Nkungu sector.

3.2 TARGET POPULATION

Population is defined as any collection of items under consideration for research purpose. The research conducted on the population of 674 tea pickers from Nkungu sector. (Shagasha tea Factory, April 2023)

3.4. SAMPLING PROCEDURES

For a researcher it is not easy that it decorated to define the population for the survey that it intends to achieve. The sample is not then any coins set of the population. It is necessary to specify the strength therefore well having to represent the population so that the aimed objectives are reached. The study must consider a sample size that is within the cost constraint but should provide the ability to detect an independent variable effect (Christensen, 1991: 372).

Williamson (1982:113) comments on the sample size as being a phase of research, which is crucial because of its major impact on time and money that must go into data collection. For sampling procedure, we used the formula (sometimes written as Talo Yamane (1967) formula).

The Talo Yamane (1967) formula is stated as follow:

$$n = \frac{N}{1+N(e)^2}$$

Where: n =sample size

N = population size

e = Stands for level of precision which is equal to 5% or 0.05

3.5. SAMPLE SIZE

Sample size refers to the number of participants or observations included in a study. This number is usually represented by n . The researcher has provided the details of the sample in terms or numbers and other characteristics. For the sample size, Talo Yamane (1967) formula have been used to get a sample of learners of this study

$$n = \frac{N}{1+N(e)^2} \text{ Where,}$$

N represents target population

n represents sample size

e : Stands for level of precision which is equal to 5% or 0.05 so we get sample size through Yamane

$$\text{formula } n = \frac{N}{1+N(e)^2}$$

$$n = \frac{674}{1+674(0.05)^2}$$

$$n = \frac{674}{1+674(0.0025)}$$

$$n = \frac{674}{1+ 1.685}$$

$$n = \frac{674}{2.685} = 251.02 \approx 251$$

Then $n = 251$ Persons as a sample.

3.6 INSTRUMENTS FOR DATA COLLECTION

3.6.1 Documentary Analysis

In this research, to collect data reading of books, journals and reports related to the topic of interest was a crucial importance.

3.6.2 Questionnaires

This is the technique that can use of many populations in small time and easy for everyone. This technique, we obtain information by using written inquiries. Questionnaire will be a study instrument containing of a successions of interrogations for the determination of assembly of information from participants.

3.6.3 Interview to Nkungu tea pickers

Israel & Duffy (2009) observe that interview is useful since they fetch variety of ideas needed for the study. The researchers were carried out oral interviews to collect data from different tea pickers in Nkungu sector. The researchers were use an interview guide in order to avoid the bias on different tea pickers. This would also help in maintaining consistency and freedom of expression by respondents.

3.7. VALIDITY AND RELIABILITY MEASURES

With this, questionnaire, interview guide and document analysis will be used to find out the data concerning this research. Reliability is the consistency of your measurement, or the degree to which an instrument (Questionnaire) measures the same way each time; it is used under the same condition with the same subjects. In short, it is the repeatability of your measurement. Thus, the questionnaire tested by using pre-tested technique, in which the questionnaire is pre-tested on few respondents to check it's reliable to provide related responses.

3.8 ETHICAL CONSIDERATIONS

The researchers may face bottlenecks from the respondents who may not be willing to divulge information, maybe due to lack of trust and assumed lack of confidentiality.

The respondents may feel that they are going against the organizations rules and ethics.

But they were reassured that the information is needed for research purpose only. The researchers kept confidentially the data provided by respondents. Data was used for academic purposes only. The researchers discussed with the respondents about how the data would be kept.

Then the participants asked to answer all requested questions given or that issue in by the researcher without any bias. The researcher presented themselves to the participants and tells them the purpose of the study as for academic determinations; they clarified the predictable period of contribution and technique to be surveyed, the scope of confidentiality. The researchers will be projected by struggling to escape bias in statistics analysis; information interpreted, and analyzed by the other features of study where independence is predictable. The researchers are able to analyze the data, grades, approaches and measures the data collected from the field.

