

**SOCIOLOGICAL ANALYSIS OF THE PROBLEMS FACED BY  
WOMEN TEA PLANTATION WORKERS IN MUNNAR**



**BY**

**REVATHY AJITHKUMAR**

**AM21SOC019**

**DEPARTMENT OF SOCIOLOGY AND CENTRE FOR RESEARCH**

**ST. TERESA'S COLLEGE (AUTONOMOUS),**

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**MARCH 2023**

**A SOCIOLOGICAL ANALYSIS OF THE PROBLEMS FACED BY  
WOMEN TEA PLANTATION WORKERS IN MUNNAR**

Thesis submitted to St. Teresa's College (Autonomous), Ernakulam in fulfillment of the requirements for the award of the degree of Master of Arts in Sociology

**BY**

**REVATHY AJITHKUMAR**

**AM21SOC019**

Under the supervision of

Smt. Elizabeth Abraham

Assistant professor


Department of Sociology

St. Teresa's College Ernakulam



Name and signature of staff supervisor

Smt. Elizabeth Abraham



Name and signature of Head of Department

Dr. Lebia Gladis N.P.

**MARCH 2023**

## **CERTIFICATE**

I certify that the thesis entitled '**A SOCIOLOGICAL ANALYSIS OF THE PROBLEMS FACED BY WOMEN TEA PLANTATION WORKERS IN MUNNAR**' is a record\_of bonafide research work carried out by **REVATHY AJITHKUMAR** , under my guidance and supervision. The thesis is worth submitting in fulfillment of the requirements for the award of the Degree of Master of Arts in Sociology.



**Smt. Elizabeth Abraham**

Name and Signature of the Staff Supervisor

Assistant Professor

Department of Sociology

St. Teresa's College, Ernakulam

Ernakulam

March 2023

## DECLARATION

I, Revathy Ajithkumar, hereby declare that the thesis entitled " A SOCIOLOGICAL ANALYSIS OF THE PROBLEMS FACED BY WOMEN TEA PLANTATION WORKERS IN MUNNAR" is a bonafide record of independent research work carried out by me under the supervision and guidance of Smt. Elizabeth Abraham I further declare that this thesis has not been previously submitted for the award of any degree, diploma, associateship or other similar title.

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DATE: 27.02.2023

  
REVATHY AJJITHKUMAR

Name and signature of the student

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ERNAKULAM

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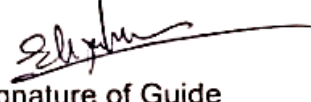
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# **CHAPTER 1**

## **INTRODUCTION**

In India, tea is an important part of everyone's life. As one of the most popular beverages, the population of tea is immensely important. The living conditions of most tea plantation workers in India were not given much importance. Every industry requires human force for its operation and tea industry is in one which a large amount of labour force being employed. Tea plantation workers are an important part of the Indian economy. They are mostly women and are the backbone of India's tea industry.

Tea plantations have been an important part of the economy in many countries, particularly in Asia. Women have played a significant role in the tea plantation industry, both historically and in the present day. In the early days of tea cultivation, women were employed as tea pickers and laborers on tea plantations, who started their day at dawn, carefully picking the tea leaves and placing them into baskets. They continue to play a significant role today. It is a physically demanding job in which women have to maintain their balance and ability as they climb the tea bushes on steep slopes. In many tea-growing regions, women are the primary laborers in tea gardens, responsible for tasks such as plucking tea leaves, grading and sorting tea, and processing tea for export; hence, women have also started to become involved in tea production. They were also involved in improving the quality of the tea produced. At the same time, they played an important role in the industry, with women in the tea sector facing many challenges such as low wages, limited access to education and training, and limited opportunities for advancement.

Overall, women play a critical role in the tea industry, and their contributions to this industry were crucial to its success. Efforts to support and empower women in the tea sector are essential for the long-term sustainability of the industry and the well-being of the communities that depend on it. Women working in tea plantations in Munnar, India, face several challenges and problems.

### **Issues facing women tea plantation workers**

Low wages: women workers on tea plantations in Munnar often receive low wages for their labor, which makes it difficult for them to support themselves and their families.

Limited access to education and training: Many women workers on tea plantations in Munnar lack access to education and training, which limits their ability to advance in the industry and earn higher wages.

Lack of job security: Women workers on tea plantations in Munnar often face job insecurity, as they may be laid off during slow periods in the industry or when tea gardens change ownership.

Health and safety concerns: Women workers on tea plantations in Munnar are often exposed to hazardous chemicals and are at risk of injury or illness as a result of their work.

Gender discrimination: Women workers on tea plantations in Munnar often face gender discrimination, which limits their opportunities for advancement and contributes to a culture of inequality.

Exploitation: Women workers on tea plantations in Munnar may be exploited by middlemen and employers, who take advantage of their lack of education and job security to pay them less than they are entitled to.

## **History of Tea Plantations**

The history of tea plantations can be traced back to the 9th century in China, where tea was primarily grown for medicinal and religious purposes. During the 16th century, tea was introduced to Portugal and later to Europe as a luxury item, where it became a popular beverage.

In the 19th century, British colonial powers brought tea cultivation to India, where it quickly became an important cash crop. The British established tea plantations in Assam, Darjeeling, and the Nilgiri Hills, among other regions, and tea exports from India to Britain rose significantly. Today, tea is grown in many countries around the world, including China, India,

Kenya, Sri Lanka, and many others. The largest producers of tea include China, India, and Kenya, while the largest consumers of tea are Russia, the UK, and Turkey.

The history of tea plantations in India can be traced back to the 19th century, when the British East India Company established tea gardens in Assam. In the 1850s, British tea planters brought tea seeds from China and planted them in the Darjeeling region of West Bengal, leading to the development of tea gardens there. In the early years, tea plantations were done using manual labor, but as the demand for tea increased, the British brought indentured labor from other parts of India to work on the tea plantations. Over time, tea became one of the largest employers in India, providing employment to millions of people in rural areas.

After India gained independence in 1947, the Indian government nationalized the tea industry, and the state-owned Tea Board was established to regulate and promote the tea industry. Today, India is one of the largest producers and exporters of tea in the world, with tea gardens in states such as Assam, West Bengal, and TamilNadu. Tea plantations and their cultivation were introduced to Kerala by British settlers during colonial times when they found that the temperature and soil conditions of the hill ranges of Kerala were suited for tea cultivation.

Now, Munnar is considered one of the highest tea plantation estates in India. Munnar is a hill station located in the Indian state of Kerala and is known for its tea plantations. The tea industry in Munnar dates back to the late 19th century, when British colonials established the first tea estates. Today, Munnar is one of the largest tea-producing regions in India and a major contributor to the country's tea export industry. The tea plantations in Munnar are characterized by lush green rolling hills, scenic landscapes, and an abundance of tea bushes. The tea produced in Munnar is known for its high quality and unique flavor and is a popular choice among tea connoisseurs worldwide. Despite its economic importance, the tea industry in Munnar faces various challenges, including labor issues, environmental degradation, and declining tea prices.

