



RESEARCH ARTICLE

A STUDY ON WORKING AND LIVING CONDITIONS OF THE TEA PLANTATION WORKERS -WITH SPECIAL REFERENCE TO KERALA

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ABSTRACT

Tea plantation estate which requires workers throughout the year, and the nature of work needs the involvement of both the male and female work force. Most of the activities related with the tea cultivation such as plucking, pruning, spraying of pesticides, shade lopping and so on are learnt just by observing the experienced workers engaged in a particular activity. Also, the experienced workers may show the way of doing the particular operation should be done or carried out. Plucking of tea leaves is an important activity and is a specialised job done by the female workforce. Tea plucking is a important activity, which is mostly done by women workers. Plucking is considered a highly skilled job because the quality of leaves harvested or plucked determines the quality of the final product black tea. It is pointed out that as women are considered skilled they are engaged in this operation. And, except tea plucking, men workers generally carry out most of the other activities. Pruning and spraying are also considered as skilled work. The workers involved in the activities are paid job differentials. The tea plantation workers come in the category of 'wage labourers' and they are distinctly different from peasants and other industrial wage labourers in these countries. In Kerala the labour involved in tea plantations is basically migrant workers from Karnataka, Tamil Nadu and even from North India. The Standard of Living and working conditions represents a combination of positive or negative feelings that workers have towards their work. The Quality of work life is an important indicator of how workers feel about their jobs. The study aimed to ascertain the living and working conditions of tea workers employed in tea estate in Kerala. The present study aims to identify the living and working condition of the tea plantation workers. In addition, it was also found that four factors, that is living conditions, Workplace Environment, Pay and Conveyance, and Work Timings were the highly problematic factors causing dissatisfaction among the workers employed in the tea estates.

Key words: Wage labourers, Quality of work life, Workplace Environment.

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INTRODUCTION

The tea crops involves both agriculture and industrial operations. Agriculture operations like cultivation, plucking, manuring irrigation, weed control, diseases and pest attack, transportation of green leaf and uprooting are undertaken for growing tea. Growing tea requires sufficient amount of work and there is additional level of work that must be incorporated to harvest it. The final product of tea comes through various processing and manufacturing stages like withering, rolling, fermenting, drying, weighing, sorting, cutting that place it under industry. Tea is cultivated in tropical and sub tropical regions. Without the workers no work can be finished. The workers spend a majority of their adult life making a living for themselves and their families. Considering on average people spend most of their working lives in a

working environment, it then stands to reason that people should endeavor to be satisfied at work if humans are always in pursuit of happiness. The tea plantation workers will be more satisfied if they get what they expected, satisfaction relates to inner feelings of workers and thereby increase the standard living of the worker. Workers satisfaction refers to an individual's general feelings or preference of individual or ones attitudes towards his/her job and extent to which one is content with it. This feeling is based on an individual's perception of satisfaction and influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats workers. A person with a high level of job satisfaction holds positive attitudes about the job, while a person who is dissatisfied with his or her job holds negative attitudes about the job. They are in a positive mood and often able to improve in areas of brainstorming, decision making, and problem solving. To be more precise the researchers and human resource professionals have defined varying categories of satisfaction

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level of the workers. The importance of the tea industry and the acute problems faced by tea workers in the Darjeeling hills has been highlighted by Sarkar (1986). He states that around 70 per cent to 80 per cent of employment in the area is dependent upon the tea industry. It provides subsistence indirectly to many people in hill areas by supporting ancillary avenues of employment. However, the management of the estate has not been protecting their ownlabour force by providing adequate wages for their survival. Dasgupta (1986) attempts to explain the unavailability of reliable data in the context of labour productivity in the tea gardens. He states that the recorded data in tea statistics generally exclude the ex-factory sales of tea by the garden owners. The tea estate itself has a practice of selling a considerable amount of their manufactured tea to the market directly. It is, however, not recorded elsewhere. He goes on to state that labourproductivity solely depended on technological innovation, scientific discovery and management efficiency etc. The author also states that there is no evidence to prove that the labourers are mainly responsible for the sickness of the gardens. The general expenses of estate management have also increased. The analysis has not incorporated various categories of expenses other than the labour wages while calculating the cost of production, the lack of quantitative analysis in support of the arguments presented is a major weakness of this work.

1.2 Statement of the Problem

The tea plantation sector has recently faced so many problems like lockout, strikes, Sitdown roads etc. All those are mainly due to the workers dissatisfaction, thus we need to identify the factors and study about the working and living conditions. Working and living conditions has significant role in influencing on the morale and productivity of worker. The process of the tea plantation sector is mainly affected by the efficiency of the workers. The workers are provided with different facilities so as to motivate them. This study undertaken in order to understand the differences welfare facilities provided by the company, Gather the opinion of the workers about these facilities and also to know the reasons for their dissatisfaction. The workers are the backbone of any industry. Job satisfaction is a part of employee life satisfaction. So based on the above discussion, the study aims to recognize the impact of living and working environment, to study about the job satisfaction level of the estate workers.

