



SOCIO ECONOMIC CONDITIONS OF SC/ST WOMEN LABOUR IN VALPARAI TEA ESTATE IN COIMBATORE DISTRICT IN TAMIL NADU

Prof. K.Mariappan

Principal Investigator (UGC-MRP), Assistant Professor, Dept of Economics, Government Arts College, Udumalpet, Coimbatore District, Tamilnadu.

Abstract

Women in India are the backbone of the society and important human resource. They play a significant and crucial role in agriculture and allied operations and household activities. Traditionally, women have always played an important role in agriculture – as farmers, co –farmers, family labour, wage labours and mangers of farms. Objectives of the study, 1.To analyse the socio economic conditions of SC/ST Women Labour In Valparai Tea Estate In Coimbatore District In Tamil Nadu. Methodology of the study, This is an empirical study based on survey method. The data were collected from both primary & secondary sources. The major tool that has been used for collecting data in this study is an interview schedule. The schedule has been constructed with reverence to different aspects influencing the welfare facilities in the factory. Important findings of the study, 87.7 per cent of the respondent belongs to married and 13.3 per cent being single in their marital status. Under nature of Employment 63.3 per cent is permanent and 36.7 per cent is temporary workers. Thus, it is clear that the most of the respondent are permanent employment. In the level of education 56.7 per cent are literate and 43.3 per cent are illiterate. Suggested this study, All estate workers need to work only the legally stipulated 8 hours and for additional work double wage is to be paid and Under the guise that the workers are working on their own accord, the illegal 9 hour work timings should be banned. Conclude this study, For this, owners, managerial staff and labour union must come forward and through proper negotiations they must solve their problems. Otherwise some bad incidents will continuously affect the Tea Estate

Introduction

Women in India are the backbone of the society and important human resource. They play a significant and crucial role in agriculture and allied operations and household activities. Traditionally, women have always played an important role in agriculture – as farmers, co –farmers, family labour, wage labours and mangers of farms. The selection, preservation and maintenance, the development and sharing of seed stock has long been preserve of women. They have been active not just in crop cultivation but also in allied areas such as horticulture, livestock and fisheries. The fact is that women's contributions in these sectors have either been largely ignored or inadequately acknowledged. Women constitute nearly half the population in any country either it is developed or developing country. Broadly their contribution to socio-economic development has two fold i.e., i) in the home ii) outside the home. In the home, women's role as daughter, wife and mother cannot be under estimated. A woman as a caretaker of the members of the family attends to food requirements. She looks after the health of all members of the family. Woman is also the first teacher. The training imparted by her to the child forms the basis of future skills formation among the work forces.

Women have always been treated differently, whereas men have claimed all rights they have denied them to women. Religion has also helped in perpetuating the denial of equal rights to women. They have also been subject to socio-economic and cultural deprivations. They have been vulnerable to violence and exploitation such as harassment, taunts, abuses, battering, molestation, rape, dowry deaths, sati, mental and physical torture. In many countries, women are dehumanized, forcibly married, sold off and subject to all kinds of humiliation.

Review of Literature

Henri Tiphagne, (2011) In India's southern states, thousands of Dalit girls are forced to become prostitutes for upper -caste patrons and village priests before reaching the age of puberty. Landlords and the police use sexual abuse and other forms of violence against women to inflict political "lessons" and crush dissent within the community. Dalit women have been arrested and tortured in custody to punish their male relatives who are hiding from the authorities. Dalits throughout the country also suffer from de facto disenfranchisement.

Suresha and Mylarappa (2012) The caste discrimination inherited by birth leaves scheduled caste women facing multiple oppressions that violate their economic, political, social and cultural rights. The most deprived section of the society comprises of scheduled caste women who are the poorest, illiterate and easy targets for sexual harassment. The women face not just caste violence inflicted on them by the dominant castes, but also state violence.

Statement of the Problem

A women is said to have familial empowerment whom she has the power to increase her own family welfare. The means of achieving familial empowerment are improvement in family income, support from the spouse, improvement in family



relationship education to children, medical care to family members, improvement in basic facilities and amenities etc. Violence, discrimination and abuse against women and dalits should be eliminated. Governments, private organizations and individuals have been fighting against these evils, but not with much success. Education and enlightenment can go a long way to break the social economic and cultural shackles that have bound women and dalits. Besides giving good wages, the welfare facilities given to them play a vital role in achieving their objectives. By providing good welfare facilities, the workers feel a better working condition.

Objectives of the Study

1. To analyse the socio economic conditions of SC/ST Women Labour In Valparai Tea Estate In Coimbatore District In Tamil Nadu.
2. To offer the suitable suggestions to improve the SC/ST Women Labour In Valparai Tea Estate In Coimbatore District In Tamil Nadu.

Methodology

This is an empirical study based on survey method. The data were collected from both primary & secondary sources. The major tool that has been used for collecting data in this study is an interview schedule. The schedule has been constructed with reverence to different aspects influencing the welfare facilities in the factory. Accordingly the schedule has been designed to consist of two parts, Namely, Questions regarding personal data and Questions regarding welfare facilities In addition to the primary data collected through interview schedule the researcher has discussion with the supervisor, manager and promoter. This helped the researcher to collect more valuable information.

