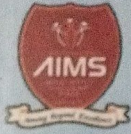


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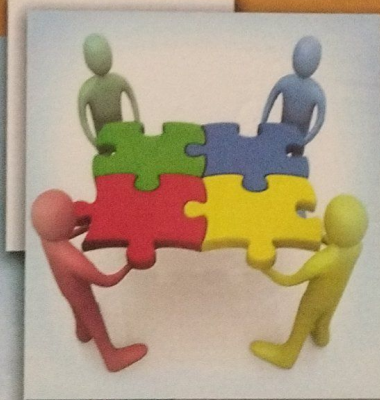
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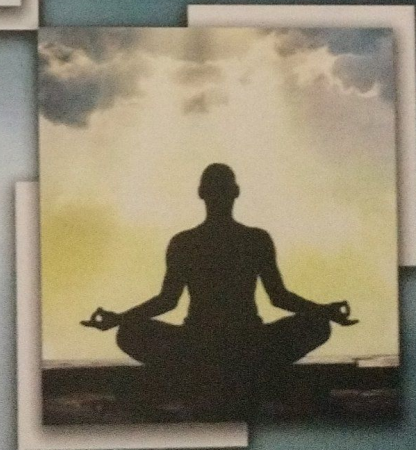
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REVIEW OF RESEARCH

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PERCEPTION OF EMPLOYEES TOWARDS THE LABOUR WELFARE
MEASURES OF SELECTED TEA PLANTATIONS IN WAYANAD
DISTRICT OF KERALA

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ABSTRACT

Labour welfare is treated as the attempts made by the employers for improving the general living and working condition of their employees. The term labour welfare measures covers all most all the aspects of the employees life like health, education recreation etc. Labour welfare measures are mainly two types intramural and extramural. The present study focuses on the labour welfare measures of tea plantation industry in Wayanad district of Kerala state. Labour welfare measures are more important to the tea industry because it is a labour intensive industry. Wayand is an agro based economy and the major portion of the population in Wayanad district depends on tea plantation job as their livelihood. As part of the study, data collected from three selected tea plantations in Wayanad district, percentage analysis and independent sample t test were used for analyzing the study.

INTRODUCTION

Tea is the most popular drink in the world. In India tea plantations were one among the first industrial organizations, but owned and managed by colonial planters and the final product was mainly used for international consumption (John&Mansingh,2013). Tea industry plays an important role in the national economy of the country. Tea gardens are mainly located in hilly and backward rural areas. The major tea growing regions in India are Assam, West Bengal, Tamil



Nadu, Kerala and Karnataka. Tea plantation industry is the largest employment provider in the formal private sector of the country (Bhowmik, 2015) and the industry needs a large amount of labour forces from the process of tea planting to final product (Pachoni, 2016). The study has made an attempt to analyse the labour welfare measures of the tea plantation industry in Wayanad district. Wayanad district is one among the major agro based district in Kerala. Tea garden workers are also an integral part of the agro based economy of the Wayanad district.

NEED AND IMPORTANCE OF THE STUDY

Human resource is considered as an essential factor of the organization. For achieving the objectives of the organization, the industry must to need an industrial harmony. Labour welfare is one of the tools for maintaining industrial relation. In tea industry it is more important, because tea industry is a labour intensive industry. It requires large amount of employees for the day to day functioning of the industry. Majority of the tasks in tea industry are done in manually. But the employee's condition is more vulnerable. They are considered as one among the highly exploited working groups in the country. Plantation labour act 1951 and other labour acts are enacted to ensuring various labour welfare measures for the employees. But there is an inadaute mechanism for ensuring the implication of the acts in the plantations. In this

sense this study is more significant and it helps to get an awareness regarding the labour welfare measures in tea plantations.

LABOUR WELFARE MEASURES-CONCEPTS

The concept of labour welfare is dynamic and flexible. Garg and Jain(2013) describes the term labour welfare as the effort to make the life more secure for the employees . They pointed out the objectives behind allowing labour welfare measures is that if the workers achieve satisfaction in their job and it will provide better productivity to the organization.Ravindra(2014) identified the major elements of labour welfare are ; it provide employees a better life and health, relieve the employees from organizational fatigue, improve the intellectual and cultural conditions of living of the employees and make the workers happy, efficient and contented.

