

**A RAPID MIGRATION OF TEA PLANTATION
EMPLOYEES
A STUDY WITH SPECIAL REFERENCE TO ANAMALAIS(VALPARAI),
COIMBATORE DISTRICT**

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INTRODUCTION

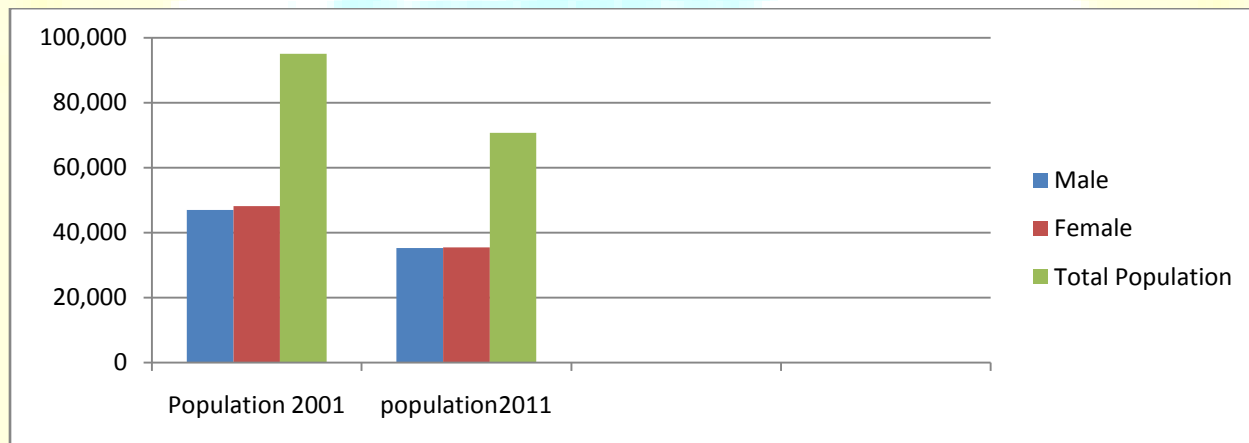
Tea is a major crop of South India. Tea is an important beverage consumed by the people in their daily life. Tea production is mainly carried in the two districts of Tamil Nadu namely Nilgiris and Coimbatore. In Coimbatore districts, Valparai consist of 56 estates in Anamalai Hills located 3500ft above the sea-level. The workers in this plantation are not original residence of the Tea growing district. Both male and female workers are engaged in this type of plantation work, there is a decline in the population level of Valparai, by comparing the census of 2001 & 2011 day by day the population level decreases. This article is to examine the reason for migration of tea plantation employees at Valparai to other work.

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HISTORY OF TEA PLANTATION

In 1846 RamasamyMudaliyar started a coffee plantation in the Valparai hills followed by him, Karnatic Coffee Company started cultivating coffee plants in 1864 but they could not succeed in the profit gaining. In the year 1875, the soldiers built roads and a guest house to stay for the visit of the English Prince. In 1890, W. Wintil and Nordan purchased a portion of land in Valparai from the Madras state government. Wintil, assisted by an experienced planter Carver Marsh, owing to his dedication and hard work, later came to be known as the father of Anamalais. The total area under tea in Anamalais is about 11700 hectares. According to the census of 2001, Valparai had a population of 95,107 comprising 46,961 males and 48,146 females. The population as per the 2011 census, is 70,771 comprising 35,269 males and 35,502 females.



Source: Taluk Office, Valparai.

The above chart shows the population level of Valparai in 2001 and 2011. It shows a decline in the population level between ten years.

LABOUR FORCE AT TEA PLANTATION

¹The plantation system has a distinct work hierarchy which maintains the class structure of workers and management. There is a vertical hierarchy with skilled supervisors and managers at the top who direct the masses of unskilled workers at the bottom. The hierarchy in the plantation comprises broadly four categories of employees, namely, management, staff, sub-staff and workers. The management comprises the manager, assistant manager and the factory