1.3 Review of literature

Sharit K Bhowmik (2015). The strike by women workers in the tea plantations of Kerala brings to fore the miserable living conditions of the workers in this sector across the country. With more than a million permanent workers, the tea plantation industry is the largest in the formal private sector in the country. Yet wages of these workers are the lowest in the formal sector and their living conditions are appalling. Though there are laws that govern the living conditions of workers, these are violated and the state seems indifferent. Kakali Hazarika (2012) studied the vulnerable living conditions of tea tribes and labourers under urbanized culture. The main source of data collected for the study are books, published literature of plantation companies, associations, journals, reports published by different organizations etc. Apart from that primary data collected from 1500 workers in six big tea gardens of Assam. It is found that women workers in India are facing one of the worst forms of exploitation in modern times. Wage cut policy

of the employers affect productivity of the industry. His analysis suggested that measures must be taken to prevent availability of alcoholic beverages and gambling in and around tea garden areas. Women empowerment is urgent need for the tea garden workers and special value based education should be introduced. Bhowmik (2005) in his study found that the tea plantation workers in West Bengal are facing problems mainly due to unfavourable wage agreements. The general level of wages has always remained low leading workers to face low standard of living and even starvation. On the contrary, the employer's argue that the production cost is higher than the sale price and there is need to reduce labour cost so that the industry becomes viable. The study found that there is need to examine the existing belief that labour cost is solely responsible for increasing cost of production. On the contrary, it was found that by increasing components of labour welfare and better maintenance of tea bushes, productivity will increase and thus reduce cost of production. Kurian (1999) made an evaluative study on the socio-economic background, working and living conditions, consumption pattern and physical quality of life of women workers in the plantation sector of Kerala. The terms and conditions of work of women workers in plantations are governed by the Plantation Labour Act, 1951, Kerala Plantations Labour Rules, 1959 and otherstatutory benefits.

The study stresses that provisions of these Acts are not implemented fully and the physical quality of life of these women workers are far from satisfactory. A study was conducted by Pratima Paul Majumder (1999) on working conditions in the Bangladesh Tea plantation Industry .The results showed that tea plantation workers have a weekly holiday but without pay. They don't get any causal leave or annual leave. The findings also showed that most of the workers, both male and female are dissatisfied with their living health and the working conditions. The most dominant factors for job dissatisfaction are low wage rate, absence of human treatment, bad quality of rating the absences of toilet facility and drinking at workplace, absence of adequate number of primary school and even fewer higher school. Hence ,the researcher recommended the government must resolve to supply electricity in the tea estate .The government also should provide specialized education and training in areas such as leadership, health education, legal literacy, occupational hazardous and safety measures.

1.4 The Research Gap

From the foregoing review of literature it can be understood that though many studies have been conducted on different aspects of tea industry in India, a study specifically for living and working conditions of the tea plantation workers in Kerala is missing in literature. Moreover, till date, no research has been conducted on living and working conditions of the estate workers in Kerala. Thorough assessment of the previous studies, particularly in Kerala has revealed that most of studies were conducted to look into the contribution of the tea plantation sector for the economic growth, problems in cultivation of tea plantation, manufacturing and management practices, tea commodity chain and cultivation practices. But no specific study has been conducted to find out the real problems faced by the tea estate workers and the causes and consequences of tea plantations workers. This study should be embedded in a well informed assessment that identifies gaps in the current knowledge, acknowledge contradictory theories

and notes inadequacies in the existing theories. In this study, the researcher needs to make the case that are proposed research will a significant contribution to the tea plantation sector and it also help to solve the problem faced by the estate workers .

1.5 Objectives of the study

- To study about the job satisfaction level of the tea plantation workers.
- To study about the Quality of Work life of the tea plantation workers.
- To study about the tea plantation workers attitude towards the work.
- To find out the welfare measures adopted by the Management.
- To identify about the various problems faced by the tea plantation workers.
- To identify the various facilities provided to the tea plantation workers
- To identify the factors that motivates the estate workers.

1.6 Hypotheses

- Ho: There is no significant relationship between the age and wages of the workers in the plantation sector of Kerala. H1: There is a significant close relationship between the age and wages of the workers in the plantation sector of Kerala.
- Ho : There is no significant relationship between workers satisfaction and facilities provided to them. H1 : There is a significant relationship between workers satisfaction and facilities provided to them .

1.7 MATERIALS AND METHODS

The working and living conditions of the tea plantation workers are closely observed. The working conditions, job satisfaction, income, educational status , medical facilities, household debt, savings, consumption pattern etc. were taken as the indicators of the general living conditions of tea workers. The study is primarily based on the primary data, which was collected from the tea estate workers. The study is descriptive in nature and hence designed as an empirical one based on the survey method. Several issues relating to the main aspects of the study had been discussed in detail with experts, researchers and other eminent personalities A descriptive method of study followed to understand the whether the employees are satisfied with their work.

Source of the data

The study is based on both primary and secondary data. Primary data were collected using structured questionnaire The sources of secondary data were State Planning Board Thiruvananthapuram (Economic Review), Department of Economics and Statistics, Thiruvananthapuram, Labour Statitics Review the publications and annual reports of the Tea Board of India. United Planters' Association of Southern India (UPASI), Coonoor, Association of Planters of Kerala (APK), Both primary and secondary sources of data are collected for the study.

Primary data: has been collected by distributing the structured questionnaire to the tea plantation workers.

Secondary Data: A detailed survey of literature has been undertaken in order to be familiarised with the various aspects of tea plantation. They normally conduct studies and publish articles about the role of tea industry in our economy. To evolve an appropriate methodology for the study and to formulate a conceptual framework for the study, the secondary data were immensely helpful, For these purposes, various secondary sources like books and periodicals, research articles, seminar reports, newspapers, study reports of expert committees, departmental publications, plan documents, unpublished dissertations, etc were surveyed. To make it more clear for data presentation, and as a substitute to replicate the data tables as such, appropriate data to the point under discussion only have been presented. To avoid bias in interpretation of data, statistical analysis has been resorted to the details of which are furnished along with presentation and discussion of data. Most of the data were presented in tables, bar charts, pie diagrams, multi-dimensional scaling, etc., were also used to illustrate the data.