Also, in 1924, the Munnar plantation suffered a significant setback in the form of a disastrous monsoon. Heavy landslides and flooding precisely redrew the landscape in various places. There was a massive loss of property and lives. And although it became hard for them, the inhabitants managed to get back to normal life in a few months. Large-scale replanting was executed on several estates.

Munnar hill station, is also popular tourist place in Kerala. The tea estates of Munnar are spread across thousands of hectares of land and are owned by several tea companies. The plantations are located at an altitude of around 1500 m, and the climate here is ideal for tea cultivation. Tea bushes are planted 1 to 1.5 meters apart to follow the natural contours of the landscape.

The Plantation Labour Act, 1951, is a labor law in India that governs the working conditions for workers employed in tea, coffee, rubber, and cinnamon plantations. The act sets standards for wages, working hours, leave entitlements, and health and safety provisions for plantation workers. The act also establishes a framework for the settlement of disputes between workers and employers. The main objectives of the act are to provide fair and decent working conditions for plantation workers and to ensure that they are treated with dignity and respect. However, the implementation of the act remains a challenge in many areas, including Munnar. The exploitation of tea plantation women workers in Munnar highlights the need for stronger enforcement of labor laws and greater efforts to improve the working conditions for this vulnerable segment of the population. Tea remains an important cash crop in India and has a significant impact on the country's economy, providing employment and income to millions of people in rural areas.

These challenges and problems faced by women workers in the tea plantations in Munnar highlight the need for increased efforts to address and eliminate gender discrimination and inequality in the industry. Such efforts may include providing access to education and training opportunities, improving working conditions, and promoting gender equality in the workplace.

The tea plantation industry in Munnar, India, is a major contributor to the economy of the region. However, the women workers in this industry often face numerous challenges and difficulties that impact their quality of life. These issues range from low wages and exploitation to limited access to education and healthcare services. And despite their significant contributions to the industry, tea plantation women workers in Munnar are often marginalized and subject to gender discrimination.

## **Need and significance**

Tea plantation workers in Munnar are predominantly women. These workers face a variety of social, economic, and health-related issues. This study seeks to understand the problems faced by tea plantation workers in Munnar and the significance of addressing these issues.

The study would assess the living and working conditions of the tea plantation workers in Munnar, including the wages they receive, the availability of resources, and their access to basic amenities. It would also explore the health and safety issues that tea plantation workers face, such as exposure to hazardous pesticides and the lack of access to healthcare.

The study would evaluate the impact of the tea plantation industry on the workers' lives, including the effects of long working hours, low wages, and limited opportunities for career advancement. It would also assess the impact of the plantation industry on the environment, including the use of chemicals and the effects of deforestation.

The findings of the study would be used to develop policies and interventions that could improve the living and working conditions of the tea plantation workers in Munnar. It would also provide recommendations to relevant stakeholders and policymakers on how to address the issues faced by tea plantation workers.

This study aims to highlight and understand the problems faced by tea plantation women workers in Munnar and bring attention to the need for better working conditions and equitable treatment for this important segment of the population.



## CHAPTER 2

### REVIEW OF LITERATURE

The purpose of this review is to describe the literature relevant to this investigation, since the focus of this study is on the problems faced by tea plantation women workers in Munnar. Relevant studies pertaining to this are presented to have a thorough comprehension of the topic under investigation.

According to U. Adhikari and M. Chatterjee (2011), This study discusses the prevalence of under nutrition and poor health among workers in tea plantations and examines the factors that contribute to them. This study collected data from a survey of 200 tea plantation workers and found that socio-economic factors like low wages, lack of access to healthcare, and poor education were associated with poor nutritional status among tea plantation workers. It also found that women workers were more likely to be worse off than men because of their burden of reproductive health care and domestic responsibilities.

According to Deb(2011). It examines the socio-economic conditions of women workers in tea plantations, which include the struggles and challenges they face in their day-to-day lives, such as low income, poor living conditions, gender inequality, etc. It also focuses on their struggles against the exploitative and oppressive working conditions they face. This helps to understand the importance of this resource for those interested in understanding the plight of the women workers in this region.

According to S Pramanik and T. Jana(2020). It focuses on the working conditions of women tea plantation workers in India. In this study, it was found that most women worked in hazardous environments with poor health and safety regulations. It also says that most women suffered from low wages, long working hours, and inadequate access to health care. In this study, it is suggested that improved working conditions for workers, including better wages and safety regulations, are needed to improve the health and safety of women workers in tea plantations.

A. Raju (2009). This study examines how the experience of female tea estate workers is shaped by intersecting forces such as gender, class, culture, and caste. It identifies the ways that women's mobility is constrained by their limited access to resources and how it affects their ability to move beyond traditional roles and create new opportunities for themselves.

This study also identified that the mobility of women is further constrained by the patriarchal discourse that dominates the tea estate culture and the lack of political representation that they have. They say that in order to improve the fortunes of female tea plantation workers, it is important to create enabling policies and programs that empower women to assert their rights and create economic opportunities.

According to G.D Nalini(2010). In this study, it focused on women workers who faced a number of challenges, such as long working hours, low wages, a lack of job security, and inadequate living and working conditions. Also, workers lack access to basic facilities such as housing, health care, and water. They had a negative impact on their mental and physical health.

(George Susan Jeena, Shetty.S. Prasanna, and M. Shobha,2012).This study revealed that the occupational health of tea plantation women workers in Munnar was heavily affected by a variety of factors, including poor living conditions, a poor working environment, and inadequate healthcare facilities. Additionally, this study found that the women tea plantation workers experienced a variety of health problems, including musculoskeletal disorders, anemia, respiratory problems, eye problems, and skin diseases.

According to M. Nair(2011). This study found that the majority of women workers were employed as casual daily laborers and earned low wages. And they also found that the working conditions on the plantations were unsafe and unhealthy. Working conditions of women workers in tea plantations have not improved over the years, and the lack of job security and the poor wages have resulted in a lack of motivation among the workers.

In society, mostly women's were excluded from society. Likewise, although women have historically been largely excluded from the tea cultivation process, they have nonetheless been essential to the success of the industry. It also shows the lack of labor rights and protections for women in the industry and the need for greater recognition of the valuable contribution they make to the industry. According to S. Ganapathy (2020), In this study, it also shows us the role of women in the tea plantation industry in Kerala, India. also focused on the working conditions and wages of women workers on tea plantations, as well as their contributions to the local economy.

Soman. L. R(2014). In this study, we are mainly looking at the socio-economic issues faced by these workers, including their low wages, lack of access to benefits, and lack of access to health care and social protection. Through this study, it also focused on the mental and physical health of women workers and how it affects their relationships with others, such as their families and communities. It also shows the importance of providing better working conditions and wages for tea plantation workers, as well as better access to social protection and health care.

According to Jeelani. N.S(2017). There were gender-differentiated roles for women in the tea plantations of Munnar, in the Idukki district of Kerala. It examines the experiences of female workers, their access to education, health care, and other services, as well as their access to power and decision-making. Through this study, it was shown that the majority of women on the tea plantations are employed as pluckers and are paid lower wages than men. And there is a growing demand for female supervisory staff, but at the same time, women are not given these higher-paid roles due to a lack of education and other qualifications. But also women facing severe health problems due to the harsh working environment and exposure to pesticides.