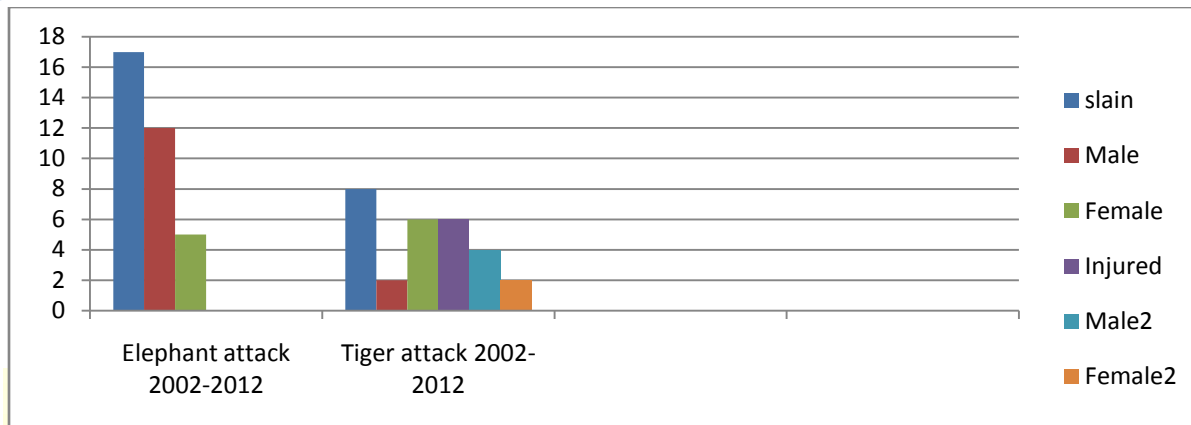
¹Labour and social issues in plantations in South Asia, P.No. 144-147.

manager the staff comprises the white collar and sub-staff comprises the lower level supervisors. Workers who work in the field and factory comprise the bulk of the population in a plantation.

The workers are not the original residents of the tea growing area. All the workers are permanently settle in their respective regions with little or no contact with their places of origin. The permanent settlement of workers in and around the plantations is mainly because recruitment of labour in family based the entire family husband, wife and children's worked on the plantation at wage determined by the planters, plantation thus had three categories of workers – male, female and adolescents, there was no wage difference between male and female workers. Till December 1976, when the Equal Remuneration Act came into force, women workers were paid lower wages. After that the wages paid to the male & female workers are same.

PROBLEM OF LABOUR FORCE AT TEA PLANTATION IN VALPARAI

No person in the world is out of the problem. The labour of all industries will be with the problem. In the tea plantation, especially in the Valparai the labourers have some issues related to their job, place of work and environment. The workers are not the original residents, they have been in the place due to their livelihood and the workers are with the poor economic background. They are fully wholly depends on this work, worker have no additional earnings. The workers get wage of Rs.205 per day. Since the workers of this industry have no other part of the work. The income for the plantation worker is not adequate. Valparai has inadequate hospital facility. The hospital in Valparai gives only First Aid, for any critical diseases the treatment to be taken from the nearer cities, Pollachi or Coimbatore 60 or 100 kilometers apart from Valparai. In Valparai, 5 higher secondary schools, 4 English Medium schools, 1 Arts & Science College, the educational facilities are not adequate for their children. They are longing for Polytechnic college & Training Institutes. The company provides many amenities like free rented house, free water facility, free hospital facility, creches, blankets etc., The workers feel the amenities can be improved, since the cost of living is very high. The labourers are very much dissatisfied with the trade unions. The trade union involvement is not proper in improving the lifestyle of the workers. Their active participation in labour issues is not appreciated by the labourers. The animal threat the life of the workers and also their dependents.



Source: District forest & Joint director office, Anamallai Tiger Reserve ,Pollachi.

The last ten years 8 people slain and 6 injured by tiger, 17 people killed by an elephant. They feel security measures is to be provided by the government to safeguard their and dependent life. These are some of the issues faced by workers of Tea plantation in Valparai.

NEED OF THE STUDY

Pollution free Valparai with beautiful sceneries, climate and silent region, Before ten years, it was highly population and the business operation also glowing . Now, the trend has changed, the population scarcity, business is also gloomy. The researcher in order to identify, The reason for population was decreased.