3.9. DATA ANALYSIS

The data collected was processed and analyzed by using SPSS. supported effectively data analysis for this research. The data collected was edited, coded, classified on the basis of similarity and then tabulated. The findings were presented using tables and charts.

SUMMARY

This third chapter covers the research design where descriptive design and Quantitative and qualitative approach are used under this study, target population of the study population are the tea pickers. Sampling strategies are Probability Sampling by using Simple random sampling and sample size is calculated using Yamane formula, the questionnaire and interview was used as data collection instruments, data processing and data analysis.

CHAPTER FOUR: PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS

4.0. INTRODUCTION

This chapter presents findings based on the set objectives. The research findings were analyzed from primary data. In order to present research findings, tables, frequencies and percentage have been used. Responses were collected from sample size of 251 Casual tea pickers in Nkungu sector of Rusizi District and were believed to be enough to give adequate results of the study.

4.1. DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

4.1.1 Distribution of informants according to their gender

In the present research, men and women should be consider in order avoiding inequality of gender and made up the accessible population (sample). The researchers present the statistics of both of them.

Table 1: Distribution of respondents according to their gender

In the research the male and female must have the same chance; that’s why we have given them the same chance of to participate in our research as the table 1 below it shows.

Gender	Frequency	Percent	Valid Percent
Male	110	43.82	44
Female	141	56.17	56
Total	251	99.99	100

Source: primary data, July 2023

The table1 shows that the male and female have the same chance with percentage. It is indicated that 56% of respondents were female while 44% of them were males. This aspect implies that there is gender balance in the sample selected from the casual tea pickers in Nkungu sector.

4.1.2 AGES OF RESPONDENTS

In the present research, ages of respondents should be considered in order to make sure that all age's interval has been used during research. The researchers present the statistics of both of them.

Table 2: Ages of respondents

<i>Ages interval</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>
Less than 20	18	7.17	7
Between 21-30	132	52.58	53
Between 31-40	89	35.45	35
Between 41-50	12	4.78	5
TOTAL	251	99.98	100

Source: primary data, July 2023

The Table2 discuss the Ages of respondents where less than 20years with 7% of respondent, between 21-30years with 53% of respondent, between 31-40years with 35% of respondent, between 41-50years with 5% of respondent above of 51years with 0% of respondent. Referred to the above findings it seems that the peoples who are in range of 21 to 40 years are the ones who are interested in Tea picking because there are physically fit more than the ones who are above the 41 years.

And the numbers of the respondents who have less than 20 years are few because the peoples of these ages are still young and more of them are still studying in secondary school.

4.1.3 Marital Status

In the present research, marital status should be considered in order to make sure that all marital status categories have been used in the research. The researchers present the statistics of both of them.

Table 3: Marital status of respondents

		Frequency	Percent	Valid percent
Valid	Single	141	56.17	56
	Married	95	37.84	38
	Divorced	6	2.39	2
	Widows	9	3.58	4
	TOTAL	251	99.98	100