According to A.Bakshi(2009). It examines the perspectives of tea plantation women workers in Munnar. This study also focused on the current situation of women workers in Munnar tea plantations. The women workers are largely excluded from the plantation labor system, with most of the workers involved in manual labor, such as plucking tea leaves and carrying heavy loads, left to the men. And also, the social, economic, and political aspects of the tea plantation women workers, including the fact that they are paid much lower wages than the men and that their working conditions are often hazardous and oppressive, were also focused. It also gives insight on labor and says that women workers in Munnar need better conditions and should be protected.

According to Rajagopalan S.S(2003). This study provides an insight into the cultural and social aspects of women's lives on tea plantations in Munnar. The impact of changing labor relations on women's roles is also important, as are the ways in which they negotiate their identities in relation to the changing plantation economy and the strategies they use to manage their changing responsibilities and roles.

Eapen.J. S.(2013) According to him, it examines how gender and ethnicity shape the working and living conditions of tea plantation women workers in Munnar, India. The author argues that the gender and ethnic identities of the women workers are often conflated, leading to the marginalization of tea plantation women workers. Additionally, the author notes that gender and ethnicity intersect with the caste system in India, resulting in the further marginalization of tea plantation women workers.

S. Saravanan and Shetty, Y. S. (2009) According to them,it focuses on the status of women workers in the tea plantations of Munnar, India. It found that the major problems faced by them were low wages, a lack of access to health services, inadequate housing facilities, gender discrimination, and a lack of access to educational opportunities. The authors also found that there is a lack of adequate legal protection and recognition of the labor rights of women plantation workers. Additionally, the authors suggest that the government and other organizations should provide training and educational opportunities to the women tea plantation workers.

P. Kanju and Gopalan T.H. (2001) According to them,it examines the problems and prospects of women workers in Indian tea plantations, focusing on tea plantations in Munnar, a major tea-producing region in India. This study found that women workers in tea plantations often face gender discrimination, limited access to resources, unequal wages, and a lack of job security. They also point out that many women are employed in the tea industry as seasonal labor, with wages below the legal minimum wage. The article emphasizes the need for further research to understand the issues faced by tea plantation women workers and to identify potential solutions.

## **CHAPTER 3**

### **METHODOLOGY**

Methodology is the logical and systematic method of analysis of phenomena devised to permit the accumulation of reliable knowledge. It is a systematized, step-by-step procedure taken for dealing with the problem under study. The methodology gives the procedure used in the study to make observations and collect data. Methodology means the philosophy of the research process. Methodology is a set of principles, processes, and practices used to conduct research and analysis. It is a structured approach to problem-solving that involves an organized approach to the collection, analysis, and interpretation of data. This structured approach allows researchers to draw valid and reliable conclusions from their research.

In this chapter, the researcher briefly presents the main objectives, the definition of concepts, the variables used, the methods, techniques, and tools employed for the collection and analysis of data, and the significance of the study.

#### **GENERAL OBJECTIVE**

The general objective of this study is to study the problems faced by tea plantation women workers in Munnar.

#### **SPECIFIC OBJECTIVES**

- To find out the socio-economic profile of the women tea plantation workers in Munnar.
- To identify the economic problems and health issues that are prevalent amongst the tea plantation women workers in Munnar.
- To find out the social and environmental challenges faced by the women tea plantation workers in Munnar.
- To examine the availability of social welfare schemes implemented by the state, the central government, and NGOs.

## **CLARIFICATION OF CONCEPTS**

### **Theoretical definition:**

According to Fernandes, S. M. Maria It defines tea plantation women workers as female employees of tea plantations who are responsible for the harvesting and processing of tea leaves".

According to Eguavoen, "women workers are a category of labor characterized by the exclusion of women from the control of production, the unequal distribution of wages, and the lack of recognition and protection of their labor rights". It emphasizes the structural inequalities that women workers face in the workplace and highlights the need for greater recognition and protection of their rights.

### **Operational definition:**

- **Tea Plantation:** A tea plantation is a large area of land that is cultivated for the production of tea. Tea plantations are often situated in areas with a warm, humid climate and near sources of water.
- **Women Workers:** Women workers are individuals who are employed in a particular occupation or industry, specifically those who are female.

## **VARIABLES**

- **Independent variables:** In this study, which includes age, religion, income, marital status, and the number of years worked in plantations,
- **Dependent variables:** In this study, which includes level of job satisfaction

## **UNIVERSE**

The universe of this study consists of the tea plantation women workers in Munnar, Kerala.

## **SAMPLE SIZE**

The sample consisted of 101 respondents who were tea plantation women workers in Munnar.

## **SAMPLING METHOD**

The snowball sampling method was used to select the required sample for the study.

## **TOOLS OF DATA COLLECTION**

An interview schedule is used to collect data for this study.

## **ANALYSIS AND INTERPRETATION**

The collected data was tabulated and analyzed using SPSS version 29.

### **Pre-Test of the Study**

A survey questionnaire will be administered to a sample of women plantation workers. The survey questions will focus on topics such as working hours and conditions, wages, job security, access to health care and educational resources, and social and cultural norms that affect their lives. Additionally, the survey will include questions about the workers' perceptions of the impact of the tea plantation industry on their lives.

## **LIMITATIONS OF THE STUDY**

- **Lack of Data:** There is limited reliable data available regarding the social and economic conditions of women tea plantation workers in Munnar. This limits the ability of the researcher to accurately assess the problems faced by these women.
- **Accessibility:** Access to the tea plantations is often difficult as they are located in remote and rural areas. This can limit the ability of the researcher to gain access to the plantations and interview the workers.
- **Language Barrier:** Language can be a barrier to obtaining accurate information. Many of the tea plantation workers may not speak English, and this can limit the ability of the researcher to communicate effectively and accurately.
- **Unwillingness to Participate:** Many of the women workers may be unwilling to participate in the study due to fear of reprisal from their employers or other workers. This can limit the data collected and the accuracy of the results.

## CHAPTER 4

### Data Analysis and interpretation

Analysis and interpretation is most important in research thesis. This study will explore the problems faced by tea plantation women workers in Munnar, India. Specifically, it seeks to understand the challenges and issues that women experience while working in tea plantations and their impact on their lives. The study will examine the socio-economic, cultural, and political factors that contribute to the difficulties women face in the tea plantations. It will also look at the strategies employed by women to cope with the adverse working conditions and how they manage to remain employed in the plantations. The findings of this study will provide valuable insights into the conditions of tea plantation women workers in Munnar, and in turn, contribute to the formulation of appropriate policies and interventions to improve their working and living conditions. This chapter also focus on analyzing and interpreting the collected data in a meaningful way to expedite the discussion.

TABLE 4.1

#### AGE OF THE RESPONDENTS

Age Categories	Frequency	Percent
20-30 years	13	12.9
30-40 years	21	20.8
40-50 years	32	31.7
50-60 years	35	34.7
Total	101	100



From the above Table 4.1, it is found that the majority of the respondents (34%) belongs to 50-60 years. About 31% of respondents are aged between 40-50 years of age. The 20% of the respondents aged between 30-40 and the 13% by the 20-30 years of age.