OBJECTIVE OF THE STUDY

The present study examines the reasons for labour migration in tea industries of Anamallais and aims at making a comparative analysis of labour relations in the tea estates of the state, taking into account the public, private and government own tea estates of Anamallais. The important objectives of the study are:

1. The impact of Annual Income for migration
2. The influence of number of dependents on migration
3. The effect of Nature of employment on migration.

METHODOLOGY

The present research work is descriptive and analytical based on empirical observation and comprehensive survey. The present study is A Rapid Migration of Tea Plantation Employees – A Study with Special reference to Anamalais, Valparai. Initially the researcher developed a set of questionnaire relating to the demographic factor, family atmosphere, work environment, and reasons migration factor of Tea Plantation employees. A sample size of 100 respondents was

taken to obtain an accurate study, the respondents were selected using convenience random sampling method. The study area is Tea Plantation Industries, Anamallais (Valparai), Coimbatore District. The questionnaire was prepared and issued to employees of different code in estates of Anamallais namely Parry Agro Industries, Jayshree Tea Industries, BBTC, Tata Coffee, Wood Briar group & PKT Private Ltd.

COLLECTION OF DATA

In this both primary as well as secondary data were used. The primary data were collected through a questionnaire and the secondary data is collected from journals and magazines etc. The statistical tools used for the study are simple percentage analysis and Chi-square test.

LITERATURE REVIEW

Since the every purpose of the literature review is to give insight as to how the subject matter is dealt, the researchers have opted to summarize the findings and conclusions drawn, and recommendations given on the studies made by different researchers in the field of labour relations in India and even in foreign countries.

²Saxena (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.

³Singh (1966) in his published doctoral thesis entitled, 'Labour Management in Sugar Industry' has observed that there is no initiative on the part of employers consciously (excepting legal obligations) to provide welfare facilities to workers.

⁴Nair (1973) conducted case studies to ascertain the labour management relations in Kerala. He pointed out the rich diversity in the pattern and composition of labour management relations that prevail in the state. It shows that Kerala has forged ahead in the matter of evolving a system of labour management relations, which can well be a guide and model for the rest of India.

⁵Dr. HorenGoowalla. (2012) There is no shadow of doubt about the pivotal role played by Labour Relation practices in bringing about a sense of contentment and pleasure among the

²R.C.sexana (1964): *industrial relations in selected units*. New Delhi, planning Commission, PP-1.

³M.P.singh (1966): *labour management in sugar industry*. Lucknow, educational publishers, PP, 66-79.

⁴K.Ramchandran Nair (1973): *industrial relations in kerala*. New Delhi, Sterling Publishers Pvt Ltd, PP.98-101.

⁵ Dr. HorenGoowalla. (2012), Labour Relations Practices in Tea Industry of Assam-With Special Reference to Jorhat District of Assam. *IOSR Journal of Humanities and Social Science (IOSRJHSS) ISSN: 2279-0845 Volume 1, Issue 2 Sep-Oct 2012*, PP 35-41

workers of an industry. Therefore, an attempt has been made to study the existing Labour Relation Practices in tea industry of Assam. Tea industry is the most important industry in the state of Assam and it is labour intensive. Samples have been drawn from three tea estates belonging to three different types of organizations namely public, private and government owned. Opinions are sought from the selected samples on the important parameters of Labour Relation such as personnel policies and practices, wages and salaries, working conditions, union activities, participative schemes, Redressal of grievances etc. It was found that though the responses of the workers vary from one tea estates to another. They reflected a strong degree of dissatisfaction on different parameters associated with the practices of labour relation. Therefore, it will not be wrong to opine that the tea industry of Assam has long neglecting the human aspect of the organizations. An attempt has been undertaken to highlight the strong areas where the tea estates would be advised to capitalize on; and to identify problem areas and formulate suitable recommendations to improve the pattern of labour relations in the tea estates of Assam.