Source: Primary data July, 2023

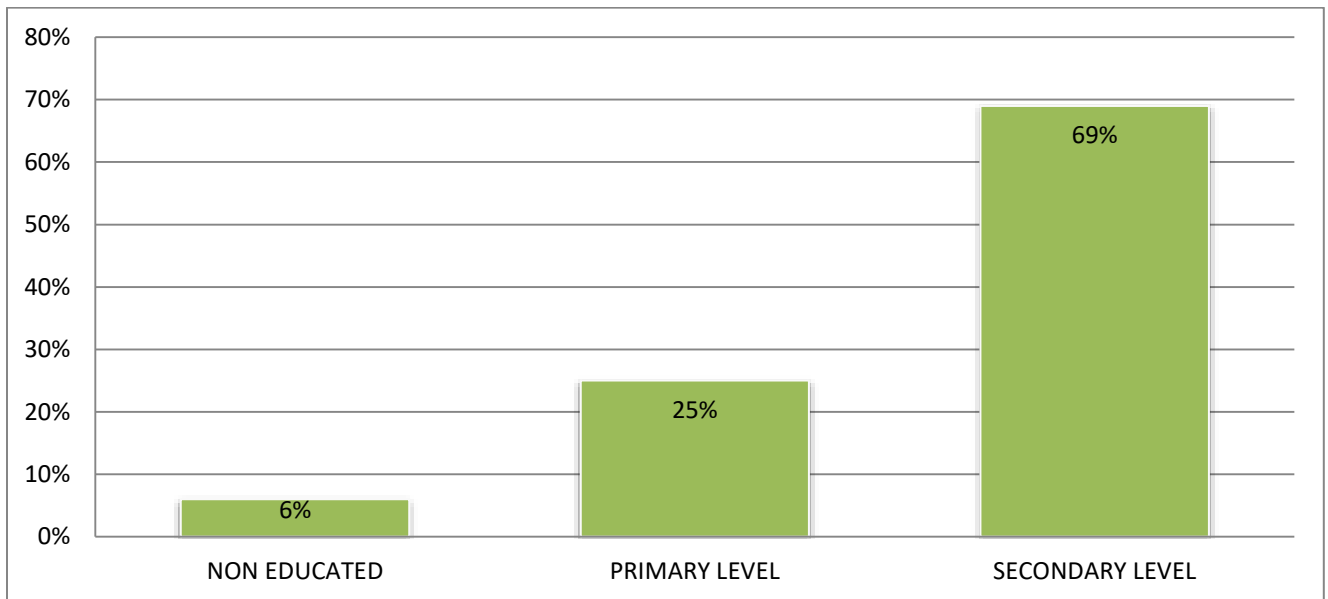
The Table3 discuss the Marital status where most of the respondent are Single with 56% of respondent, Married with 38% of respondent, Divorced with 2% of respondent and Widowed with 4% of

respondent. Also Married and Single respondents occupied a big percentage of the respondent in this study.

4.1.4 Educational level

During the research; the education level of the respondents must also identified in order to give all respondents from different level of education the same chance of to participate in the research. In our research we have given all respondents from different level of education the same chance as presented by below figure 1.

Figure 1: Education Level of the respondents



Source: Primary data July, 2023

The figure1 discuss the Education level where the most of the population are in Secondary level with 69% of respondents (174 respondents) , non-educated level with 6% of respondents (15 respondents) , primary level with 25% of respondents (62 respondents). And University degree with 0% of respondents.

4.2 Casual Tea Pickers in Social Economic Development

Tea picking in Nkungu sector has supported the casual labors to saving for their future in order to change their lives for better. It has also helped them to get money of to buy their daily needs as they have told the researcher.

Tea picking activity gives hope to provide the wellbeing for aging people by giving social security at that age instead of waiting for government aid because few money they get they buy for their needs and save for their future by using EJOHEZA Program.

4.3 SATISFACTION OF CASUAL LABORS AND PRIMARY NEED SATISFACTION

Table 4: Respondent’s satisfaction

		Frequency	percent	Valid percent
Valid	Satisfied	201	80.07	80
	Non Satisfied	50	19.92	20
	TOTAL	251	99.99	100

Source: Primary data July, 2023

The table4 discuss the casual labors satisfaction on primary need satisfaction, it shows that 20% of the respondents are not satisfied while 80% are satisfied. Some reasons for the unsatisfaction is that they don’t get money on time in order to solve their problems and some of them don’t have mobile phones as a tool which are used in the communication.

4.4. ROLE OF SHAGASHA TEA FACTORY ON SOCIAL ECONOMIC DEVELOPMENT

Shagasha tea factory supported tea pickers to change their lives for better. Tea pickers learn to adopt effective agricultural practices, develop their business skills, and pursue entrepreneurial opportunities to grow their incomes. Working together, goal of Shagasha tea factory is both to improve how much tea pickers can earn and to support them to be more prepared to face any unexpected changes.

Going further in its efforts to better tea picker’s lives, it is also works with them to develop key life skills. For example: Shagasha tea factory supported tea pickers to understand he importance of nutrition, and how to best adopt a healthy diet for them and their families in ECD.

