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## **A study on socio – Economic working condition of workers leading to job satisfaction of tea plantation with special reference to Nilgiris**

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### **Abstract**

Nilgiris district as a part of Indian state - Tamil Nadu, formerly forms a larger part of a mountain chain recognized as the Western Ghats. An agriculture district having an economy mainly depending on success or failure of plantation crops akin to tea and coffee. The climatic surroundings and troposphere of the area make the Nilgiris District an appropriate place in South India for cultivation of tea which result that zones under tea cultivation in Nilgiris are exclusively massive and spread out widely. The farming of tea is based on the tea plantation workers and the whole study is to make an analyze about the problems of tea plantation workers in Nilgiris District. The miserable living conditions and the wages of the tea plantation workers are identified. The vital importance of taking into consideration these factors is actually being analyzed & the required suggestion has been made as per the results inferred from several tea estates & unions residing in Nilgiris District.

**Keywords:** Tea plantation, workers perception, union activities, working conditions

### **Introduction**

The actual belief of labour health, safety and welfare are being flexible and comprehensively vary with actual respect to the period, area, industry, country, public value and taxes, degree of development the general socio economic development of the people and political thinking prevailing during an exact time frame. It is also, being blinded as per gender, age, marital status, working experience, educational level of workers in various tea plantation estates in Nilgiris District.

“The stable settlement of the workers in and around the plantations is for the most part depends on the process of recruitment of workers as in the initial stages was family being based. Workers were encouraged optimistically to wander to the plantations with their families, which has actually served two major purposes, i.e., first, the planters wanted to require cheap labour who would actually permanently settle in the exact plantation & this could be achieved by encouraging families to shift rather than on being individuals. The entire family male, female and children-worked on the plantation at wages determined by the planter, & secondly, family migration ensured that labour could actually be reproduced which would ease the problems of any of the further recruitment employment opportunities in the coming future.

Under social security and health conditions, the data collected and analyzed about any social security cover given to workers, availability of pension schemes, holding any unemployment insurance, the details about the medical assistance given by the company, whether the workers are part of the union, to know whether the union safeguards the workers' rights. The rest interval given by the company for the workers and check whether any child labour employed here. To know their average monthly income and about the carry home pay. To know whether the payment based on per contract, per hour, based on task, based on acre, based on leaf weight or other mode.

To know among the workers about the awareness of the historical hunger strike and labor oppression in Nilgiris district and the subsequent order passed by the State human rights commission in December, 2000 to pay an amountRs.31,30,200 as compensation to the victims as the Nilgiris police violated the human rights.

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**About the Plantation labour act of 1951 & Tamil Nadu Plantation labour rules 1955**

An Act to provide for the welfare of labour and to regulate the conditions of work in Plantation. After independence the plantation industry is being covered by labour legislation namely Plantation Act 1951. The labour Laws and the Plantation Act in Tea industry, is the women who have been the prime target of deprivation and exploitation. Ten years before they were paid less than the men but they have been subjected to long working hours and heavy work load which includes the pregnant women. The majority of the temporary workers are the women and the social welfare benefits of the Plantation Labour Act including the maternity and medical benefits do not exists. Even the permanent women workers, parents are not regarded as dependents and their husbands are not entitled to subsidized food grains and other benefits. Section 21, 23 of plantation act and rule 70 supports only the management. The labour appellate tribunal report of 1955 runs as follows: "it is the ordinary function of the management to employ their subordinates in capacity where their service can most usefully utilized". So the employer has the right to affect transfers utilized". So the employer has the right to affect transfers according to his whims and fancies. Section 2(a), 2(c) of Plantation Labour Act defines adolescences and child labour and section 24 of the said Act prevents Child Labour activities. But much adolescence is seen in the plantation field expecting their future. The Supreme Court has ruled out very clearly that free and compulsory education should be given to all children until the age of 14 years. But the same is thrown in winds.

**Objectives of the Study**

- 1) To find out the level of satisfaction of tea plantation workers in Nilgiris District with regard to labour health, safety and welfare facilities
- 2) To study the extent of health, safety and welfare facilities provided by the tea planation companies and the tea plantation unions in Nilgiris District
- 3) To identify the workers perception about health, safety and welfare measures in Nilgiris district.
- 4) To enlighten the inability of trade unions in Plantation sectors in handling wage disputes

**Scope of the Study**

1. To avoid loss of life of the tea plantation workers in Nilgiris District.
2. To improve the workers satisfaction who working in tea plantation estates in Nilgiris District.
3. Many people will get job opportunity and the plantation labour community will also reach a good status in the society thereby proving all are equal before Law and in the society.

**Limitation of the Study**

In spite of detailed analysis made in the present study, this study is not free from limitations. The following are the important limitations:

1. The geographical area of this study is confined only to Nilgiris District.

2. The study is period specific.
3. The survey is collected from various tea plantation estates and union selected using convenient sampling method.

**Research Plan**

The Tea Plantation workers working in Nilgiris district are considered as the target audience for the research study. The primary data collection is done by person administered survey for analysis and interpretation; the secondary data collected from various magazines and journals discussed earlier related to the research study.

**Types of Research**

A descriptive type of Research is undertaken to determine the cause and effect of the tea plantation workers in Nilgiris district.