TYPES OF LABOUR WELFARE MEASURES

Labour welfare measures are mainly categorized in to three ie, intramural, extramural and statutory labour welfare measures.

Intramural labour welfare measures

These welfare measures provided to the employees within the organization. These facilities are canteen, restroom, crèches, uniform, sufficient lighting condition, first aid appliances, safety measures etc.

Extramural labour welfare measures

These facilities provided to the workers outside the organization. It includes; housing facility to an employee, educational facilities, child welfare, leave and travel facilities, co-operative stores, vocational guidance etc.

Statutory labour welfare measures

These are the facilities provided by the employer to their employees according to the labour legislations passed by the government. In tea plantation industry, Plantation Labour Act 1951 is enacted for the welfare of the workers.

Plantation Labour Act, 1951

Plantation labour act 1951, prescribes the following welfare measures

- Every plantation is required to provide, readily available medical facilities to the employees and their dependents.
- Every plantation, provide and maintain necessary housing accommodation for every worker and their family residing in the plantations.
- The Act lays down, the state government may frame rules for providing recreational facilities for the employees.
- The state governments also make rules for educational facilities for the employees.
- The number of workers is 150 or more, the employers are required to provide and maintain canteens.
- The number of women workers is 50 or more, the employers are required to provide crèche facilities to their children.
- Other basic amenities ; adequate supply of drinking water, sanitary facilities, protective devices like umbrellas, blankets, rain coats etc.

OBJECTIVES

The major objectives of the study are given below.

- 1.To analyse the labour welfare activities of the tea plantation employees
2. To examine the perception of tea plantation employees towards labour welfare activities existed in tea plantations

RESEARCH METHODOLOGY

The study is descriptive in nature in the sense that the researcher tried to provide an in depth knowledge about the perception of employees regarding the labour welfare measures in tea plantation .

DATA COLLECTION

Both primary and secondary data are used for the study. The primary data collected from the respondents through a structured questionnaire and also through direct personal interview. The secondary data are data gathered from various

literatures published in journals, newspapers, books etc.

STUDY AREA

The study is mainly carried on Wayanad district of Kerala state. The researcher selected three tea plantations for the study such as Kurichyarmala tea estate in Pozhuthana, Parison plantation in Manathvaady and Elstone tea estates in Pulapra, Kalpetta.

Sample size

From the selected tea plantations, 25 employees were selected from each of the three tea plantations. Total 75 employees were selected for the study by randomly.

Data Analysis and Interpretation

The study tries to identify the labour welfare measures in various tea plantations in Wayand district of Kerala state and also the perception of employees towards labour welfare measures adopted by the tea plantations. The study analyses the variables of gender, marital status, age, nature of work, monthly income and labour welfare measures for employees by using SPSS version 20. The study used percentage analysis and independent sample t test for analyzing the variables.

Table 3: Age wise classification of the respondents

Age	Frequency	Percent
Up to 20 years	1	1.3
21 to 30 years	2	2.7
31 to 40 years	26	26.7
41 to 50 years	33	44.0
Above 51 years	19	25.3
Total	75	100.0

Source: primary data

Table 2 shows that 96 percent of the respondents were married and 4 percent of the respondents were unmarried.

It is inferred from table 3, out of the workers 1.3 percent of the respondents were in the age of up to 20 years, 2.7 percent were in the age group in between 21 to 30 years, 26.7 percent of them were in the age group in between 31 to 40 years, 44 percent of them were in 41 to 50 years and the remaining 25.3 percent were in the age of above 51 years.

Table 4

Nature of work of the respondents

Nature of work	Frequency	Percent
Plucking	46	61.3
Field	10	13.3
Factory	13	17.3
Any other	6	8.0
Total	75	100.0

Source: primary data

Table 4 presents that 61.3 percent of the respondents were engaged in plucking of tea leaves, 13.3 percent and 17.3 percent of the respondents were worked in field and factory respectively, the remaining 8 percent were engaged in other related works.

Table.1: Gender wise classification of the respondents

Gender	Frequency	Percent
Male	30	40.0
Female	45	60.0
Total	75	100.0

Source: primary data

Table.1 presents the gender wise classification of the tea plantation employees. Out of the 75 respondents 60 percent of the respondents were female workers and the remaining 45 percent of them were male workers.