4.4.1 INCOME FROM TEA PICKING PRIMARY NEED SATISFACTION

Tea picking has more advantage to tea pickers; table below shows the percentage on how they are satisfied and not satisfied on how tea picking helps them to get primary need satisfaction.

Table 5: Satisfied and no satisfied tea pickers

		Frequency	percent	Valid percent
Valid	Satisfied	231	92.03	92

	Non Satisfied	20	7.96	8
	TOTAL	251	99.99	100

Source: Primary data, July 2023

The table shows that 92% of respondents are satisfied of their income from shagasha tea factory, while 8% are unsatisfied. It means that Shagasha tea factory is useful in the area of Nkungu Sector.

4.4.2 CHILDREN SCHOOLING

Table below shows that the respondents pay the school fees of their children.

Table 6: Children schooling

		Frequency	percent	Valid percent
Valid	Yes	96	38.24	38
	No	20	7.96	8
	Not Totally	135	53.78	54
	Total	251	99.98	100

Source: Primary data, July 2023

Table shows that the respondents confirmed that their children are schooled trough Shagasha Tea Factory on side of Nkungu sector, membership as revealed by 38%, on that point 8% are disagree with that principle as they are negative position with the contribution of Shagasha tea factory in children schooling; and 54% accept that they get on part in schooling their children.

4.4.3 RANGE OF MONEY INCOME THE TEA PICKERS THEY GATE BY MONTH

Table 7: Range Of Money Income

	RANGE INCOME IN RWF THOUSANDS	Frequency	percent	Valid percent
Valid	10 - 30	8	3.18	3
	30 - 50	45	17.92	18
	50 - 80	153	60.95	61
	80 – Above	45	17.92	18
	TOTAL	251	99.97	100

Source: Primary data, July 2023

Table above shows the average range of money the respondents get at the month; it shows that 3% of respondents get between 10-30 thousands, 18% of respondents get 30-50thousands, and 61% gets between 50-80thousands while only 18% of respondents get above 80thousands Rwanda francs.

4.4.4 ACCESS TO LIVESTOCK

Table below shows the respondents access to livestock due to Shagasha tea factory on side of Nkungu sector.

Table 8: Respondent’s access to livestock

		Frequency	percent	Valid percent
Valid	Cow	39	15.53	15
	Goat	58	23.10	23
	Pig	42	16.73	17
	Rabbits	14	5.57	6
	Hens	98	39.04	39
	TOTAL	251	99.97	100

Source: primary data, July2023

The table above shows that 15% of respondents bought cows by the money they get from picking tea in Nkungu sector, 23% bought Goats, 17% bought pigs, 6% bought rabbits, and 39% bought Hens.

4.5 CHALLENGES FACED BY NKUNGU TEA PICKERS

During the research the tea pickers of Nkungu sector has showed some different challenges they meet with in their activity as presented by below table:

Table 9: Challenges Faced By Nkungu Tea Pickers

		Frequency	percent	Valid percent
Valid	Money comes late	96	38.24	38
	They give us little money	20	7.96	8
	They don’t pay us extra time we work	135	53.78	54
	Total	251	99.98	100

Source: Primary data, July 2023

Table above shows that 38% of respondents has a raised the challenge of to get money late, 8% of respondents has said that they gives them little money while 54% they have said that they don't paid them the extra time they work.

4.6 DISCUSSION OF FINDINGS

This chapter four covered the presentation of the results from the interview and Questionnaire. The results presented in three parts; part one was covered the demographic respondents, results from the secondary data and the results from questionnaire.

About the demographic including gender the results showed that 44% were male and 56% were female which means that it was gender balance.

About the status it was shown that 56% were single which means that the total high number of casual tea pickers in Nkungu sector is single while the married ones are 38% and the divorced ones has 2%, and widower ones occupy 4%.

About the education 25% of respondents have finished primary school, 69% of respondents have finished secondary school, 0% of respondents have finished university level while 6% of respondents are uneducated.