Population

The population is the tea plantation worker in the state of Kerala.

Sample area

The sample area of the study is the Selection of the Study Districts For primary data collection, three districts-Idukki, Wayanad and Palakkad were selected from is Kerala based on the concentration of the crops.

Sample Size

The Sample size are 150 samples. Selection of the Sample From the selected hilly areas of Idukki, Wayanad and Palakkad, workers were selected using stratified random sampling. Corresponding to the percentage distribution of workers in the plantation sector 150 workers were selected from tea plantations constituting of the sample.

Sampling technique

Sampling technique used for the study is Stratified sampling technique.

Sampling design

Stratified sampling method has been used for selecting the respondents from the universe. The universe of the study covers almost tea workers in the Three district of Kerala .At the first stage of sampling, tea workers were selected as a convenience sample' for this study.

Collection of data

The data were collected by distributing questionnaire to the with the samples selected for the study. Multiple choice questions, open-end questions, rankings by the respondents and a five point ranking scale developed by the researcher especially for this study in conformity with statistical methods and principles were used wherever necessary. The respondents were encouraged to file the questionnaires freely and frankly to

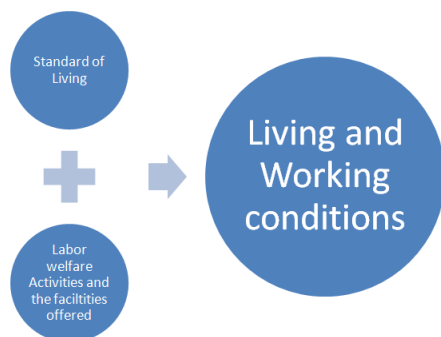
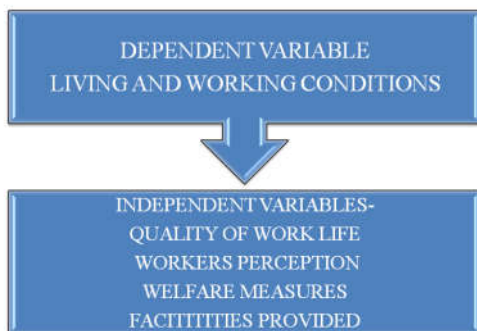
express their opinions and suggestions. The researcher collected all the responses personally from the respondents this ensured the secrecy of the responses and the privacy of the identity of the respondents.

Analysis of the Data

The collected primary data have been statistically processed, classified and tabulated by using appropriate methods. Since the sample size is large, tables, diagrams and statistical results have been derived, the researcher has developed a summated rating scale (Likerttype scale) known as economic impact assessment scale. In order to test the soundness of the measurement, appropriate statistical tools have been employed. Internal consistency method on 150 samples was employed to test the reliability of economic impact assessment scale.

1.6 Theoretical Framework for the study

Living and working conditions has been suggested as one way of maximizing the positive and minimizing for the economic development. The UPASI will be frequently observed, tea industry representatives will be interviewed, and interactions with the workers will be initiated as part of the study. This research work will be concentrating more on the actions of the tea plantation workers, tea industry, UPASI, seeking to underst and the influences of tea industr y. This study aims to provide environmental, social and economic benefits for the welfare of the workers community by bringing Kerala as the most important place for the tea plantation sector.



1.7 Scope of study

The scope of the study is restricted to assess the working and living conditions of the workers in the tea plantation sector. However, in view of the importance of this labour force and also the dominance of unorganised sector in the Indian economy, where more than 90% of the labour force is engaged

in unorganised sector. The scope of the research study was extended to tea plantation sector only. The present study examines the working and living condition of tea plantation workers in Kerala.

1.8 Limitations of the Study

The important limitations of the study were the following

- Though the plantation sector occupies an important place in Kerala economy, data for the study were collected from samples from three districts only.
- Literature available on the topic is limited.
- Out of the fear, most of the workers were reluctant to provide information about their living and working conditions.

Data analysis and interpretation

Presonal detials of the worker

Table No 1. Cross tabulation between the gender wise Verus Age classification

Gender Wise * Age wise Crosstabulation					
Variables		Age wise			Total
		Less than 18	18-30	31-50 More than 50	
Gender	Male	3	16	33	68
	Female	0	56	22	82
Total		3	72	55	150

Source: Primary Data

Interpretation

The Table No 1 shows the cross tabulation between the genderwise and age of the employees majority of workers belongs to the age group of 18-30, only 3 out of the 150 employees belongs to the age of less than 18 , out of 150 workers 55 of them belongs to the age of 31-50,out of them only 20 is in above 50 years. From the above table we can identify that majority of employees are in age level of 18-30 and there is no Childlabor in the tea plantation sector.