The secondary data has been collected from various records, files & registers from the factory and journals, pamphlets, internet etc., The boundary of this study is in and around ,Valparai tea estate. The Sample Size selected for the study is 500 sc/st women. Stratified Sampling Method was used for the selection of sample units. After completion of interview schedule the researcher edited the data collected. For further processing, the data have been entered in table with the help of master table; other calculations were carried out with the help of scientific calculator. Period of the study is 2 years i.e., from May2013- April2015. The data collected were analyzed and interpreted with the help of tables and charts. Simple percentage analysis

LIMITATION OF THE STUDY

The researchers faced the following limitations while doing this study:

1. Few of the respondents hesitated to give the correct information's.
2. Some of the respondents discussed among themselves before answering.
3. Few respondents hesitated to give opinion about their management.
4. The period of the study was limited.
5. The validity of the study depends up on the reliability of the primary data

Analysis and Interpretation

Table 1, Socio-Economic Factor of the Women Employees

Variable	Classification	Number of Respondent	Percentage
1.i) Marital status	Married	347	86.7
	Single	53	13.3
	Total	400	100
ii) Nature of employment	Permanent	253	63.3
	Temporary	147	36.7
	Total	400	100
iii) Educational level	Literate	227	56.7
	Illiterate	173	43.3
	Total	400	100
iv) Family size	Small Family (1-3members)	280	70.0
	Medium Family (1-5 members)	80	20.0



	Large Family (Above 5 members)	40	10.0
	Total	400	100
2.i) Pay Period	Daily	13	3.3
	Weekly	120	30.0
	Monthly	267	66.7
	Total	400	100
ii) Provident Fund deduction	Deducted	233	58.3
	Not deducted	167	41.7
	Total	400	100
iii) Bonus payment	Bonus Paid	240	60.0
	Bonus not Paid	160	40.0
	Total	400	100
iv) Wage adequacy	Adequate	7	1.7
	Not Adequate	393	98.3
	Total	400	100
3.i) Rest interval	One Interval	240	60.0
	Two Interval	160	40.0
	Three Interval	0	0.0
	Total	400	100
ii) Housing Facility	Provided	400	100
	Not provided	0	0.0
	Total	400	100
iii) Maternity Benefit	Provided	307	76.7
	Not Provided	93	23.3
	Total	400	100
iv) Creche Facility	Provided	387	96.7
	Not Provided	13	3.3
	Total	400	100

Source: Primary Data.

The above table 1, reflects that 87.7 per cent of the respondent belongs to married and 13.3 per cent being single in their marital status. Under nature of Employment 63.3 per cent is permanent and 36.7 per cent is temporary workers. Thus, it is clear that the most of the respondent are permanent employment. In the level of education 56.7 per cent are literate and 43.3 per cent are illiterate. 70 per cent belong to small family size (1-3 members) 20 per cent belongs to medium size (1-5 members) and 10 per cent belongs to large family size (above 5 members). This shows that the most of the respondent belongs to small family size. 3.3 per cent of the women worker receives their wages daily, since they are engaged in contract work, 30 per cent of the workers receive their wages weekly because they are temporary workers and 66 per cent 7 receive



their salary monthly since they are permanent. 58.3 per cent eligible for provident fund recovery and 41.7 per cent 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 per cent of the respondent receives the bonus properly and promptly and 40 per cent don't receive their bonus properly and promptly. 98.3 per cent says that they are not adequate with the salary provided and 1.7 per cent are adequate with the salary. 60 per cent of the respondent is provided with 1 rest interval, 40 per cent is provided with 2 rest interval and no one has 3 rest interval. 100 per cent all the workers are provided with free rented houses. 76.7 per cent provided with maternity benefits and 23.3 per cent are not provided maternity benefit. 96 per cent has creche facility and 3.3 per cent they don't have creche facility for their children. The study reveals that the salary structure for the employees are not adequate to fulfill 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.

Suggestions

1. All estate workers need to work only the legally stipulated 8 hours and for additional work double wage is to be paid.
2. Under the guise that the workers are working on their own accord, the illegal 9 hour work timings should be banned.
3. The colonial method of knocking at the doors of the workers early in the morning at 6 a.m. and forcefully taking the workers should be changed.
4. Breast feeding mothers should be given the eligible permission in the forenoon and afternoon.
5. Work should not be compelled to be carried out during the lunch break of 1 hour.
6. In order to obtain the ISO 9002 certification, the working condition that should be made available should be stipulated. If this is not so, the certificate for improvement of working conditions of workers should be made compulsory.
7. The method of changing the PF number after some years to avoid making the workers permanent should be stopped. There should be only one PF number for each worker.
8. The medical facilities should be extended to the family members of the workers.
9. Doctor, lady Doctor and a qualified Nurse should be appointed in the children's Creche.
10. For health promotion, chlorination of water, spraying of pesticide for mosquito control and the control of leaches etc. at appropriate intervals should be carried out.
11. The government should take over the Public Distribution System. If not, a cooperative society of workers should be formed to run it.
12. A judicial enquiry should be conducted into the violations of laws, corruption, mismanagement and atrocities on women in the estates and factories.

Conclusion

In conclusion it may be said that, the Tea community are highly deprived in all respects of socio-economic and political aspects. Therefore, it is a high time for the government as well as the owners and management to come forward and uplift this particular society. Otherwise this section of our society remains static. Now a days, though some facilities are provided by the government and as well as by the management, but, this is not enough for all round development of the society. Some undesirable incidents are taking place in different Tea Estate in the state in present situation. Therefore, it is highly essential to create a good relationship among owners, managerial staff and labourers. For this, owners, managerial staff and labour union must come forward and through proper negotiations they must solve their problems. Otherwise some bad incidents will continuously affect the Tea Estate

References

1. Henri Tiphagne. Report of Public Inquest on Paramakkudi Firing. People's Watch, Madurai, Dec 2011.
2. Suresha, R. and Mylarappa, B.C. (2012). Socio-Economic Status of Rural Scheduled Caste Female Students in Higher education. Indian Journal of Education and Information Management, Vol. 1, No. 8, August 2012, p. 361-367.