TABLE 4.2

RELIGION OF THE RESPONDENTS

<u>RELIGION</u>	<u>FREQUENCY</u>	<u>PERCENT</u>
<u>HINDU</u>	<u>96</u>	<u>95.0</u>
<u>CHRISTIAN</u>	<u>4</u>	<u>4.0</u>
<u>MUSLIM</u>	<u>1</u>	<u>1.0</u>
<u>TOTAL</u>	<u>101</u>	<u>100.0</u>

From the above Table 4.2, it is found that the majority of the respondents (95%) are Hindus. 4% of the respondents are Christian. And 1% of the respondent is Muslim. So most of the respondents are Hindus.

TABLE 4.3

MARITAL STATUS OF THE RESPONDENTS

<u>MARITAL STATUS</u>	<u>FREQUENCY</u>	<u>PERCENT</u>
<u>MARRIED</u>	<u>84</u>	<u>83.2</u>
<u>UNMARRIED</u>	<u>4</u>	<u>4.0</u>
<u>WIDOW</u>	<u>13</u>	<u>12.9</u>
<u>TOTAL</u>	<u>101</u>	<u>100.0</u>

From the above Table 4.3 it is found that the majority of the respondents (84%) are married. 4% of the respondents are unmarried. And 13% of the respondents are widows.

TABLE 4.4

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENT
ILLITERATE	29	28.7
PRIMARY	13	12.9
SECONDARY	27	26.7
HIGHER SECONDARY	21	20.8
COLLEGE DEGREE	11	10.9
TOTAL	101	100.0

From the above Table 4.4, it is found that the majority of respondents (28.7%) are illiterate. 26.7% of the respondents are secondary. And 20.8% of the respondents are higher secondary. Also 12.9% of the respondents are primary and 10.9% are college degree respectively. From this figure it shows that the, lack of education among women workers. These lack of education has had a profound impact on the lives of these women.

TABLE 4.5

TYPE OF FAMILY OF THE RESPONDENTS

TYPE OF FAMILY	FREQUENCY	PERCENT
NUCLEAR	75	74.3
JOINT	26	25.7
TOTAL	101	100.0

From the above Table 4.5, it is found that the majority of the respondents (74.3%) belongs to nuclear family. And rest of the 25.7% of the respondents belongs to joint family.

TABLE 4.6  
MEMBERS IN FAMILY OF THE RESPONDENTS

MEMBERS IN FAMILY	FREQUENCY	PERCENT
1-4 MEMBERS	77	76.2
5-8 MEMBERS	11	10.9
9 AND ABOVE	13	12.9
TOTAL	101	100.0

Most of them have small family with 76.% having 1-4 members. And 10.9% have 5-8 members and 12.9% have 9 and above members respectively.

TABLE 4.7  
NUMBER OF CHILDREN OF THE RESPONDENTS

NUMER OF CHILDREN	FREQUENCY	PERCENT
1-3 CHILDREN	91	90.1
4-8 CHILDREN	10	9.9
TOTAL	101	100.0

From the above Table 4.7, it is found that the majority of the respondents (90.1%) have 1-3 children. And 9.9% have 4-8 children.

TABLE 4.8

CHILDREN EDUCATION OF THE RESPONDENT

CHILDREN EDUCATION	FREQUENCY	PERCENT
PRIMARY	6	5.9
SECONDARY	15	14.9
HIGHER SECONDARY	39	38.6
COLLEGE DEGREE	29	28.7
NOT STUDYING	12	11.9
TOTAL	101	100.0

From the above Table 4.8, it is found that the majority of respondents children (38.6%) are higher secondary students. And 28.7% have college degrees and following 14.9% are enrolled in secondary education and 11.9% are not enrolled in any education program and rest 5.9% are enrolled in primary education.

TABLE 4.9

NATIVE REGION OF THE RESPONDENT

ARE YOU MALAYALI	FREQUENCY	PERCENT
YES	19	18.8
NO	82	81.2
TOTAL	101	100.0

From the above Table 4.9, it is found that the majority of the respondents (81.2%) are not Malayali. 18.8% of the respondents are Malayali.

TABLE 4.9  
THE STATE THEY BELONGS TO

IF NO, WHICH STATE BELONG TO	FREQUENCY	PERCENT
KERALA	19	18.8
TAMILNADU	80	79.2
JHARKHAND	2	2.0
TOTAL	101	100.0

From above Table 4.9, it also shows that the majority of respondents (79.2%) belongs to Tamil Nadu. Most of them were Tamilians. The rest of 18.8% of the respondents belongs to Kerala and other 2% of the respondents belongs to Jharkhand. Tamilians were the majority of workers there.

TABLE 4.10  
WORK EXPERIENCE OF THE RESPONDENTS

YEAR OF EXPERIENCE	FREQUENCY	PERCENT
0-5	20	19.8
6-10	27	26.7
11 & ABOVE	54	53.5
TOTAL	<u>101</u>	<u>100.0</u>

From the above Table 4.10, it is found that the majority of the respondents (53.5%) have experience of Above 11 years in their work. 26.7% of the respondents have experience of 6-10 years and rest of the 19.8% of the respondents have experience of 0-5 years. From this figure, it can be found that majority of the respondents have experience of 25 years or 30

years. It also suggest that more number of years of experience made them face more problems during their work period.

TABLE 4.11

MONTHLY INCOME OF THE RESPONDENT

MONTHLY INCOME	FREQUENCY	PERCENT
BELOW 10000	94	93.1
11000-15000	7	6.9
TOTAL	101	100.0

From the above Table 4.11, it is found that the majority of the respondents (93.1%) earns below 10,000 as their monthly income. And 6.9% of the respondent earns 11000-15000 as their monthly income. At the same time, they were not getting full amount. The companies will deduce amount and they getting only 8000 or 7000 as their monthly. But, it will difficult for them.

Table 4.12

DAILY INCOME OF THE RESPONDENTS

DAILY INCOME	FREQUENCY	PERCENT
101-500 RS	98	97.0
501-1000 RS	3	3.0
TOTAL	101	100.0

From the above Table 4.12, it is found that the majority of the respondents (97.0%) earns 101-500 rupees as their daily income. The following 3% of the respondents earns 501-1000 rupees as their daily income. But this study shows that it was too low wage they get. They get only 419 rupees a day.

TABLE 4.13

INCOME PATTERN OF THE RESPONDENTS

INCOME PATTERN	FREQUENCY	PERCENT
DAILY	2	2.0
MONTHLY	99	98.0
TOTAL	101	100

From the above Table 4.13, it is found that the majority of the respondents (98%) getting their income on monthly base. And 2% of the respondents getting daily base.

TABLE 4.14

OCCUPATION OF THE SPOUSE OF THE RESPONDENT

OCCUPATION OF SPOUSE	FREQUENCY	PERCENT
PRIVATE	33	32.7
PUBLIC	46	45.5
JOBLESS	22	21.8
TOTAL	101	100.0

The data shows that 45.5% of the respondents spouse have public occupation, and following 32.7% of the respondents spouse have private occupation and the rest of 21.8% of the respondents spouse without any occupation. Most of them have public occupation such as post office employer, working in tea estates, etc. When it comes to Private occupation such as self employment, own farm etc. And other jobless were depending upon women.