Table No 2. Martial Status

Martial Status			
Variables	Frequency	Percentage	Cumulative Percent
Single	9	6.0	6.0
Married	134	89.3	95.3
Widow	3	2.0	97.3
Widower	4	2.7	100.0
Total	150	100.0	

Source: Primary Data

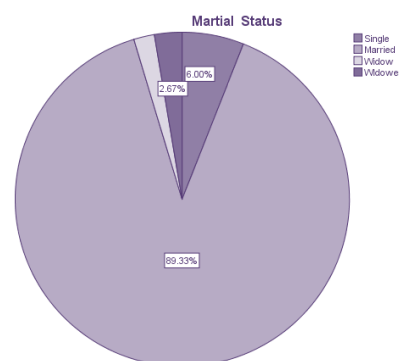


Figure No 1. Martial Status

Interpretation

It is evident from the Table No 2 that 6% of the respondent are single, 95.3% are married, 2% are widow and only 2.7 % are widower.

Table 3. Literacy Status of the tea Workers

Literacy status of the tea workers			
Responses	Frequency	Percentage	Cumulative Percentage
Literate	89	59.3	59.3
Illiterate	61	40.7	100.0
Total	150	100.0	

Source: Primary Data

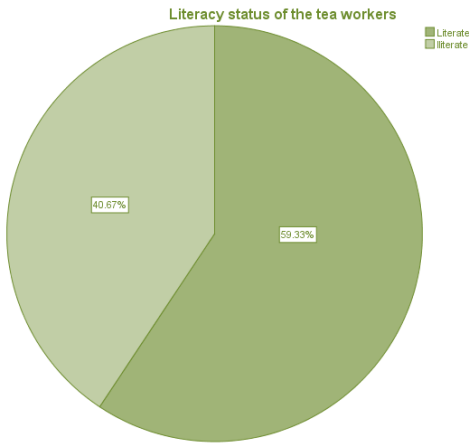


Figure 2. Literacy Status of the Workers

Interpretation

From the above table 59.3% of workers are literate and only 40% of workers are illiterate that means they cannot easily exploit by any third party.

Table 4. Educational Status

Educational Status			
Educational Status	Frequency	Percentage	Cumulative Percent
LP	33	22.0	22.0
UP	90	60.0	82.0
SSLC	27	18.0	100.0
Total	150	100.0	

Source: Primary Data

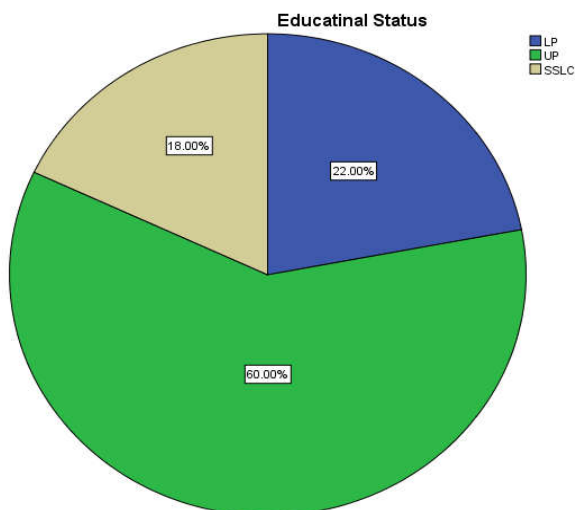


Figure 3. Educational Status

Interpretation

From the above table No 4 shows that majority of the workers have completed Upper Primary Education ie 60%,22% are Lower Primary and only 18 have studied till SSLC.

Living status of tea plantation workers

Table 5. Income level of the tea estate workers

Income Status			
Income	Frequency	Percentage	Cumulative Percent
Less than 10,000	106	70.7	70.7
10,000-15,000	30	20.0	90.7
More Than 15,000	14	9.3	100.0
Total	150	100.0	

Source: Primary Data

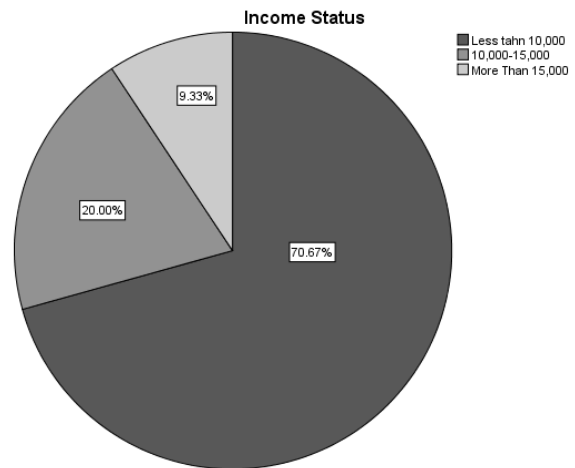


Figure 4. Income level of the tea estate workers

Interpretation

From the above table ,it can seen that majority of the workers having a income of less than 1000 ie 70% ,20 % of the workers having a income range between 10,000-15,000,9 and only 9.33 % of the tea estate workers having income above 15,000.

Table 6. Nature of Family Status

Nature of the Family			
Nature of the Family	Frequency	Percentage	Cumulative Percent
Nuclear Family	128	85.3	85.3
Joint Family	22	14.7	100.0
Total	150	100.0	

Source: Primary Data

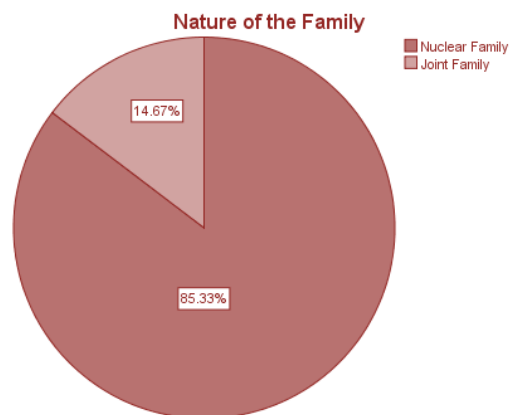


Figure 5. Nature of family Status

Interpretation

From the above table it shows the nature of the family of 150 workers. Out of them 85.33% are having a nuclear type of family and the remaining 14.67 % of workers are having joint family system. The general trend in Kerala, now as in the Western culture, is to have a nuclear type of family with father, mother and one or two children.