The findings have showed that 20% of respondents are not satisfied on how tea picking help them to get primary needs while 80% are satisfied.

The findings have showed that 20% of respondents are not satisfied on how they gate information about the availability of tea picking job while 80% are satisfied on how they get information.

4.7 SUMMARY OF MAJOR FINDINGS

This chapter deals with the analysis and interpretation of the data , discussion of the major findings of the study and their interpretations, percentages and frequencies were used as means of analyzing and interpreting the data.

The verification of the objectives is confirmed by the analysis and the interpretation of the points evoked in this fourth chapter.

For the first objectives, casual labors activities and primary needs satisfaction in rusizi district, case study of tea pickers in nkungu sector (2018 - 2021) is verified in the points satisfaction of respondents

of beneficiaries where they shows that tea picking activity has helped them to get their daily needs compared to before of that activity of picking tea.

CHAPTER FIVE: CONCLUSION AND RECOMMENDATIONS

5.0. INTRODUCTION

This chapter deals with the conclusion of the four previous chapters: the general introduction, the literature review, the research methodology and data presentation, analysis and interpretation and this chapter summarizes the findings of the study and presents conclusions and recommendations for the casual labors activities and primary needs satisfaction in rusizi district, case study of tea pickers in nkungu sector (2018 - 2021) Also there is a suggestion for further researches.

5.1 CONCLUSION

In our study our objectives were to know the age's interval of respondents; our findings show that the numbers of the respondents who have less than 20 years are few because the peoples of these ages are still young and more of them are still studying in secondary school while between 21-40 ages are more. Ages of respondents where less than 20years with 7% of respondent, between 21-30years with 53% of respondent, between 31-40years with 35% of respondent, between 41-50years with 5% of respondent above of 51years with 0% of respondent.

Our action research shows that there are tough causes that can bring to the poor information about the availability of casual tea picking; some of them are like the number of uneducated people who doesn't know to read and the ones who don't have mobile phones as primary tools which is used in the communication process.

Our Objective was to know the obstacles the tea pickers meet with; and results shows that 38% of respondents has a raised the challenge of to get money late, 8% of respondents has said that they gives them little money while 54% they have said that they don't paid them the extra time they work.

Our Objective also was to know the tea pickers access to livestock; and result shows that 15% of respondents bought cows by the money they get from picking tea in Nkungu sector, 23% bought Goats, 17% bought pigs, 6% bought rabbits, and 39% bought Hens.

Our research has used 251 respondents as a sample of 674 casual tea pickers in Nkungu sector of Rusizi District.

5.2 RECOMMENDATIONS

Basing on the results of the study; the following conclusions are put forward:

FOR SHAGASHA TEA FACTORY

1. Increase the wages of casual tea pickers because it is still few compared on how they work.
2. To make contract with the casual tea pickers, this will help the casual tea pickers to believe that they will get job next time.

FOR GOVERNMENT

Prepare the ways of to teach uneducated ones in order to solve the problems of Rwandans who doesn't know to read and writing.

FOR CASUAL TEA PICKERS

The casual tea pickers have to start learn to saving for their future and the ones who has started to do so have to encourage their colleagues to do it.

Even if they get few wages which helps them in their daily needs they can take few of that wages and start to save for their future.

5.3 SUGGESTION FOR FURTHER STUDIES

The researcher suggests that there is need for other researchers to conduct the studies in the following areas: Contribution of Casual Tea picking activity in the social economic development of the country, Contribution of Casual Tea picking activity in the poverty reduction.

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APPENDICES

QUESTIONNAIRE FOR CASUAL TEA PICKERS IN NKUNGU SECTOR

Dear respondent,

We, MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed, a final year students at Kibogora Polytechnic in Business Development Studies, in partial fulfillment of the requirements for award of the Bachelor's degree in Rural development. We are conducting a research project titled *casual labors activities and primary needs satisfaction in rusizi district (case study of tea pickers in nkungu sector(2018 - 2022))*

Hence, we humbly solicit your assistance by providing the answers to the questions asked below. Certainly your participation will be highly appreciated. we heavily promise that the information collected will be treated confidentially and for academic purposes only.