⁶Dr .Uma,H.R. Madhu.G.R. MahammadHabeeb, (2013), For many poor people around the world migration is a way of life, and has been for centuries. But globalization has radically altered the scale of migration: people are now more aware of opportunities elsewhere and it has become easier for them to travel. The seasonal migration of agricultural labourers is not a new phenomenon in Karnataka and India. Britishers had mobilized labour force for commercial crop production, mining and for other administrative purposes during their rule. As a result of the defective policies of agricultural development the regional disparity is increasing even after independence leading to the increase in the seasonal migration of agricultural labourers. In the state of Karnataka there is a wide gap between South and North Karnataka as far as development is concerned and this regional disparity has become a political issue. Many social, economic, political and psychological reasons pull them to migrate for survival and improvement of livelihood. This paper is an effort to identify some of the main causes for the agricultural labour migration from north Karnataka to south Karnataka

⁶ Dr .Uma,H.R. Madhu.G.R. MahammadHabeeb, (2013),
An Analysis of the Causes of Regional Migration Using Garrett's Scale, *IOSR Journal Of Humanities And Social Science (IOSR-JHSS) Volume 12, Issue 1 (May. - Jun. 2013), PP 20-23*

⁷Daniel Fu Keung Wong, (2007), The rural migrant worker population in China is attracting more and attention because of its magnitude and potential economic and social impact on society. While literature abounds in describing the demographic trends and economic impacts of rural to urban migration, very few articles have been written about the psychosocial impacts of migration on the lives of rural migrant workers in urban China. Drawing on the concept of marginalization, this article describes the nature and characteristics of marginalised living experience of by migrant workers. More importantly, it examines the underlying policy issue contributing to such marginalized living. It is argued that the *Hukou* system (household registration system), the process of decentralization and the obscure role of trade unions have contributed to the experience of marginalization of rural migrant workers in urban cities in china. Implications for policy changes are also discussed.

Analysis & Interpretation

The result of the analysis of the collected data are presented below:

Table1: Age

S.No	Age	Number of Respondent	Percentage
1	Below 30 years	8	08
2	30-40 years	24	24
3	Above 40 years	68	68
	Total	100	100

Source: Primary Data

From the Table 1, it is found that 8% of the respondent belong to the age group below 30 years, 24% of the respondent belong age group of 30-40 years and 68% of the respondent belong to above 40 years. It is concluded that the most of the respondent belongs to above 40 years.

Table 2: Gender

S.No	Gender	Number of Respondent	Percentage
1	Male	80	80

⁷Daniel Fu Keung Wong, (2007), International Journal of Social Welfare, Volume 16, Issue 1, pages 32–40, January 2007)

2	Female	20	20
	Total	100	100

Source: Primary Data

From the Table 2, it is found that 80% of the respondent belong to Male category and 50% of the respondent belong to Female category. It is concluded that the majority of the respondent is Male category.

Table3:Occupational Level

S.No	Occupational level	Number of Respondent	Percentage
1	Low level	72	72
2	Middle level	24	24
3	Top level	04	04
	Total	100	100

Source: Primary Data

From the Table 3, it is found that 72% of the respondent belong to Low level occupation, 24% of the respondent belong to Middle level occupation and 4% of the respondent belong to Top level occupation. It is concluded that the majority of the respondent belong to Low level Occupation such as supervisory level, clerical level, etc.,

Table4:Annual Income

S.No	Annual Income	Number of Respondent	Percentage
1	Below Rs.20000	32	32
2	Rs-20001-Rs.50000	64	64
3	Above 50000	04	04
	Total	100	100

Source: Primary Data

From the Table 4, it is found that 32% of the respondent belong to below Rs.20000/-of Annual Income, 64% of the respondent belong to Rs.20000/- to RS .50000/- and 4% of the respondent belong to Above 50000/- .It is concluded that the majority of the belong to Rs.20000 – Rs.50000 of Annual Income.

Table 5: Structure of family

S.No	Structure of family	Number of Respondent	Percentage
1	Joint Family	24	24
2	Nuclear Family	76	76
	Total	100	100

Source: Primary Data

From The Table 5, it is found that 24% of the respondent belong to Joint family and 76% of the respondent belong to Nuclear Family . It is concluded that the majority of the respondent belong to Nuclear family.

Table 6: Number of Dependents

S.No	Number of Dependents	Number of Respondent	Percentage
1	1-3 Members	36	36
2	3-5 Members	48	48
3	Above 5 Members	16	16
	Total	100	100

Source: Primary Data

From the Table 6, it is found that 36% of the respondent belong to 1-3 numbers of dependent, 48% of the respondent belong to 3-5 members of dependent and 16% of the respondent belong to above 5 members of dependent. It is concluded that the majority of the respondent belong to 3-5 members of a dependent.