Table No 7 Expenditure statement of tea estate workers

Expenditure statement of the tea estate workers			
Expenditure level Per Month	Frequency	Percentage	Cumulative Percent
Less than 500	81	54.0	54.0
500-800	56	37.3	91.3
Above 1000	13	8.7	100.0
Total	150	100.0	

Source: Primary Data

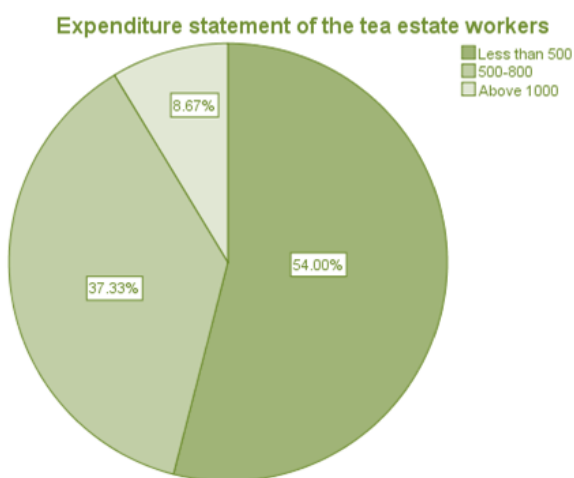


Figure 6. Expenditure statement of tea estate workers

Interpretation

From the above analysis it can realize that majority of the tea workers are spending per month less than 500 i.e. 54%, 37.3% of the workers spend 500-800 and only 8% of the workers spending more than 1000.

Table 8. Cross Tabulation between the income status and size of the Family members

Income Status * Size of the Family Crosstabulation					
Variables	Income Status	Size of the Family			Total
		Less than two Members	Three Members	More than four Members	
		Less than 10,000	19	79	
10,000-15,000	4	26	0	30	
More Than 15,000	0	14	0	14	
Total		23	119	8	150

Source: Primary Data

Interpretation

The above table shows that there is relationship with the income and the size of the family it shows that majority of the workers having income less than 10,000 ie,106 ,30 workers having the income range between 10,000-15,000 and only 14 workers is having income more than 15,000.

Table 9. Migrant from other state

Migrant from other state			
Response	Frequency	Percentage	Cumulative Percent
Yes	64	42.7	42.7
No	86	57.3	100.0
Total	150	100.0	

Source: Primary Data

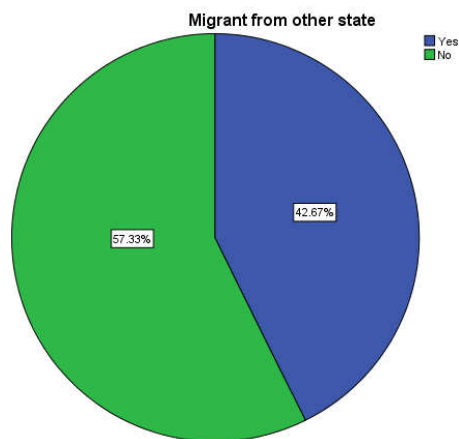


Figure No 7 Migrant from other state

Interpretation

The above table shows that majority of the tea plantation workers are from Kerala ie 57.33% but they are migrant from different parts of Kerala and only 42.67 has migrant from the other neighbouring states such as Tamil Nadu and Karanataka. There are migrant because they want to improve their livelihood.

Table No 10 Number of Family member working Tea plantation

Number of family members working in tea plantation			
Responses	Frequency	Percentage	Cumulative Percent
One Member	50	33.3	33.3
Two Members	90	60.0	93.3
More than Three members	10	6.7	100.0
Total	150	100.0	

Source: Primary Data

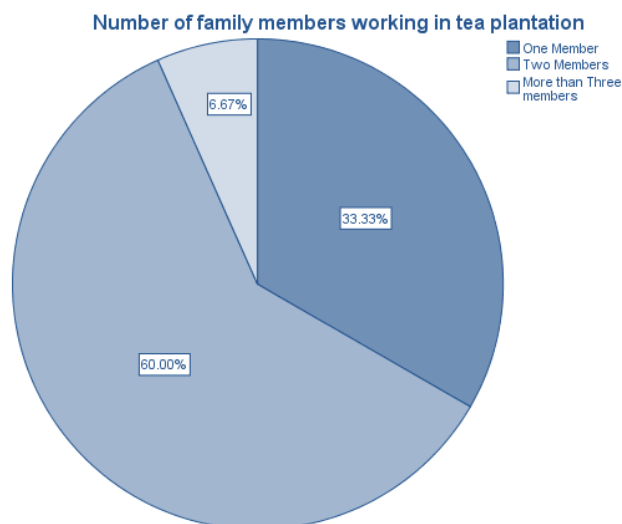


Figure 8. Number of Family member working Tea plantation

Interpretations

From the table it depicts that 60% of the workers have two member are working in tea estate, 33% of the workers only one member is working and only a minority group i.e. 6.67% of the workers have more than three members are working in tea estate and it is observed most of the family members have quit this field because of the wage rate.