**Sampling Technique**

Area Sampling is applied and it is quite close to cluster sampling and is often talked about when the total Nilgiris District area of interest happens to be big one. Under area sampling we first divide the total Nilgiris District into a number of smaller non-overlapping areas, generally called geographical clusters, then a number of these smaller areas are randomly selected, and all units in these small areas under Nilgiris District are included in the sample. Area sampling is especially helpful where we do not have the list of the population concerned. It also makes the field interviewing more efficient since interviewer can do many interviews at each location.

**Area of the Study**

The method of research which the Researcher have undertaken is based on the analytical (Present position), Historical (previous position), Comparative (comparison with other places), statistical (collection of details and conditions), Critical (finding out the defects and suggestions), The Researcher has selected the following managements for this study namely

1.	Forest Dale Estate, Coonoor,
2.	Graigmoreplantation, Coonoor
3.	Coonoor Tea Estates, Coonoor,
4.	Tan-Tea Pandiyaru Division,
5.	Tan-Tea, Cherangode,
6.	Tan-Tea, Tiger Hill Division,
7.	Non-Such Tea Estate, Coonoor,
8.	Orchidin Estate, Coonoor,
9.	Dun Sandal Estate, Ooty,
10.	Glenmorgan Estate, Ooty,
11.	Stanes Amalgamatede Co., Ltd, Ooty
12.	Kariyabetta Estate, Kotagiri,
13.	Kodanadu Estate, Kotagiri,
14.	Kil-KotagiriEstate, Kil-Kotagiri,
15.	Manjushri Plantations, Gudalur,
16.	Rock wood Estate, Gudalur
17.	Harrison Malayalam Plantations, Gudalur,
18.	May Field Estate, Gudalur,
19.	Silver Cloud Estate, Gudalur,
20.	Devarsholai Estate, Gudalur

The following Trade - Unions are also selected for this research. They are:

1.	Neelamalai Anna Plantation Labour Union [ATP],
2.	The Nilgiri District Estate Workers Union [INTUC],
3.	Tamilnadu Plantation Labour progressive Union [LPP],
4.	Plantation Labour Association [AITUC],
5.	Nilgiri Estate Workers Union [CITU],
6.	Anna Plantation Workers Union [APWU],
7.	Plantation Labour Organization [PLO],
8.	Plantation Labour and Supervisor Union [IPWU],
9.	Dr. Ambedgar Socialist Estate Workers Union [ASEWU],
10.	Anna Government Employees and General Workers Union [ATP],
11.	Anna M.G.R Plantation Workers Union [ATP],
12.	Desiya Murpokku Plantation Workers Union [DMDMK].

The researcher has selected 80 members from this union on Area sampling method to conduct his research to find out the solution and to advocate them.

### Literature Review

The Gregory Committee Recommended that “Dearness Allowance should be granted for the purpose of compensating changes in the cost living or changes in the purchasing power of money”. The Supreme Court seems to have persuaded to the view that employees getting the same wages should get the same Dearness allowance irrespective of nature of their work and that clerical staff sub-ordinate staff and factory workmen in the same establishment must be given the same scales and the rates of “Dearness Allowance”. The Court further “Time has now come when employees getting the same wages should get the same dearness allowance irrespective of whether they are working as clerks or sub-ordinate staff or factory workmen. The pressure of high prices is the same on various kinds of employees.

Saxena (1964) in his study entitled, ‘Industrial Relations in five Industrial Units of Meerut District’ has brought to the forefront the fact that the problems of industrial relations should not be tackled merely on the economic front. These are sociological problems depending for their solution on the mutual trust and confidence among the workers and the employers.

Chand (1989) designed a study of industrial relations in the public sector in Andhra Pradesh. He suggested uniformity in the wage structure of all public sector units in the Andhra Pradesh (to reduce many labour problems).

Rishi Iyengar (2015) stated that as one of the world’s most popular beverages reportedly second only to water, the production of tea is vastly important. But the living conditions of many tea-plantation workers in India - the world’s second largest producer of the drink - are not given nearly as much importance, an investigation by the BBC has revealed. The workers, who help supply to massive global brands like Tetley’s, Lipton, Twinning’s and PG Tips, are paid about \$1.50 a day - far lower than India’s already low minimum wage - with many malnourished and prone to diseases as a result of their unclean existence. The BBC also found workers spraying harmful chemicals without using protecting gear, and said that child labor was being used on some estates.

### Conclusions

The Plantation Labour Act of 1951 and the Tamilnadu Plantation Labour Rules of 1955 & the other Labour acts

have to be amended properly after a careful scrutinizing by a committee consisting members from the Labour side also. Rigorous punishments have to be awarded for the violation of Justice. There have been few theories or approaches to achieve Labour welfare, i.e.

- i. The Police Theory of Labour Welfare.
- ii. The Religious Theory of Labour Welfare.
- iii. The Philanthropic Theory of Welfare.
- iv. The Paternalistic or the Trusteeship Theory of Labour Welfare.
- v. The Placating Theory of Labour Welfare.
- vi. The Public Relationship Theory of Labour Welfare.
- vii. The Functional Theory of Labour Welfare.

The Tea-Plantation Industry has to be brought under one Ominous Legislation and a separate committee with judicial power has to be formed to regularize it on the other hand the Government has to be allotted to conduct research, Training, Re-Plantation in this District. A separate Board has to be established for the Welfare of the workers and foreign helpful methods and comparison of the same has to be introduced with immediate effect.

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