

A STUDY ON THE SOCIO- ECONOMIC STATUS OF WOMEN EMPLOYEES IN TEA PLANTATION INDUSTRIES

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Abstract: South India is the land of plantation crops. Among these tea is pre-eminent position in view of its popularity. Tea in South India is cultivated in the area of 1,20,181 ha account for 20.69% of the national acreage. Human resource is an important factor for every industry to develop their industry. Since the female workers are engaged more than the male workers. The study is to find the socio-economic status of women employees in Tea plantation. The study focus on the living condition, wages, earnings and socio security benefits. A total of 60 respondent from Anamallais (Valparai), Coimbatore form the sample. The questionnaire is the major tool in collecting data. Convenient sampling techniques is involved. Percentage analysis is used for analysis and interpretation. The important factor for their development and the problem faced by the employees are also identified.

Key Words: Tea plantation, Socio-Economic status, women employees.

1.Introduction

South India is the land of plantation crops. Among these crops, tea occupies pre-eminent position in view of its popularity. The southern region, which includes Tamil Nadu, Kerala and Karnataka together contribute one-fourth share of India's tea production. South India is the fifth largest tea producing belt next only to North India, China, Sri Lanka and Kenya. The study is conducted in the south Tamil Nadu, Anamallais region of Coimbatore. The elevation of this range of hills varies from 900 to 1600m. The study is based on the nature of the work and also their standards in their employment. It is based on the primary data collected from 60 employees via questionnaire.

2.Plantation Industries of South India

The plantation sector in India plays an vital role in the economy of three Southern states, Kerala in Rubber,

coffee, Spices, Tamil Nadu in Tea and Karnataka in coffee. The total plantation area is estimated to be around 17.2 lakh hectares. The estimated value of plantation commodities in 2010-2011 is Rs.33,486 crores.

3.Tea Plantation in South India

South India has been playing a major role in the global production, consumption and export of tea. It continues to be a leader in national tea production. Tea in South India is cultivated in an area of 1,20,181 ha account for 20.69% of the national acreage. Area Under tea in Tamil Nadu has increased from 75,625 to 80,903 ha between 2001 and 2010, while in Kerala there has been a marginal increase in the area from 36,940 to 37,139 ha during the same period as above. In Karnataka the area is increased of 13 ha only.

State-wise area (in ha) under tea cultivation

YEAR	TAMILNADU	KERALA	KARNATAKA	SOUTH INDIA
2001	75625	36940	2128	114693
2002	75619	36967	2128	114174
2003	75619	36967	2128	114174
2004	75978	37107	2128	115213
2005	80939	36772	2137	119823
2006	81279	36236	2141	119649
2007	80903	37139	2141	120181
2008	80903	37139	2141	120181
2009	80903	37139	2141	120181
2010	80903	37139	2141	120181
2011	80903	37139	2141	120181

Source: Tea Statistics and UPASI

4.Production and Productivity of Tea Plantation in South India

In the production arena, South India occupied a predominant role as one of the largest tea producer in India. South India contributes about 25% of the national output and the industry has recorded enviable growth in production during the last one decade from a level of 203.12 m.kg in the year 2001 to a record production of Tamil Nadu was ~171 m.kg and it was 67 m.kg in Kerala. Karnataka produces around 5.9 m.kg annually

State- wise production from 2001 to 2010(m.kg)

YEAR	TAMIL NADU	KERALA	KARNATAKA	SOUTH INDIA
2001	131.83	65.85	5.44	203.12
2002	141.84	59.18	5.71	206.73
2003	166.57	58.01	5.27	229.85
2004	163.02	62.15	5.62	230.78
2005	154.60	67.03	5.38	227.01
2006	152.27	68.76	5.26	226.29
2007	153.13	61.83	5.03	219.99
2008	170.53	70.29	6.08	246.90
2009	169.36	68.96	5.81	244.13
2010	170.72	66.75	5.90	243.37

Source: Tea Statistics and UPASI

Tea industry in south India has made significant paces on productivity front. As compared to the production in 2001 the output had gone up by around 14% by 2010. Much of the increase could be attributed to improvement in productivity as the land under tea cultivation has shown as increase of five per cent only. The mean productivity level has risen from 1771 kg/ha during 2001 to 2025 kg/ha by 2010

State- wise yield(kg made tea/ha) from 2001 to 2010

YEAR	TAMIL NADU	KERALA	KARNATAKA	SOUTH INDIA
2001	1751	1764	2615	1771
2002	1893	1563	2741	1802
2003	2203	1569	2446	2004
2004	2146	1675	2641	2003
2005	2022	1591	2545	1899
2006	2014	1641	2547	1910
2007	1984	1507	2423	1845
2008	2108	1893	2839	2054
2009	2093	1857	2740	2031
2010	2110	1798	2754	2025

Source: Tea Statistics and UPASI

5.Labour Status in South Indian Tea Plantation

Human resource is an important factor for every industry to develop their industry. Compared to all other resource its role in the development of industry is vital. In tea plantation Industry both male and female workers are engaged in both permanent and temporary basis. The monetary and non-monetary benefits as well as infrastructure facility is provided only on the nature of employment. In tea plantation Industries the women workers are much involved rather than Men workers. This can be stated by the below data of Labour statistics. The approximate data on the workers of tea plantation in the Anamallais area is given below

Nature of employment	Male worker	Female worker	Total
Permanent	4125	7151	11276
Temporary	607	1001	1608
Total	4732	8152	12884

Source: Survey data

The Workers are providing various facility provided such as monetary and non -monetary benefits. Under the monetary benefits for the permanent women workers get incentive, Bonus, Leave Travel Allowance, Dearness Allowance and maternity benefit and as an non monetary benefits they receive Free medical facility for them and their dependent, For twenty worked days they get one day leave with wages as annual leave as per their worked days, 14 days sick leave, Maternity leave for 3 months, Free rented houses for all the employees and creche facility for their children. Temporary employees if they work for 90 days they will also get bonus benefit and maternity benefit, incentives, creche facility and free rented house.