Working conditions

Table 11. Nature of Job

Nature of Job			
Nature of Work	Frequency	Percentage	Cumulative Percent
Plucking	62	41.3	41.3
Sparying	35	23.3	64.7
Fertilizing	30	20.0	84.7
Pruning	23	15.3	100.0
Total	150	100.0	

Source:Primary Data

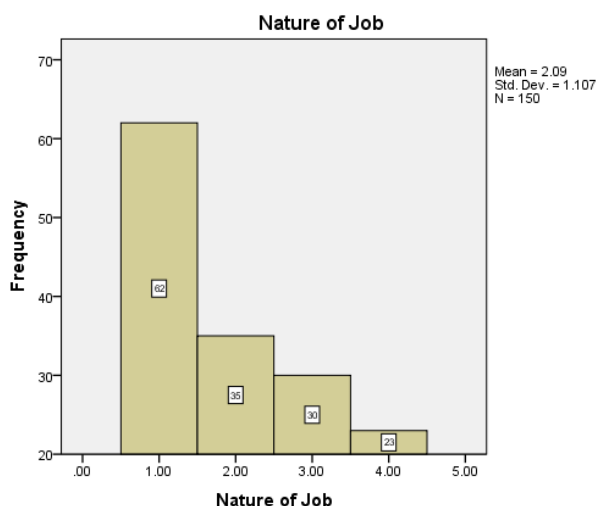


Figure 9. Nature of Job

Interpretation

From the above table it shows that majority of the workers are doing the important job i.e. 62 of workers are involved in Plucking processing and it mostly done by the women workers. Sparying and pest attack work is done by 35 workers, 30 workers are involved in fertilizing process and only a minority of 23 workers are involved in the process of pruning because pruning is mostly done by the experienced person.

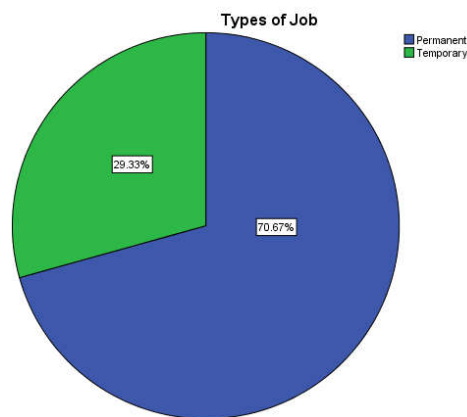
Table 12. Types of Job

Types of Job			
Type of Job	Frequency	Percentage	Cumulative Percent
Permanent	106	70.7	70.7
Temporary	44	29.3	100.0
Total	150	100.0	

Source: Primary Data

Interpretation

From the above it can indicate that majority of the workers working in the tea estate are permanent workers ie 70.67% and only 29.33% are contract based workers and they are not provided any amenities for the contract workers.



Interpretation

From the above it can indicate that majority of the workers working in the tea estate are permanent workers i.e. 70.67% and only 29.33% are contract based workers and they are not provided any amenities for the contract workers.

Table 13. Length of Services in the tea plantation estate

ANOVA					
Length of the services in tea plantation estate					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	20.902	1	20.902	19.215	.000
Within Groups	160.991	148	1.088		
Total	181.893	149			

Ho: There is no significant relationship between the length of the services and age of the workers.

H1: There is a significant relationship between the length of the services and age of the workers.

F Ratio = 20.902/1.088=19.215

Table No 14 Income status with Working hours

Income Status * Working hours Crosstabulation					
Variables		Working hours			Total
		Less than 40 hours	40-50 Hours	More than 50 Hours	
Income Status	Less than 10,000	34	54	18	106
	10,000-15,000	6	19	5	30
	More Than 15,000	3	10	1	14
Total		43	83	24	150

Source: Primary Data

It is indicate that 106 workers have less income ie less than 10,000 and they have to work more,30 workers have income range between 10,000 to 15,000 and only 14 working are having a income more than15,000 and it is observed that they are working less.

Table 15 Workers are satisfied with the working hours

Workers are satified with the working hours			
Responses	Frequency	Percentage	Cumulative Percent
Highly Satisfied	53	35.3	35.3
Satisfied	41	27.3	62.7
Neither Satisfied nor dissatisfied	36	24.0	86.7
Dissatisfied	7	4.7	91.3
Highly Dissatisfied	13	8.7	100.0
Total	150	100.0	

Source: Primary Data



Figure 11. Workers are satisfied with the working hours

Interpretation

The Table shows that 35.3% of the workers are highly satisfied with the working hours ,27.3 % of the workers are satisfied with the working hours ,24 % of the workers are highly satisfied nor dissatisfied with the working hours ,and only 4.7 % of the workers are dissatisfied with the working hours and 8.7 % are highly dissatisfied with the working hours.