TABLE 4.15  
NUMER OF EARNING MEMBERS IN FAMILY

EARNING MEMBERS	FREQUENCY	PERCENT
1-2 MEMBERS	81	80.2
3-5 MEMBERS	20	19.8
TOTAL	101	100.0

In this Table 4.15, it shows that 80.2% of the families have only 1-2 earning members, while 19.8% of them have 2-5 earning members. This also shows that most of the workers comes from families with low income.

TABLE 4.16  
FINANCIAL STRUGGLE OF THE RESPONDENTS

ARE YOU ABLE TO MEET ALL THE FAMILY EXPENSES	FREQUENCY	PERCENT
YES	81	80.2
NO	20	19.8
TOTAL	101	100.0

From the above Table 4.16, it is found that the majority of the respondents (80.2%) are able to meet their family expenses. But about 19.8% of the respondents are not able to meet their family expenses with this earning income.



IF NO, HOW THEY MEET ALL THEIR EXPENSE

IF NO, HOW THEY MEET THEIR EXPENSE	FREQUENCY	PERCENT
LOAN	63	62.4
FROM EARNING	38	37.6
TOTAL	101	100.0

From the above Table 4.16, it is shows that the majority of the respondents (62.4) taking loan to meet expenses, while 37.6% of the respondents meet their expense from earning.

Table 4.17

STARTING TIME OF WORK OF THE RESPONDENTS

STARTING TIME OF WORK	FREQUENCY	PERCENT
MORNING	100	99.0
NOON	1	1.0
TOTAL	101	100.0

From the above Table 4.17, it is found that the majority of the respondents (99%) working in the morning. Only 1% of the respondent working in the noon. From this data,it found that 99% of the women workers start their from early morning until the evening. Most of them were started their work from 8 am till evening 5:30 pm. This can be difficult for them and unable them to get the rest they need to perform their task efficiently.

TABLE 4.18

WORKING HOURS OF THE RESPONDENTS

HOURS OF WORK	FREQUENCY	PERCENT
1- 3 HOURS	1	1.0
4-8 HOURS	69	68.3
MORE THAN 8 HOURS	31	30.7
TOTAL	101	100.0

From the above Table 4.18, it found that majority 68.3% of the respondents are working for 4-8 hours a day, with 30.7% working for more than 8 hours a day and only 1% working for 1-3 hours a day. This become very hectic for them. They were not getting proper rest.

TABLE 4.19

TYPE OF ESTATE OF THE RESPONDENT

TYPE OF ESTATE	FREQUENCY	PERCENT
SMALL SCALE	50	49.5
LARGE SCALE	51	50.5

From the above Table 4.19, it is found that the majority of the research participants (50.5%) works in large scale estate. And rest of 49.5% of the respondents works in small scale.

TABLE 4.20

CHANGES IN PRICE OF TEA LEAVES AND ITS AFFECTS IN THE WAGES OF THE WORKERS

DOES PRICE FLUCTUATION AFFECT IN WAGE	FREQUENCY	PERCENT
YES	15	14.9
NO	86	85.1
TOTAL	101	100.0

From the above Table 4.20, it is found that the majority of the respondents (85.1%) have not affected any price fluctuations of tea leaves in their wages, while the rest of 14.9% of the respondents have facing changes in wages due to price fluctuation in tea leaves. But from this data, it shows most of them have not any problem and they have not any changes in wage.

TABLE 4.21

BESIDES THE REGULAR WAGE DOES THE COMPANY GIVE YOU ANY OTHER EMOLUMENTS

COMPANY GIVE ANY OTHER EMOLUMENTS OTHER THAN REGULAR WAGES	FREQUENCY	PERCENT
YES	77	76.2
NO	24	23.8
TOTAL	101	100

From the above figure 4.21, it is found that the majority of the research participants (76.2%) are getting other emoluments from their companies. And other 23.8% of the respondents are not getting any emoluments from companies. It become difficult for them. They were working hard but still they were not getting any emoluments.

TABLE 4.22

SATISFICATION OF THE WORKING CONDITION OF THE RESPONDENT

ARE YOU SATISFIED WITH WORKING CONDITION	FREQUENCY	PERCENT
YES	83	82.2
NO	18	17.8
TOTAL	101	100.0

From the above Table 4.22, it is found that, 82.2% of women reported that they were satisfied with their working conditions, while 17.8% reported that they were not.

TABLE 4.23

WORKING TIME OTHER THAN NORMAL WORKING TIME OF THE RESPONDENTS

DO YOU WORK EXTRA TIME OTHER THAN NORMAL WORKING TIME	FREQUENCY	PERCENT
YES	20	19.8
NO	81	80.2
TOTAL	101	100.0

From the above Table 4.23, it is found that the majority of the respondents (81%) are not working extra time other than normal working time. 19.8% of the respondents are working extra time other than normal working time.

TABLE 4.24

DO YOU GET EXTRA WAGE FOR EXTRA WORK

DO YOU GET EXTRA WAGE FOR EXTRA WORK	FREQUENCY	PERCENT
YES	25	24.8
NO	76	75.2
TOTAL	101	100.0

From the above figure 4.24, it is found that the majority of the research participants (75.2%) are not getting extra wage for extra work. And 24.8% of the respondents are getting extra wage for extra work. Probably most of the time there is no extra time work other than normal working time that is the reason for these variation.

TABLE 4.25

TYPE OF ACCOMODATION

TYPE OF ACCOMODATION	FREQUENCY	PERCENT
OWN HOUSE	3	3.0
OWNED BY ESTATE	98	97.0
TOTAL	101	100.0

From the above figure 4.25, it is found that the majority of the respondents (97%) have estate owned home. And only 3% of the respondents have own house.

TABLE 4.26

DO YOU HAVE ELECTRICITY CONNECTION

ELECTRICITY CONNECTION	FREQUENCY	PERCENT
YES	101	100.0

From the above Table 4.26, it is found that the majority of the respondents (100%) have electricity connection in their home. There is no problem for that. Everyone available electricity connection.

TABLE 4.27

HOME APPLIANCE THEY HAVE

HOME APPLIANCE THEY HAVE AT HOME	FREQUENCY	PERCENT
TV	1	1.0
MIXIE	12	11.9
FRIDGE	20	19.8
ALL OF THE ABOVE	68	67.3
TOTAL	101	100.0

From the above Table 4.27, it is found that the majority of the respondents (67.3%) have all of the above mentioned appliances at home. And only 19.8% of the respondents have fridge and 11.9% of the respondents have mixie and rest 1% of the respondents have tv.

TABLE 4.28

HEALTH HAZARD THEY SUFFER FROM THIS WORK

DO YOU SUFFER ANY HEALTH HAZARDS FROM THIS WORK	FREQUENCY	PERCENT
YES	58	57.4
NO	43	42.6
TOTAL	101	100.0

From the above Table 4.28, it is found that the majority of the respondents (57.4%) have suffered from health hazards, while 42.6 percent do not. It indicates that the majority of women tea plantation workers in Munnar are exposed to health hazards, it shows lack of health and safety measure. This suggests that more needs to be done to ensure the health and safety of these workers.