Table 7: Housing facility

S.No	Housing Facility	Number of Respondent	Percentage
1	Yes	88	88
2	No	12	12
	Total	100	100

Source: Primary Data

From the Table 7, it is found that 88% of the respondent are provided with the housing facility provided by the company, 12% of the respondent are not enjoyed with the housing facility because they own their house . It is concluded that the majority of the respondent are provided with the housing facility.

Table 8: Number of children

S.No	Number of children	Number of Respondent	Percentage
1	One	32	32
2	Two	52	52
3	Above Two	16	16
	Total	100	100

Source: Primary Data

From the Table 8, it is found that 32% of the respondent have one child, 52% of the respondent have two children and 16% of the respondent belong to above two children. It is concluded that the majority of the respondent is having two children.

Table 9: Disease

S.No	Affected by disease	Number of Respondent	Percentage
1	Yes	32	32
2	No	68	68
	Total	100	100

Source: Primary Data

From the Table 9, It is found that 32% of the respondent are affected by disease and 68% of the respondent are not affected by any diseases. It is concluded that the majority of the respondent is not affected by any diseases.

Table 10: Reason for disease

S.No	Reason for disease	Number of Respondent	Percentage
1	Climatic condition	20	62.5
2	Insufficient safety	08	25
3	Heredity	04	12.5
	Total	32	100

Source: Primary Data

From the Table 10, It is found that 62.5% of the respondent are affected by diseases due to climatic condition, 4% of the respondent are affected due to Insufficient safety and 12.5% of the respondent are affected due to Heredity. It is concluded that the majority of the respondent affected by diseases are due to climatic condition.

Table 11: Nature of Employment

S.No	Nature of Employment	Number of Respondent	Percentage
1	Temporary	04	04
2	Permanent	88	88
3	Contract	08	08
	Total	100	100

Source: Primary Data

From the Table 11, It is found that 4% of the respondent belong to Temporary worker category, 88% of the respondent belong to Permanent worker category and 8% of the respondent are contract worker. It is concluded that the majority of the respondent are permanent workers.

Table 12: Working Hours

S.No	Working Hours	Number of Respondent	Percentage
1	6 Hours	04	04
2	8 Hours	80	80
3	12 Hours	16	16
	Total	100	100

Source: Primary Data

From the Table 12, It is found that 4% of the respondent belong to 6 hours work, 80% of the respondent belong to 8 hours work and 16% of the respondent belong to 12 hours work. It is concluded that majority of the respondent are under 8 hours work.

Table 13: Working Days

S.No	Working Days	Number of Respondent	Percentage
1	Below 10 days	04	04
2	10- 20 days	16	16
3	Above 20 days	80	80
	Total	100	100

Source: Primary Data

From that Table 13, It is found that 4% of the respondent belong to below 10 days of work, 16% of the respondent belong to 10-20 days of work and 80% of the respondent belong to above 20 days of work. It is concluded that the majority of the respondent are in the category of 10-20 days of work.

Table 14: Reason for poor working days

S.No	Reason for poor working days	Number of Respondent	Percentage
1	Health Condition	04	04
2	Hard work	04	04
3	Family condition	04	04
4	Not interested to work	04	04
5	Other	04	04
	Total	20	20

Source: Primary Data

From the Table 14, It is found that 4% of the respondent poor working days are due to Health Condition, Hard work, Family Condition, Not interested to Work and other. It is concluded that the respondent shows equal for all reason for poor working days.

Table 15: Income

S.No	Income	Number of Respondent	Percentage
1	Yes	16	16
2	No	84	84
	Total	100	100

Source: Primary Data

From the Table 15, It is found that 16% of the respondent are satisfied with their Income. 84% of the respondent are not satisfied with their Income. It is concluded that the majority of the respondent are not satisfied with their Income.

Table 16: Deficit level in Income

S.No	Deficit level	Number of Respondent	Percentage
1	Below Rs.2000	08	08
2	Rs.2001-Rs.5000	32	32
3	Rs.5001-Rs.10000	56	56
4	Above Rs.10000	04	04
	Total	100	100

Source: Primary Data

From the Table 16, It is found that 8% of the respondent belong to the category of Rs.2000 in the deficit level of their salary, 32% of the respondent belong to Rs.2001-Rs.5000, 56% of the respondent belong to Rs.5000-Rs.10000 and 4% of the respondent belong to Above Rs.10000. It is concluded that the majority of the respondent belong to Rs.5001-Rs.10000 in the deficit level of their salary.