Thank you for your honest responses and a costly time invested.

Sincerely yours,

MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed

QUESTIONNAIRE

SECTION A: (BASIC INFORMATION)

Please tick where applicable (X)

1. Gender

a. Male (...)

b. Female (...)

2. Age:

Educational level:

a. primary (...)

b. secondary (...)

c. Tertiary (...)

d. Illiterate (...)

3. Marital status:

a. Married/ (...)

b. Single (...)

c. Divorced (...)

d. widow or widower (...)

SECTION B: QUESTIONS FOR RESEARCH

1. When have you started picking tea activity?

A. Under one year (...)

B. above one year (...)

2. Do you have contract?

a. Yes (...)

b. No (...)

3. Answer all questions:

What do you understand by primary needs satisfaction?

- a. To have a car and nice house (....)
- b. To have food, where to live and healthy (...)
- c. To have a good marriage and many children's (...)
- d. All above are true (...)

4. Which things have encouraged you to be one of the tea pickers?

- Unemployment (....)
- High wages (....)
- Few working hours (....)
- Many working hours (....)
- Others
-
-

6. How do you use the income first you get from tea picking in order to get your primary needs?

- a. Buying clothes and food (...)
- b. Savings via cooperatives (...)
- c. Buying animals like cows, goats, chickens (...)
- d. B and C are true (...)
- e. A and C is true (...)
- f. All are not true (...)

7. What are some challenges you meet with in the tea picking activity?

- a. Money comes late (...)
- b. They give us little money (...)

- c. They don't pay us extra time we work (...)
- d. All above are true (...)

8. How did in general picking tea has contribute to the increase of household income in your family?

- a. We have bought some different animals (...)
- b. There's no any positive impact of picking tea (...)
- c. We have built a house (...)
- d. I have paid debt (...)
- e. I get money to pay RSSB insurance (...)

9. Is it easy to get information about the period and time picking tea activity will start (for that who doesn't have contract)?

- a. Yes (...)
- b. No (...)

If yes, how do you get that information?

- a. Via radio (...)
- b. Via television (...)
- c. Via cellule office (...)
- d. To the chief of tea pickers (...)
- e. All above are true (...)

Thanks

QUESTIONNAIRE FOR PUBLIC OFFICIALS IN NKUNGU TEA FACTORY

Dear respondent,

We, MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed, a final year students at the University of Kibogora Polytechnic in Business Development Studies, in partial fulfillment of the requirements for award of the Bachelor's degree in Business Development Studies, we are conducting a research project titled *casual labors activities and primary needs satisfaction in rusizi district (case study of tea pickers in nkungu sector (2018 - 2021))*

Hence, we humbly solicit your assistance by providing the answers to the questions asked below. Certainly your participation will be highly appreciated. We heavily promise that the information collected will be treated for academic purposes only.

Thank you for your honest responses and a costly time invested.

Sincerely yours,

MBANENANDE Jean Damascene and NTAKIRUTIMANA Obed

IDENTIFICATION

Position.....

Gender

- a. Male (...)
- b. Female (...)

Age

Educational level

- a. Secondary (...)
- c. Tertiary (...)

1. What are the socio-economic impacts did Nkungu tea factory bring to the casual tea pickers of nkungu sector?

- a. There are no positive social economic impact (...)
- b. Level of unemployment has reduced (...)
- c. The citizens pay RSSB insurance on time (...)
- d. Conflicts in the different families has reduced (...)
- e. Level of malnutrition has reduced (...)

2. Except to give wages for those casual labors, what other else do you do in order to help them to get primary needs satisfaction?

- a. To give them animals (...)
- b. To help them to pay RSSB insurance (...)
- c. Nothing we help them except to give them wages (...)
- d. Others

3. What are the challenges facing Shagasha tea factory in side of Nkungu sector?

- a. It is not easy to reach there because of bad way (...)
- b. The tea pickers of Nkungu sector don't work hard (...)