IF YES, SPECIFY

BODY PAIN	16	15.8
ANEMIA	6	5.9
FUNGAL DISEASE	5	5.0
SKIN DISEASE	42	41.6
ALL OF THE ABOVE	5	5.0
ASTHMA	21	20.8
CANCER	6	5.9
TOTAL	101	100.0

41.6% are suffers from skin disease, While 20.8% of the respondents are suffers from Asthma, while rest of 15.8% are suffers from body pain, 5.9% from Anemia, 5% from fungal disease and 5.9% from cancer respectively. It shows the lack of health and safety measures.

TABLE 4.29

PREVENTIVE METHODS TO MEET THESE HEALTH HAZARDS

PREVENTIVE METHODS	FREQUENCY	PERCENT
USING GLOVES	17	16.8
USING MASK	12	11.9
TAKE PREVENTIVE MEDICINES	72	71.3
TOTAL	101	100.0

From the above Table 4.29, it is found that the majority of the respondents (71.3%) are taking preventive medicine. 16.8% are using gloves and 11.9% using masks as preventive methods to meet these health hazards.

TABLE 4.30

EXTRA ALLOWANCES FOR MEETING THE EXPENSES FOR THEIR HEALTH

DO YOU GET EXTRA ALLOWANCE FOR MEETING THE EXPENSE FOE THEIR HEALTH	FREQUENCY	PERCENT
YES	90	89.1
NO	11	10.9
TOTAL	101	100.0



From the above Table 4.30, it is found that the majority of the respondents (89.1%) are getting extra allowances for meeting the expenses for their health, while 10.9% are not.

TABLE 4.31

DO YOU HAVE TOILET FACILITY AT HOME

TOILET FACILITY	FREQUENCY	PERCENT
YES	101	100.0

From the above Table 4.31, it is found that the majority of the respondents (100%) have toilet facility at their home.

TABLE 4.32

DRAINAGE FACILITY DO THEY HAVE

DO YOU HAVE PROPER DRAINAGE FACILITY	FREQUENCY	PERCENT
YES	91	90.1
NO	10	9.9
TOTAL	101	100.0

From the above Table 4.32, it is found that the majority of the respondents (90.1%) have proper drainage facility at their home. Only 9.9% have not proper drainage facility.

TABLE 4.33

WATER SUPPLY DO THEY GET

HOW DO YOU GET WATER SUPPLY	FREQUENCY	PERCENT
AT HOME	84	83.2
PUBLIC TAP	17	16.8
TOTAL	101	100.0

From the above Table 4.33, it is found that the majority of the research participants (83.2%) are getting water supply at home. And 16.8% of the respondents are not getting water supply.

TABLE 4.34

DRINKING WATER AVAILABILITY

DO YOU GET DRINKING WATER	FREQUENCY	PERCENT
YES	98	97.0
NO	3	3.0
TOTAL	101	100.0

From the above Table 4.34, it is found that the majority of the research participants (97.3%) are getting proper drinking water, while 3% are not.

IF YES,SPECIFY	FREQUENCY	PERCENT
DAILY	90	89.1
TWICE IN A WEEK	11	10.9
TOTAL	101	100.0

From the above Table 4.34, it is found that the majority of the respondents (89.1%) are getting water daily. But 10.9% are getting twice in a week.

TABLE 4.35

MATERNITY LEAVE OF THE RESPONDENTS

DO YOU GET MATERNITY LEAVE	FREQUENCY	PERCENT
YES	99	98.0
NO	2	2.0
TOTAL	101	100.0

Maternity leave is an important benefit for women working in the tea plantation. From this Table 4.35, it found that 98% of the respondents have access to maternity leave is an encouraging sign. This lead to greater job satisfaction among female workers. But 2% of the respondents have not access to maternity leave.

TABLE 4.36

PROPER FIRST AID FACILITY OF THE RESPONDENTS

DO YOU HAVE A PROPER FIRST AID FACILITY	FREQUENCY	PERCENT
YES	99	98.0
NO	2	2.0
TOTAL	101	100.0

From the above Table 4.36, it is found that the majority of the respondents (98%) have proper first Aid facility. 2% of the respondents have not getting proper first Aid facility.

TABLE 4.37

DO YOU EVER FACE ANY TYPE OF HARRASMENT IN THE WORKPLACE

DO THET FACE HARRASMENT IN WORKPLACE	FREQUENCY	PERCENT
YES	44	43.6
No	57	56.4
TOTAL	101	100.0

From the above Table 4.37, it is found that the majority of the respondents (56.4%) does not face any type of harrasment in the workplace. 43.6% of the respondents does face some type of harrasment. But still they were not fully opened up because of fear.

IF YES, SPECIFY

IF YES, SPECIFY	FREQUENCY	pERCENT
SEXUAL	24	23.8
EMOTIONAL	23	22.8
MENTAL	54	53.5
TOTAL	101	100.0

From the above Table 4.37, it is found that the majority of the respondents (53.5%) have faced mentally type harassment. While 23.8% of the respondents have faced sexual type harassment and 22.8% of the respondents have faced emotional type harassment. Still they were facing not does not courage to raise their voice against this. They were afraid of others also work is important for them because family is depend upon them.

TABLE 4.38

SATISFACTION OF THE NATURE OF THE WORK OF THE RESPONDENTS

ARE YOU SATISFIED WITH THE NATURE OF YOUR WORK	FREQUENCY	PERCENT
YES	87	86.1
NO	14	13.9
TOTAL	101	100.0

From the above Table 4.38, it is found that the majority of the respondents (86.1%) are satisfied with their nature of work. And 13.9% of the respondents are not.

TABLE 4.39

DAILY TARGETS OF THE RESPONDENTS

DO YOU HAVE DAILY TARGETS TO MEET	<u>FREQUENCY</u>	<u>PERCENT</u>
<u>YES</u>	<u>94</u>	<u>93.1</u>
<u>NO</u>	<u>7</u>	<u>6.9</u>
<u>TOTAL</u>	<u>101</u>	<u>100.0</u>

The results of the Table 4.39, show that 93.1% of the respondents had a target to meet, while 6.9% did not.

If yes, specify	FREQUENCY	PERCENT
10-20 kg	3	3.0
20-30 kg	69	68.3
30-40 kg	29	28.7
TOTAL	101	100.0

From the above Table 4.39, it is found that the majority of the respondents (68.3%) have 20-30 kg Target to finish. And 28.7% of the respondents have 30-40 kg and 3% have 10-20 kg.

TABLE 4.40

DISTANCE TO REACH WORKPLACE FROM HOME

DISTANCE TO REACH WORKPLACE FROM HOME	FREQUENCY	PERCENT
0-5 km	51	50.5
6-10 km	47	46.5
11-15 km	3	3.0
TOTAL	101	100.0

From the above Table 4.40, it is found that the majority of the respondents (50.5%) have 0-5 km distance to reach workplace from home. 46.5% have 6-10 km and 3% have 11-15 km. Most of the workplace are located around 0-5 km.