Table.2: Marital status of the respondents

Marital status	Frequency	Percent
Married	72	96.0
Unmarried	3	4.0
Total	75	100.0

Source: primary data

Table 5: Monthly income of the respondents

Monthly Income	Frequency	Percent
up to 5000	26	34.7
5000-10000	49	65.3
10000-15000	0	0
Above 15000	0	0
Total	75	100.0

Source: primary data

Table 5 depicts that 34.7 percent of the respondents had the income of up to 5000 and the remaining 65.3 percent of the respondents were in the income group of in between 5000-10000. No respondents found in the income group of in between 10000-15000 and above 10000.

Table 6: Perception of employees towards labour welfare activities (test value=3)

Variable	Mean	SD	t-value	P-value
Proper housing facility	2.27	1.002	-3.419	.000
Water facilities	2.43	1.192	-3.183	.002
Toilet facilities	2.20	1.230	-4.172	.000
Medical allowances	2.48	1.273	-3.944	.001
Hospitals	2.41	1.248	-3.674	.001
Educational institutions	2.45	1.282	-3.704	.001
Crèches and day care facilities	2.40	1.288	-3.551	.001
Employees cooperative society	2.24	1.254	-4.155	.000
Role of labour welfare officer	1.62	1.167	-10.161	.000

Source: primary data

Table 6 depicts the perception of workers regarding labour welfare activities of tea plantations. Mean score obtained for the components housing facility, water, toilet facility, medical allowances, hospitals, educational institutions, crèches and day care facilities, employees cooperative society and the role of labour welfare officer are 2.07 ($t=-5.41, p=.000$), 2.43 ($t=-3.16, p=.000$), 2.20 ($t=-4.71, p=.000$), 2.48 ($t=-3.07, p=.003$), 2.45 ($t=-3.19, p=.002$), 2.60 ($t=-2.35, p=.021$), 2.61 ($t=-2.25, p=.027$), 2.24 ($t=-4.15, p=.000$), 1.62 ($t=-10.16, p=.000$). Here, the mean score obtained for these components are less than the test value 3 and p value is less than the value of .05. It indicates that there is a significant difference with the test value and the employees are disagreeing with the statements. The mean score obtained for the statement that the electricity facility for tea plantation workers is 2.88 ($t=-.725, p=.471$). It indicates that there is a no significant difference with the test value and the employees neither agreed nor disagreed with the statement.

FINDINGS AND CONCLUSION

Findings

- The study found that among the 75 workers, 60 percent of the respondents were female employees and the remaining 40 percent of them were male employees.
- With regard to the marital status of the respondents 96 percent of the respondents were married. Only 4 percent of the respondents were unmarried.
- Majority of the workers were in the age group (44%) of 41 to 50 years, 26.7 percent of them were in the age group in between 31 to 40 years, 25.3 percent were in the age of above 51 years. 2.7 percent were in the age group in between 21

to 30 years and the remaining 1.3 percent of the respondents were in the age of up to 20 years.

- Among the workers, majority of the workers (61.3 %) were engaged in plucking of tea leaves. 13.3 percent and 17.3 percent of the respondents were worked in field and factory respectively, the remaining 8 percent were engaged in other related works.

- With regard to the monthly income of the respondents, majority of the respondents (65.3%) were come under the income group of in between 5000-10000. 34.7 percent of the respondents had the income of up to 5000 and the remaining No respondents found in the income group of in between 10000-15000 and above 10000.

- The perception of the regarding labour welfare activities of tea plantations is that the employees are disagreeing with the statements that they have proper housing , water , toilet facilities etc. in the tea plantations , they are neither agree nor disagree with the statement that they have electricity facility in the tea plantations.

CONCLUSION

Wayanad district is one among the agro based district of Kerala and it was considered as a financially backward district. Majority of the population depends on tea cultivation job as their livelihood source. The study analysed the labour welfare measures in tea plantations of Wayanad district. The study found that the employees had less perception regarding the labour welfare measures adopted by the tea plantations. The employees are not satisfied with the labour welfare measures and they are disagreeing with all the statements with respect to the labour welfare activities. So the study suggested that there is an adequate mechanism is needed for improving the labour welfare measures in tea plantations.

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