- c. The tea pickers of Nkungu sector comes to work late (...)
- d. There are no challenges (...)
- e. The tea pickers of Nkungu sector use long distance to reach the tea plantation site (...)

5. What can be done to overcome those challenges?

- a. To construct the roads (...)
- b. To training the tea pickers (...)
- c. Others
-

Thank you for your contribution to our study.

**URUPAPURO RW'IBIBAZO KU BATURAGE BASOROMA ICYAYI MU
MURENGE WA NKUNGU.**

Muntu usubiza,

Twebwe, MBANENANDE Jean Damascene na NTAKIRUTIMANA Obed, abanyeshuli basaza amashuri muri Kaminuza ya Kibogora Polytechnic mu ishami ry' amasomo y'iterambere y'icyaro, Nka kimwe mu bisabwa ngo duhabwe impamyabumenyi y'icyiciro cya kabiri cya Kaminuza mw'iterambere ry'icyaro , turi gukora ubushakashatsi ku ("**Uruhare akazi kadahoraho kagira mukwihaza kubintu byibanze mubijyanye nimibereho myiza yabaturage mu karere ka Rusizi ” , turebera ku baturage bakora akazi ko gusoroma icyayi mumurenge wa Nkungu 2018 - 2021 "**)

Kubw'ibyo, Turabasaba ubufasha bwo kodusubiza ibibazo bikurikira kandi turabizeza ko amakuru muduhaye azakoreshwa ku ntego yo kunoza ubushakashatsi gusa.

Muby'ukuri uruhare rwanyu ruzadushimisha cyane.

Murakoze kuduha amakuru yizewe ndetse no kwigomwa igihe cyanyu gihenze.

Abanyu,

MBANENANDE Jean Damascene na NTAKIRUTIMANA Obed

URUPAPURO RW'IBIBAZO

IGICE CYA MBERE : (AMAKURU Y'IBANZE)

Shyira akamenyeto ahakwiriye (X)

1. Igitsina

a. Gabo (...)

b. Gore (...)

2. Imyaka:

Urwego rw'amashuri:

a. Abanza (...)

b. Ayisumbuye (...)

c. Kaminuza (...)

d. Ntayo (...)

3. Irangamimerere:

a. Ndubatse (...)

b. Ingaragu (...)

c. Twaratandukanye (...)

d. Umupfakazi (...)

IGICE CYA KABIRI: IBIBAZO BY'UBUSHAKASHATSI

1. Ese umaze igihe kingana iki ukora akazi ko gusoroma icyayi? /

A. muni y'umwaka umwe (...)

B. hejuru y'umwaka umwe (...)

2. ESE wahawe Kontara?

a. Yego (...)

b. Oya (...)

3. subiza ibibazo byose :

Wowe wumva iki iyo bavuze kwihaza kubintu byibanze ?

a. Kuba ufite inzu nziza (...)

b. Kuba ufite ibyo kurya, aho kuba kandi ukaba ufite nubuzima bwiza (...)

c. Kuba ubanye neza nuwo mwashakanye kandi mufite abana benshi (...)

d. Byose nibyo (...)

4. Niki cyagushishikarije kuza gusoroma icyayi?

Ubushomeri (...)

umushahara utubutse (...)

bakora amasaha macye (...)

bakora amasaha menshi (...)

5. Ese gusoroma icyayi byaba bigufasha kubona ibintu nkenerwa nubuzima bwawe bwa buri muni?

a. Yego (...)

b. Oya (...)

niba ari yego sobanura uko bigufasha .

.....

6. Nizihe mbogamizi muhura nazo mukazi ko gusoroma icyayi ?

- a. Amafaranga aza akereewe (...)
- b. Duhabwa amafaranga macye (...)
- c. Ntitwishyurwa amasaha yikirenga dukora (...)
- d. Byose nibyo (...)

7. Muri rusange ni gute gusoroma icyayi byaguteje imbere mu rugo rwawe?

- a. Naguze amatungo (...)
- b. Ntacyo byamariye (...)
- c. Nubatse inzu (...)
- d. Nishyuye amadeni narimfite (...)
- e. Mbona am,afaranga yo kwishyura Mituweli (...)