TABLE 4.41

MODE OF WAY THEY REACH AT WORKPLACE

HOW DO YOU REACH AT WORKPLACE	FREQUENCY	PERCENT
BY WALKING	99	98.2
BY VEHICLE	2	2.0
TOTAL	101	100.0

From the above Table 4.41, it is found that the majority of the research participants (98%) are reaching at work by walking.

TABLE 4.42

WHAT MADE YOU CHOOSE THIS WORK

WHAT MADE YOU CHOOSE THIS WORK	FREQUENCY	PERCENT
TO SUPPORT FAMILY	40	39.6
FOR AN ADDITIONAL INCOME	6	5.9
THIS WORK IS HEREDITARY	55	54.5
TOTAL	101	100.0

From the above Table 4.42, it is found that the majority of the respondents (54.5%) choose this work because it is their hereditary work. 39.6% of the respondents to support family and rest of 5.9% for an additional income. And some of them saying because of covid-19 they have lost their job and no other income and they turned to this job.

TABLE 4.43

ENVIRONMENT ISSUE OF THE RESPONDENTS

DO YOU EVER FACE LANDSLIDE	FREQUENCY	PERCENT
YES	46	45.5
NO	55	54.5
TOTAL	101	100.0

From the above Table 4.43, it is found that the majority of the respondents (54.5%) does not face landslide. And 45.5% of the respondents have faced. Landslide mainly cause in the time of rainy season.

TABLE 4.44

HOSPITAL DISTANCE

DISTANCE TO NEARBY HOSPITAL	FREQUENCY	PERCENT
Below 5 km	52	51.5
5-10 km	45	44.6
10-15 km	4	4.0
TOTAL	101	100.0

From the above Table 4.44, it is found that the majority of the respondents (51.5%) have their distance to hospital by below 5km.



TABLE 4.45

DISTANCE TO SCHOOL

Distance to school where your children are studying	FREQUENCY	PERCENT
Less than 5 km	71	70.3
5-10 km	30	29.7
TOTAL	101	100.0

From the above Table 4.45, it is found that the majority of the respondents (70.3%) children school distance were less than 5 km. And 29.7% around 5-10 km.

TABLE 4.46

HEALTHCARE FACILITIES AVAILABLE TO THEM

DO YOU GET PROPER HEALTH CARE FACILITIES AT HOSPITAL	FREQUENCY	PERCENT
YES	99	98.0
NO	2	2.0
TOTAL	101	100.0

From the above Table 4.46, it is found that the majority of the research participants (98%) are getting proper Health care facilities at hospital.

TABLE 4.47

DO YOU GET SUBSIDY FROM GOVERNMENT

DO YOU GET SUBSIDY FROM GOVERNMENT	FREQUENCY	PERCENT
YES	40	39.6
NO	61	60.4
TOTAL	101	100.0

From the above Table 4.47, it is found that the majority of the respondents (60.4%) does not getting subsidy from government, while 39.6% of them receive government subsidy. This indicates that the majority of them not receiving adequate financial support from the government and are suffering from a lack of resources. This lack of resources can lead to a myriad of problems, including inadequate wages, lack of access to basic amenities, and a lack of education and training opportunities.

TABLE 4.48

SATISFICATION IN CHILDREN EDUCATION FACILITIES

ARE YOU SATISFIED WITH EDUCATION FACILITIES FOR YOUR CHILDREN	FREQUENCY	PERCENT
YES	90	89.1
NO	11	10.9
TOTAL	101	100.0

From the above Table 4.48, it is found that the majority of the respondents (89.1%) are satisfied with education facilities for their children. And 10.9% are not satisfied.

TABLE 4.49

CANTEEN FACILITIES AVAILABLE TO THEM

DO YOU HAVE CANTEEN FACILITIES	FREQUENCY	PERCENT
YES	98	97.0
NO	3	3.0
TOTAL	101	100.0

From the above Table 4.49, it is found that the majority of the respondents (97%) have canteen facilities.

TABLE 4.50

WAGE DISCRIMINATION AMONG WOMEN WORKERS

ARE YOU GETTING THE SAME WAGE AS MEN	FREQUENCY	PERCENT
YES	49	48.5
No	52	51.5
TOTAL	101	100.0

From the above Table 4.50, it is found that the majority of the respondents (51.5%) are not getting the same wage as men. 48.5% of them getting the same wage as men. From this data, it shows inequality in wage distribution. Still there is gender discrimination. This suggests that gender inequality is a major issue. Women are not being given the same wages and opportunities as men, which could have serious implications for their financial security and economic empowerment. This unequal distribution highlights the importance of gender-based policies and initiatives to ensure that women are given equal opportunities and wages in the workplace.

TABLE 4.51

MATERNITY BENEFITS AVAILABLE TO THEM

DID YOU GET MATERNITY BENEFITS TO MOTHER	FREQUENCY	PERCENT
YES	50	49.5
NO	51	50.5
TOTAL	101	100.0

From the above Table 4.51, it is found that the majority of the respondents (50.5%) are not getting maternity benefits to mother but some people were getting.

TABLE 4.52

ESI FACILITIES AVAILABLE TO THE RESPONDENTS

DO YOU HAVE ESI FACILITIES	FREQUENCY	PERCENT
YES	33	32.7
NO	68	67.3
TOTAL	101	100.0

From the above Table 4.52, the data indicates that 32.7% of the workers have access to Employment State Insurance (ESI) facilities, while the remaining 67.3% do not. This suggests that a significant majority of these workers lack access to necessary insurance coverage and benefits.

IF YES, WHAT ARE THE BENEFITS	FREQUENCY	PERCENT
CASH ASSISTANCE	18	17.8
FREE MEDICINES	3	3.0
HEALTHCARE	20	19.8
SICKNESS ALLOWANCE	32	31.7
SICKNESS	6	5.9
TREATMENT FACILITY	22	21.8
TOTAL	101	100.0

From the above Table 4.52, it is found that the majority of the respondents (31.7%) getting sickness allowance as their ESI facilities. While the remaining 17.8% getting cash Assistance, 19.8% getting healthcare, 21.8% getting Treatment facility. But still lack of access to the financial benefits associated with such insurance. The lack of access to ESI facilities indicates that these women may not have access to any other forms of welfare and social security, such as health insurance and pension schemes.

## CHAPTER 5

### FINDINGS AND CONCLUSION

The topic selected for my project was ' A Sociological Analysis of the Problems Faced by Women Tea Plantation Workers in Munnar '. In this study, the main focus was on the challenges and issues faced by women workers in tea plantations. Women had an important role in tea plantations. Most of the workers were women, and they were Hindus.

Most of them were leading their lives by working on tea estates. They were suffering from health hazards and various issues, but still they were working to raise their family. They will start their work from morning 7 am till 5:30 pm. It was almost 8 hours a day. This was so pathetic. But still they were working to raise their children and to look after their family. In this pathetic condition, they were working under heavy heat and had only a half-hour interval. And also, they were not getting proper wages. This study also focused on their wages. They are getting only 419, 400, and 439 rupees per day. But it was distributed on a monthly basis. Also, they were getting only 10,000 per month, but sometimes they would only get 1,000 or 7,000 per month. Because they said the company will only give the working day wage, they will cut off the amount when they take leave. It is also a struggle for them. But still, most of them were satisfied with their working conditions. The majority of them were working on large estates. They were getting extra emoluments from the company, but they don't have extra working time other than normal working hours because of that, so they don't have extra wages.