6.Measures

The survey questionnaire was divided into four sections. First two questions is an open ended question. Third question has four sub question related to the living condition of the women workers. Fourth question has four sub question concern to their wages and earning and the fifth question has the question related to the social security benefits of women workers in Tea Plantation Industry. From the third question till the fifth question two point scaling and three points scaling is formed as per the question.

7.Unit of Analysis and Sampling

The population for this study is 60 women employees of various tea plantation Industries of Anamallais of Coimbatore district, TamilNadu. The questionnaire was prepared and issued to 10 women workers in estates of Anamallais namely Parry Agro Industries, Jayshree Tea Industries, BBTC, Tata Coffee, Wood Briar group.

8.Methodology

The study used a cross-sectional research method which allowed the researchers to integrate the related literature,

the in-depth interview, the pilot study and the actual survey as the main procedure for data collection. The use of this method would contribute to accurate and high quality data. The data collection process, the researcher begin with an interview for which interview question covering three issues: Living condition, wages and earning and social security benefits of the women workers of Tea plantation Industries. These three issues help to predict the social and Economic status of women workers at the tea plantation sectors.

9.Socio-Economic Profile of the Women Employees

Tea Plantation Industries most employees employed are women due to heavy work load and less wages facility they are facing many problems. The women workers in the plantation are engaged in 8 hours work. The salary is revised from Rs.102 to Rs.154 per day but also they are not able to fulfil their needs. The table1, reflects that 87.7% of the respondent belongs to married and 13.3% being single in their marital status. Under nature of Employment 63.3% is permanent and 36.7% is temporary workers. Thus, it is clear that the most of the respondent are permanent employment. In the level of education 56.7% are literate and 43.3% are illiterate. 70% belong to small family size (1-3 members), 20% belongs to medium size (1-5 members) and 10% belongs to large family size (above 5 members). This shows that the most of the respondent belongs to small family size. 3.3% of the women worker receive their wages daily, since they are engaged in contract work, 30% of the worker receive their wages weekly because they are temporary workers and 66.7% receive their salary monthly since they are permanent. 58.3% eligible for provident fund recovery and 41.7% not eligible for the recovery. That is all the industries recover provident fund for the permanent workers but only few industries deduct the provident fund for temporary workers. From the view of the respondent 60% of the respondent receives the bonus properly and promptly and 40% don't receive their bonus properly and promptly. 98.3% says that they are not adequate with the salary provided and 1.7% are adequate with the salary. 60% of the respondent is provided with 1 rest interval, 40% is provided with 2 rest interval and no one have 3 rest interval. 100% all the workers are provided with free rented houses. 76.7% provided with maternity benefits and 23.3% are not provided maternity benefit. 96.7% has creche facility and 3.3% they don't have creche facility for their children. The study reveals that the salary structure for the employees are not adequate to

fulfil their day to day needs and they are longing for high wage because they don't have any other business or work apart from this employment. The plantation associations and the government together should look in to the matter in the increase of the salary of the workers of the tea plantation industries which makes them to work with more interest for the growth of the tea plantation sector.

Table 1: Socio-Economic factor of the women employees

Variable	Classification	Number of Respondent	Percentage
1.i) Marital status	Married	52	86.7
	Single	8	13.3
	Total	60	100.0
ii) Nature of employment	Permanent	38	63.3
	Temporary	22	36.7
	Total	60	100.0
iii) Educational level	Literate	34	56.7
	Illiterate	26	43.3
	Total	60	100.0
iv) Family size	Small Family (1-3 members)	42	70.0
	Medium Family (1-5 members)	12	20.0
	Large Family (Above 5 members)	6	10.0
	Total	60	100.0
2.i) Pay Period	Daily	2	3.3
	Weekly	18	30.0

	Monthly	40	66.7
	Total	60	100.0
ii) Provident Fund deduction	Deducted	35	58.3
	Not deducted	25	41.7
	Total	60	100.0
iii) Bonus payment	Bonus Paid	36	60.0
	Bonus not Paid	24	40.0
	Total	60	100.0
iv) Wage adequacy	Adequate	1	1.7
	Not Adequate	59	98.3
	Total	60	100.0
3.i) Rest interval	One Interval	36	60.0
	Two Interval	24	40.0
	Three Interval	0	0.0
	Total	60	100.0
ii) Housing Facility	Provided	60	100.0
	Not provided	0	0.0
	Total	60	100.0
iii) Maternity Benefit	Provided	46	76.7
	Not Provided	14	23.3
	Total	60	100.0
iv) Creche Facility	Provided	58	96.7
	Not Provided	2	3.3
	Total	60	100.0

10. Conclusion

An in depth is conducted to find the socio-economic status of women employees in Tea Industries. The questions are framed to understand about the living condition, Employment status, earning, wages and benefits. From the respondent view, the researcher gather the in depth status of the women employees in the tea plantation. The nature of work is very hard, they are engaged in eight hours work. The employees have no business other than plantation work. Since the region surrounding the plantation remain undeveloped so that the employees have no source of other employment to improve their life style. The present salary is not adequate to run their family. They are leading poor status. They are not able to provide rich education to their children. Only thing they appreciate is that they have free rented house and tax free water facility. So, they are disappointed with the salary structure, they are longing for revision of salary. This situation can be changed to some extent if the Government and Planters' Association take some measure.

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