Table No 16 Tradeunion Membership

Trade union membership			
Responses	Frequency	Percentage	Cumulative Percent
Yes	109	72.7	72.7
No	41	27.3	100.0
Total	150	100.0	

Source: Primary Data

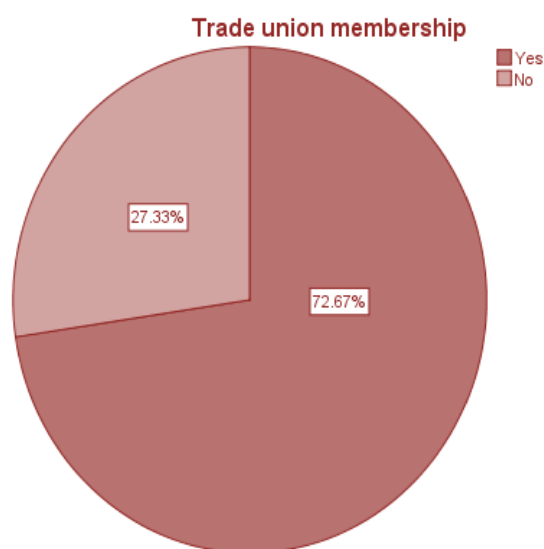


Figure 12. Trade union Membership

Interpretation

From the above table it can find out that out of 150 workers 109 workers have trade union membership and only 41 of them don't have registered any trade union and they are not working in accordance with the trade union act.

Table No 17 Company Provide the basic facilities for the workers

Tea estate workers are provided the basic facilities			
Responses	Frequency	Percentage	Cumulative Percent
Strongly agree	17	11.3	11.3
Agree	70	46.7	58.0
Neither agree nor disagree	38	25.3	83.3
Strongly Disagree	12	8.0	91.3
Disagree	13	8.7	100.0
Total	150	100.0	

Source: Primary Data



Figure 13. Company Provide the basic facilities for the workers

Interpretation

Table 10 shows that 11.3% of the workers strongly agrees that the company provide the basic facilities for the Workers,46.7 % of the workers agrees , 25.8 % of the workers has no opinion that the company provide the basic facilities for the Workers,8% of the workers disagrees and only miniorty says that they are disagrees that the company provide the basic facilities for the Workers i.e. 8.7 %.

Table No18 Medical facilities offered by the estate

Medical facilities provided by the estate			
Variables	Frequency	Percentage	Cumulative Percent
Estate Clinic	107	71.3	71.3
Government Hospital	15	10.0	81.3
Private Hospital	14	9.3	90.7
Others	14	9.3	100.0
Total	150	100.0	

Source: Primary Data

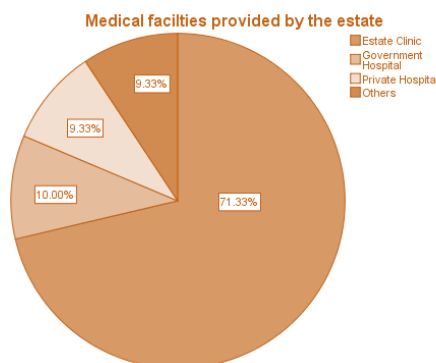


Figure 14. Medical facilities offered by the estate

Interpretation

From the above table, it can find out the medical provided to the workers and the medical allowances provided by the estate majority of the tea estate workers depend upon the estate clinic ie, 71.3% ,10% of them are depend on the government hospital and other primary health centre,9.3% of them go to private hospitals and nearby clinic and also 9.3% of the workers depend upon the other medicines such as ayurvedyum, homeopathy and other sources.

Table No 19 Training and development facilities provided by the estate

Training and development facilities provided by the estate			
Response	Frequency	Percentage	Cumulative Percent
Yes	20	13.3	13.3
No	130	86.7	100.0
Total	150	100.0	

Source: Primary Data

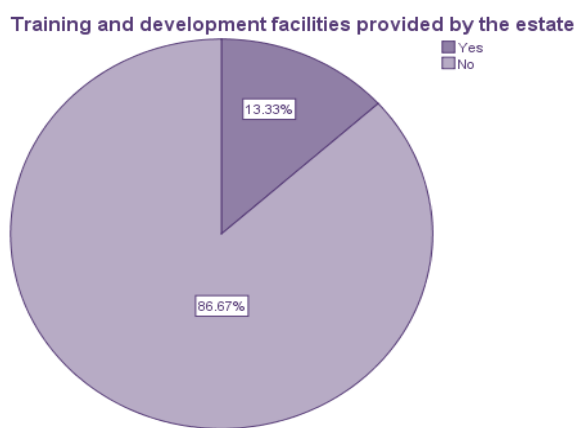


Figure No 15 Training and development facilities provided by the estate

Interpretation

The above table indicates that majority of the workers agree that they are not providing proper training for developing their skills ie 86.7% and minority say they got training programme ie.13.3%.

EMPIRICAL RESULTS

MAJOR FINDINGS

PERSONAL DETAILS OF THE TEA PLANTATION WORKERS

- The Cross tabulation between the gender wise and age of the employees shows that majority of workers belongs to the age group of 18-30 , only 3 out of the 150 employees belongs to the age of less than 18 , out of 150 workers 55 of them belongs to the age of 31-50,out of them only 20 is in above 50 years. From the above table we can identify that majority of employees are in age level of 18-30 and there is no Child labor in the tea plantation sector.
- 6% of the respondent of the worker are single,95.3% are married ,2% are widow and only 2.7 % are widower.
- 59.3% of workers are literate and only 40% of workers are illiterate that means they cannot easily exploit by any third party .

- Majority of the workers have completed Upper Primary Education ie 60%,22% are Lower Primary and only 18 have studied till SSLC.