Table 17: Annual Income and Reason for Migration

Annual Income	Reason for Migration							Total
	Education for children	Salary	Company Facility	Animal Trouble	Trade Union	Hospital Facility	Climatic Condition	
Below Rs.2000	4(6.2)	14(13.64)	10(7.44)	12(9.92)	12(11.16)	6(6.2)	4(7.44)	62
Rs.2000 to Rs.5000	6(3.4)	8(7.48)	2(4.08)	4(5.44)	4(6.12)	2(3.4)	8(4.08)	34
Above Rs.5000	0(0.4)	0(0.88)	0(0.48)	0(0.64)	2(0.72)	2(0.4)	0(0.48)	4
Total	10	22	12	16	18	10	12	100

Source: Primary Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the Annual Income of the respondents and the reasons for migration is not significant.

As the calculated Chi-square value (23.865) is greater than the table value (21.026) at 5% level of significance for degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the Annual Income of the respondents and the reason for migration is significant.

Table 18: Number of Dependent and Reason for Migration

Number of Dependent	Reason for Migration							Total
	Education for children	Salary	Company Facility	Animal Trouble	Trade Union	Hospital Facility	Climatic Condition	
1-3 members	4(2)	4(4.4)	0(2.4)	4(3.2)	4(3.6)	4(2)	0(2.4)	20
3-5 members	6(6.6)	16(14.52)	10(7.92)	6(10.56)	12(11.88)	4(6.6)	12(7.92)	66
Above 5 members	0(1.4)	2(3.08)	2(1.68)	6(2.24)	2(2.52)	2(1.4)	0(1.68)	14
Total	10	22	12	16	18	10	12	100

Source: Primary Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the Number of Dependent of the respondents and the reasons for migration is not significant.

As the calculated Chi-square value (26.334) is greater than the table value (21.026) at 5% level of significance for degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the number of dependent of the respondents and the reason for migration is significant.

Table 19: Nature of Employment and Reason for Migration

Nature of Employment	Reason for Migration							Total
	Education for children	Salary	Company Facility	Animal Trouble	Trade Union	Hospital Facility	Climatic Condition	
Temporary	0(0.4)	0(0.88)	0(0.48)	2(0.64)	2(0.72)	0(0.4)	0(0.48)	4
Permanent	10(8.8)	18(19.36)	10(10.56)	14(14.08)	16(15.84)	10(8.8)	10(10.56)	88
Contract	0(0.8)	4(1.76)	2(0.96)	0(1.28)	0(1.44)	0(0.8)	2(0.96)	8
Total	10	22	12	16	18	10	12	100

Source: Primary Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the Nature of the Employment of the respondents and the reasons for migration is not significant.

As the calculated Chi-square value (17.715) is lesser than the table value (21.026) at 5% level of significance for degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the Nature of the Employment of the respondents and the reason for migration is not significant.

Findings and Recommendation

According to the study the researcher like to suggest the following.

- 1.It is identified from the analysis the majority of the respondent are above 40 years.
- 2.It reveals form the analysis the majority of the respondent dependents are 3-5 members.
- 3.It is obvious form the study the most of the respondent are permanent employees.
- 4.There is a significant relationship between the annual income and the reason for migration.
- 5.There is a significant relationship between the number of dependents and the reasons for migration.
- 6.There is no significant relationship between the nature of employment and the reasons for migration.
- 7.The employees are expecting for high salary and amenities for better lifestyle. The Trade Union participation in the development of the employee status should be active, since the trade union are the representative of the employees.

Conclusion

The employees are the lifeblood of all the industries. The involvement of all the employees develops the promotion of the industries. The employees of the tea plantation, Anamalais, Valparai decline in recent days and the study is done to identify the actual fact involved and the employees are expecting for high salary and amenities for better lifestyle. The Trade Union participation in the development of the employee status should be active, since the trade union are the representative of the employees.

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