8. Ese biraborohera kubona amakuru ajyanye nigihe akazi ko gusoroma icyayi kazatangirira?
(kubadafite kontara)

- a. Yego (...)
- b. Oya (...)

Niba ari yego , ayo makuru muyabona mute?

- a. Tubyumvira kuri radio (...)
- b. Tubimenyera kuri television (...)
- c. Tubimenyera kubiro byakagari (...)
- d. Uhagarariye abasoromyi bicyayi arabitubwira (...)
- e. Byose nibyo (...)

Murakoze.

IBIBAZO BIGENEWE ABAYOBOZI B'URUGANDA RUTUNGANYA ICYAYI RWA NKUNGU.

Muntu usubiza,

Twebwe, MBANENANDE Jean Damascene na NTAKIRUTIMANA Obed, abanyeshuli basozwe amashuri muri Kaminuza ya Kibogora Polytechnic mu ishamba ry' amashuri y'iterambere, Nka kimwe mu bisabwa ngo duhabwe impamyabumenyi y'icyiciro cya kabiri cya Kaminuza , turi gukora ubushakashatsi ku ("Uruhare akazi kadahoraho kagira mukwihaza kubantu byibanze mubijyanye nibereho myiza yabaturage mu karere ka Rusizi ” , turebera ku baturage bakora akazi ko gusoroma icyayi mumunsi wa Nkungu 2018 - 2021 ") Kubw'ibyo, Turabasaba ubufasha bwo kudasubiza ibibazo bikurikira kandi turabizeza ko amakuru muduhaye azakoreshwa ku ntego yo kunoza ubushakashatsi gusa. Muby'ukuri uruhare rwanyu ruzadushimisha cyane.

Murakoze kuduha amakuru yizewe ndetse no kwigomwa igihe cyanyu gihenze.

Abanyu,

MBANENANDE Jean Damascene na NTAKIRUTIMANA Obed

UMWIRONDORO

Umwanya.....

Igitsina

a. Gabo (...)

b. Gore (...)

Imyaka

Amashuri

a. Ayisumbuye (...)

c. Amakuru cg Kaminuza (...)

1. Ni izihe mpinduka mu iterambere ry'imibereho y'abaturage bakora akazi ko gusoroma icyayi kuburyo budahoraho mumurenge wa nkungu uruganda rutunganya icyayi rwa Shagasha rwabazaniye?

- a. Ntacyo byabamariye (...)
- b. Ubushomeri bwaragabanutse (...)
- c. Abaturage bishyura Mituweli kugihe (...)
- d. Intonganya mumiryango zaragabanutse (...)
- e. Imirire mibi yaragabanutse (...)

2. uretse umushahara abakozi basoroma icyayi bahabwa, niki kindi mubafashaho kugirango babashe kubona ibintu nkenerwa mubuzima bwabo bwa buri munsu?

- a. Borozwa amatungo (...)
- b. Bishyurirwa Mituweli (...)
- c. Bahabwa imishahara gusa (...)
- d. ibindi

3. Ni izihe mbogamizi uruganda rutunganya icyayi rwa Shagasha ruhura nazo kuruhande rw'Umunrenge wa Nkungu?

- a. Ntibyoroshye kuhagera kubear imihanda mibi (...)
- b. Abasoromyi bicyayi bo muri Nkungu ntibakora cyane (...)
- c. Abasoromyi bicyayi bo muri Nkungu baza mukazi bacyererewe(...)
- d. Nta mbogamizi zihari (...)
- e. Abasoromyi bicyayi bo muri Nkungu bakora urugendo rurerure kugirango bagere mumirima yicyayi (...)

4. Hakorwa iki mu gukuraho izo mbogamizi?

- a. Hakubakwa imihanda myiza (...)
- b. Guhugura abasoromyi bicyayi (...)
- c. Ibindi byakorwa

Murakoze kubw' umusanzu wanyu mu bushakashatsi bwacu