PROFILE OF LIVING CONDITION OF THE WORKERS

- Majority of the workers having a income of less than 1000 ie 70% ,20 % of the workers having a income range between 10,000-15,000,9 and only 9.33 % of the tea estate workers having income above 15,000.
- The nature of the family of 150 workers. Out of them 85.33% are having a nuclear type of family and the remaining14.67 % of workers are having joint family system. The general trend in Kerala, now as in the Western culture, is to have a nuclear type of family with father, mother and one or two children.
- Majority of the tea workers are spending per month less than 500 ie 54%,37.3% of the workers spend 500-800 and only 8% of the workers spending more than 1000.
- There is relationship with the income and the size of the family it shows that majority of the workers having income less than 10,000 ie,106 ,30 workers having the income range between 10,000-15,000 and only 14 workers is having income more than 15,000.
- Majority of the tea plantation workers are from Kerala ie 57.33% but they are migrant from different parts of Kerala and only 42.67 has migrant from the other neighbouring states such as Tamil Nadu and Karanataka. There are migrant because they want to improve their livelihood.
- 60% of the workers have two member are working in tea estate ,33% of the workers only one member is working and only a minority group ie 6.67% of the workers have more than three members are working in tea estate and it is observed most of the family members have quit this field because of the wage rate.

PROFILE OF WORKING CONDITION OF THE WORKERS

- Majority of the workers are doing the important job i.e. 62 of workers are involved in Plucking processing and it mostly done by the women workers. Spraying and pest attack work is done by 35 workers, 30 workers are involved in fertilizing process and only a minority of 23 workers is involved in the process of pruning because pruning is mostly done by the experienced person.
- Majority of the workers working in the tea estate are permanent workers i.e. 70.67% and only 29.33% are contract based workers and they are not provided any amenities for the contract workers.
- There is no significant relationship between the length of the services and age of the workers.
- It is indicate that 106 workers have less income ie less than 10,000 and they have to work more,30 workers have income range between 10,000 to 15,000 and only 14 working are having a income more than15,000 and it is observed that they are working less.
- 35.3% of the workers are highly satisfied with the working hours, 27.3 % of the workers are satisfied with the working hours, 24 % of the workers are highly satisfied nor dissatisfied with the working hours ,and

only 4.7 % of the workers are dissatisfied with the working hours and 8.7 % are highly dissatisfied with the working hours.

- Out of 150 workers 109 workers have trade union membership and only 41 of them don't have registered any trade union and they are not working in accordance with the trade union act.
- 11.3% of the workers strongly agrees that the company provide the basic facilities for the Workers, 46.7 %
- of the workers agrees, 25.8 % of the workers has no opinion that the company provide the basic facilities for the Workers, 8% of the workers disagrees and only minority says that they are disagrees that the company provide the basic facilities for the Workers i.e .8.7 %.
- The medical provided to the workers and the medical allowances provided by the estate majority of the tea estate workers depend upon the estate clinic i.e, 71.3% ,10% of them are depend on the government hospital and other primary health centre, 9.3% of them go to private hospitals and nearby clinic and also 9.3% of the workers depend upon the other medicines such as ayurveda, homeopathy and other sources.
- Majority of the workers agrees that they are not providing proper training for developing their skills i.e. 86.7% and minority say they got training programme i.e. 13.3%.

Suggestions and Recommendations

- The male workers have to properly reward and also motivated them.
- The workers have to teach them to read as well as they will not exploit by the third party.
- The workers has to provide a basic wages to meet their standard of living
- The Tea estate workers has to motivated as to satisfy their needs and wants of the daily workers.
- The workers should provide the basic facility for their daily life such as better working condition and the rate of wages.
- The estates should provide the basic medical assistances to their workers and the estate clinic should raise their facilities, also provide the better medical treatment appoint skilled and experienced medical experts.

Summary and Conclusion

From the present study it attempt to find out the living and working condition of the tea workers in Kerala. The happier people are within their job, the more satisfied they are said to be. The living and working condition is very much important attribute. The most common way of measurement is the use of rating scales where workers report their reactions to their jobs. In this regard, an attempt was made to study the living and working condition of the tea plantation workers in. It is observed that the most important work are done by the women workforce. Majority of the workers are pluckers. They are working hours between 40-50 hours per week.

The basic amenities are provided by the Management for the workers. Majority of the tea plantation workers are from Kerala but they are migrant from different parts of Kerala and only few workers has migrant from the other neighbouring states such as Tamil Nadu and Karanataka. There are migrant because they want to improve their livelihood. Most of the workers family member are working in tea and it is observed most of the family members have quit this field because of the wage rate. Majority of the workers are involved in Plucking processing and it mostly done by the women workers. Spraying and pest attack work , fertilizing process are done by male workforce. Workers is involved in the process of pruning because pruning is mostly done by the experienced person. Majority of the workers working in the tea estate are permanent workers and only few workers are working on contract basis and they are not provided any amenities for the contract workers. There is no significant relationship between the length of the services and age of the workers. It also indicate that workers have less income i.e less than 10,000 and they have to work more. The workers are highly satisfied with the working hours. Most of the worker has trade union membership and only few don't have registered any trade union and they are not working in accordance with the trade union act. Majority of the workers strongly agrees that the company provide the basic facilities for the Workers. The medical provided to the workers and the medical allowances provided by the estate majority of the tea estate workers depend upon the estate clinic and only few has depend upon the other medicines such as ayurveda ,homeopathy and other sources. Majority of the workers agrees that they are not providing proper training for developing their skills i.e 86.7% and minority say they got training programme i.e. 13.3%.

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