Most of them were not Malayalis. The majority of the workers were Mexicans. But the benefits of their accommodations were that they were owned by estates. Also, toilet facilities, drainage facilities, water supplies, and proper drinking water are available to them. But still, they were not getting subsidies from the government or proper ESI facilities from companies. Only permanent workers will get This is difficult for others. Most of them have experience spanning more than 25 years and are in their retirement period at the age of 58. Also, they have some health issues such as skin disease, fungus disease, some people have asthma, and some have cancer.

But still, there are a number of issues related to social and economic status. There was still discrimination, exploitation, and gender inequality that were widespread among tea plantation

women workers. Discrimination against women in tea plantations is commonplace. Discrimination in the distribution of wages is another problem. They were not getting the same wage as men. That is also another form of discrimination they face. Women are often relegated to lower-paid, less secure forms of employment and are excluded from more desirable and higher-paying positions. Moreover, female workers are often subjected to mental and physical harassment by their male counterparts. But they did not open up fully because they were afraid of losing their jobs. Many of them have not opened up about their situation fully.

Another one of the struggles was that they have daily targets of 20–30 kg. They should complete their targets on time. It became mental torture for them. They were exploited by their companies with long working hours and low wages. Some of them were not satisfied with their working conditions, but they were not complaining about it. And also some women workers face some issues, including lack of education, lack of proper technical skills, inadequate wages, etc.

In order to improve these women's quality of life, it is essential to address these issues through the implementation of various strategies, such as increasing wages, providing access to maternity benefits, and establishing safe working environments. Additionally, it is vital to prioritize gender equity and women's rights in order to empower these women workers and ensure their well being. The study also identified the need for increased awareness and advocacy around the rights of tea plantation women workers, as well as greater policy and legal reforms to address their needs. Finally, the study recommends that the government and other stakeholders take steps to improve the working conditions of plantation women workers while also providing them with the necessary support to achieve their full potential. Also, it is essential that women plantation workers are meaningfully engaged in decision-making processes related to the tea plantations and their own lives.

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## **APPENDIX**

### **A SOCIOLOGICAL ANALYSIS OF PROBLEMS FACED BY WOMEN TEA PLANTATION WORKERS IN MUNNAR**

#### **1.Name2.Age:-**

- below 20 yrs
- 20-30 yrs
- 30-40 yrs
- 40 & 50
- 50-60
- 60& above

#### **3.Religion :-**

- Hindu
- Christian
- Muslim
- others

#### **4. Marital status:-**

- Married
- unmarried
- widow

#### **5.Educational qualification:-**

- illiterate
- primary

- secondary
- Higher Secondary
- College Degree

**6.Nature of family :-**

- Nuclear family
- Joint family

**7.Members in family :-**

- 1-4
- 5-8
- 9 & above

**8.Number of children :-**

- 1-3
- 4-8
- 8&above

**9. Children education:-**

- Primary
- secondary
- Higher secondary
- College Degree
- Not studying

**10.Are you a Malayali:-**

- yes

- No

If no, Which state do you belong to:

**11.Years of work experience:-**

- 0-5 yrs
- 6-10 yrs
- 11- above yrs

**12.Monthly income:-**

- below 10000
- 11000-15000
- 16000-20000
- 21000- 25000
- 26000 & Above

**13.Daily income:-**

- below 100rs
- 100-500
- 500-1000
- 1000 and above

**14.Income pattern:-**

Daily  
weekly  
monthly  
other

**15. Occupation of Spouse:-**

- Private
- public
- jobless
- other

**16. Numbers of earning members in family:-**

- 1-2
- 3-5
- 5& above

**17. Are you able to meet all the family expenses with your income? :-**

- Yes
- No

If No, how do you meet all the expenses? • loan •From earning • others

**18. At what time do you start your work?:-**

- Morning
- Noon
- Evening
- other

**19. How many hours do you work? :-**

- 1-3hrs
- 4-8hrs

- more than that

**20. What type of estate do you work in? :-**

- small scale
- large scale

**21. Does the price fluctuations of tea leaves affect your wages?:-**

- Yes
- No

**22. Besides the regular wage does the company give you any other emoluments?:-**

- Yes
- No

**23. Are you satisfied with your working conditions?:-**

- Yes
- No

**24. Do you work extra time other than normal working time?:-**

- Yes
- No

**25. Do you get extra wage for extra work?:-**

- Yes
- No

**26. What type of accommodation do you have? :-**

- Own house
- Owned by estate
- rented

**27. Do you have electricity connection? :-**

- Yes
- No

**28. What are the home appliances you have at home ? :-**

Mixie

- Tv
- Fridge
- Washing machine

other

**29. Do you suffer any health hazards from this job? :-**

- Yes
- No

If yes. Specify :- • Body pain • Anemia • Fungal disease • Skin disease • Other

**30. What preventive methods do you take to meet these health hazards:- • Using gloves**

- Using masks
- Take preventive medicine
- Other

**31. Do you get extra allowances for meeting the expenses for your health care:-**

•Yes

•No

**32.Do you have toilet facility at home :-**

•Yes

•No

**33.Do you have proper drainage facility:-**

•Yes

•No

**34.How do get water supply:-**

•At home

•Public Tap

**35. Do you get drinking water :-**

•Yes

•No

If yes, specify:- •Daily •twice in a week •weekly •monthly

**36. Do you get Maternity leave:-**

•Yes

•No

**37. Do you have a proper first Aid facility:-**

•Yes

•No

**38. Do you ever face any type of harassment in the workplace:-**

•Yes

•No

If yes, specify:- • Sexual •emotional • mental •other

**39. Are you satisfied with the nature of your work:-**

•Yes

•No

**40. Do you have daily Targets to meet:-**

•Yes

•No

If yes specify, :- •1-10kg •10-20kg •20--30kg •30-40kg •40-50kg •50&above

**41. Distance to reach workplace from home:-**

•0-5km

•6-10km

•11-15km

16& above

**42. How do you reach at workplace :-**

•By walking

•By vehicle

•Other



**43. What made you choose this work ? :-**

To support family

For an additional income

• This work is hereditary

other

**44. Do you ever face landslide:-**

• Yes

• No

**45. Distance to nearby hospital:-**

• below 5 km

• 5-10 km

• 10-15 km

• more than 15km

**46. Distance to school where your children are studying:**

• less than 5 km

• 5-10km

• 11-15 km

• more than 15km

**47. Do you get proper Health care facilities at hospital:-**

• Yes

• No

**48. Do you get a subsidy from govt:- ?**

- Yes
- No

**49. Are you satisfied with education facilities for your children:-**

- Yes
- No

**50. Do you have canteen facilities:-**

- Yes
- No

**51. Are you getting the same wage as men:-.**

- Yes
- No

**52. Did you get maternity benefits to mother:-**

	Yes	No
Cash Assistance		
Nutritious meals		
Vaccination		
Free medicine		
Free Transport		

**53. Do you have ESI facility:-**

- Yes

•No

If yes, What are the benefits you get: