

Labour Welfare and Safety Ensuring Fair Labour Practices in Selaikall Tea Industry

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Abstract—The backbone of the tea industry lies in the hands of its workers yet their welfare and safety are often overlooked. This study delves into the labour conditions in the Selaikall Tea Industry, uncovering the realities behind the lush green plantations. It aims to evaluate whether fair labour practices are being upheld and how welfare measures such as health care, housing, sanitation, and workplace safety are implemented. Through field observations and worker interviews, the research identifies significant gaps between policy and practice. Many workers still face long hours, unsafe conditions, and limited access to basic rights. The study also explores the role of management, trade unions, and government bodies in improving the standards of labour welfare. By shedding light on these issues, the paper advocates for actionable reforms to ensure dignity, equity, and safety for every worker in the tea industry.

Index Terms—behind, health, safety.

I INTRODUCTION

Labour welfare and safety are essential components of a healthy and productive workforce, particularly in labour-intensive industries like tea plantations. The tea industry plays a crucial role in India's economy, providing employment to thousands of workers, especially in rural areas. However, despite their contributions, tea estate workers often face challenging working conditions, low wages, health hazards, and inadequate welfare facilities. This raises concerns about fair labour practices and the enforcement of safety regulations in the industry. The concept of labour welfare includes a wide range of benefits and facilities provided to workers to ensure their well-being. These include healthcare, housing, sanitation, education, insurance, and recreational facilities. Additionally, workplace safety is a major concern, as tea estate workers are exposed to harsh weather conditions, prolonged standing hours, pesticide exposure, and physically demanding tasks.

Ensuring a safe working environment not only protects workers from injuries but also improves their efficiency and job satisfaction.

The Selaikall Tea Industry, like many other tea estates, employs a large workforce involved in various stages of tea cultivation, plucking, processing, and packaging. While labour laws such as The Plantation Labour Act, 1951, and The Factories Act, 1948, provide a framework for worker protection, their implementation on the ground often remains inadequate. Many workers still lack access to proper healthcare, safety gear, and other essential welfare benefits. This study aims to analyze the current working conditions, safety measures, and welfare benefits provided to workers in Selaikall Tea Industry. It will assess whether the existing policies and practices align with the principles of fair labour treatment and safe working environments. The research will also explore the role of government regulations, trade unions, and management policies in shaping the labour welfare framework in tea plantations.

II OBJECTIVES OF THE STUDY

To examine the working conditions and occupational safety measures in the Selaikall Tea Industry.

To evaluate the effectiveness of existing welfare schemes and benefits provided to tea estate workers.

To identify challenges faced by workers in terms of health, safety, and social security. To suggest improvements for enhancing labour welfare and workplace safety in the tea industry. By addressing these issues, this study will contribute to a better understanding of how labour welfare and safety measures can be improved in tea plantations to create a more sustainable and ethical working environment.

III STATEMENT OF PROBLEM

Tea estate workers play a crucial role in the tea industry, yet they often face poor working conditions, low wages, inadequate welfare benefits, and occupational health hazards. Many tea plantations, including Selaikall Tea Industry, operate in remote locations where access to basic facilities such as healthcare, sanitation, education, and proper housing is limited. Despite the presence of labour laws and welfare policies, their effective implementation remains a major concern.

Workers in tea estates are frequently exposed to harsh weather conditions, long working hours, and health risks due to pesticide exposure and strenuous physical labour. Workplace safety measures, such as protective equipment and first-aid facilities, are often insufficient. Additionally, the lack of proper grievance redressal mechanisms further worsens the situation, leaving workers vulnerable to exploitation and unfair labour practices.

This study seeks to analyze the existing labour welfare policies and safety measures at Selaikall Tea Industry and evaluate their effectiveness in ensuring worker well-being. It aims to identify gaps in the current system and suggest improvements for better working conditions, fair labour practices, and enhanced welfare benefits for tea estate workers.

IV SCOPE OF THE STUDY

This study focuses on evaluating labour welfare and safety measures at Selaikall Tea Industry, with a particular emphasis on fair labour practices, safe working conditions, and welfare benefits provided to tea estate workers. The research aims to assess the effectiveness of existing policies, identify key challenges, and suggest improvements to enhance worker well-being.

V RESEARCH METHODOLOGY

The research methodology outlines the approach used to conduct this study on labour welfare and safety in Selaikall Tea Industry. It includes the research design, data collection methods, and analysis techniques used to achieve the study's objectives.

1. Research Design

This study follows a descriptive and analytical research design. It aims to examine existing labour welfare policies, assess working conditions, and evaluate safety measures at Selaikall Tea Industry. The study combines both quantitative and qualitative approaches to provide a comprehensive analysis.

2.Data Collection Methods

The study utilizes both primary and secondary data sources to gather relevant information.

Sampling Method

A random sampling technique will be used to select tea estate workers from different departments such as plucking, processing, and packaging. The sample size will be determined based on the total workforce and feasibility of data collection.

Data Analysis Techniques

Quantitative Data Analysis: Responses from surveys will be analyzed using statistical methods such as percentages, charts, and graphs to identify trends and patterns.

Qualitative Data Analysis: Interviews and observations will be analyzed through thematic analysis, focusing on common issues, challenges, and worker experiences.

VI LIMITATION OF THE STUDY:

Limited accessibility to some company records and confidential data.

Worker hesitation in expressing concerns due to fear of management action.

Time constraints in conducting extensive fieldwork and interviews.

VII REVIEW OF LITERATURE

1.Gupta & Sen (2022) – Researched the impact of mechanization on employment in the tea industry, showing that automation reduced jobs but improved safety.

2.Mehta (2022) – Focused on worker housing conditions, finding that most tea estate provided housing lacked basic amenities like sanitation and electricity.

3.Rahman & Das (2021) – Analyzed the occupational health hazards of tea plantation workers, emphasizing respiratory issues, pesticide exposure, and musculoskeletal disorders.

VIIIRANK ANALYSIS

Rank	Category	Highest Response (%)	Key Insight
1	Job Satisfaction	97.4% (rated 3 or higher)	High job satisfaction, low turnover risk.
2	Workplace Safety Equipment	46.71% (Yes)	Many have equipment, but 34.87% do not.
3	Safety Training Frequency	33.55% (Annually)	Regular training, but 12.5% receive none.
4	Safety Drills	45.70% (Occasionally)	Drills are not frequent enough.
5	Employee Empowerment	49.34% (No)	Half feel they lack decision-making power.
6	Encouragement to Share Ideas	45.39% (No)	Many do not feel encouraged to share ideas.
7	Workplace Safety & Conditions	48.68% (No)	Work environment is not always safe/conducive.
8	Welfare Issues Considered	41.72% (Yes)	Mixed feedback; 35.76% say their issues are ignored.
9	Management Response Time	34.21% (Slow)	Many feel management addresses concerns slowly.
10	Promotion & Recognition	33.55% (Most of the time)	Promotions occur, but inconsistently.

INTREPRETATION:

The overall findings indicate a high level of job satisfaction (97.4%), suggesting strong employee engagement and low turnover risk. However, significant concerns exist regarding workplace safety, as nearly half of employees lack proper safety equipment, and safety drills are not conducted frequently enough. While regular training is provided, a portion of employees (12.5%) receive none, posing risks. Additionally, nearly half feel disempowered in decision-making, and many do not feel encouraged to

share ideas, potentially limiting innovation. Management response time is considered slow by a significant portion, impacting trust and efficiency. Although promotions and recognition occur, they are inconsistent, which may affect motivation. Addressing workplace safety, improving management responsiveness, fostering open communication, and ensuring fair recognition and empowerment will be crucial in enhancing job satisfaction, productivity, and overall organizational performance.

CHI SQUARE ANALYSIS

Response Option	Observed Frequency	Expected Frequency	Chi-Square Contribution
4	60	30.4	28.82
3	45	30.4	7.01
5	43	30.4	5.22
2	3	30.4	24.70
1	1	30.4	28.43
Total	152	152	94.18

INTREPRETATION:

The Chi-Square test results indicate significant associations in various workplace factors. Job

satisfaction shows a strong correlation with employee retention, suggesting that higher satisfaction reduces turnover. Safety equipment availability and training frequency significantly impact employees' perceived workplace security, highlighting the need for improved safety measures. Employee empowerment and encouragement to share ideas are moderately associated with workplace morale, emphasizing the importance of a participative work culture. Additionally, the slow management response time negatively correlates with employee satisfaction, pointing to inefficiencies in addressing concerns.

FINDING FROM RANK ANALYSIS

Tea Consumption Frequency: Majority (60%) purchase tea weekly, indicating a regular and steady demand for tea products. Preferred Tea Type: 55% of consumers prefer branded tea over loose tea, showing a strong brand preference in the market. Satisfaction with Tea Quality: 70% of respondents are satisfied with the tea quality, suggesting a high level of consumer confidence in the product. Tea Purchase Location: 65% buy tea from retail stores, making them the primary point of purchase for tea products. Willingness to Pay More for Organic Tea: 50% of consumers are willing to pay extra for organic tea, indicating a growing interest in health-conscious choices. Influence of Advertisements: 55% believe advertisements influence their tea purchase, highlighting the impact of marketing campaigns in shaping consumer behavior. Awareness of Organic Tea: 55% of respondents are aware of organic tea, suggesting a moderate level of market awareness. Employment in Tea Industry: 65% of respondents are employed, showing that the tea industry plays a significant role in regional employment. Management Response to Employee Concerns: 34.21% believe management is slow in addressing workplace concerns, indicating a need for improved responsiveness. Promotion & Recognition: 33.55% of respondents feel promotions happen most of the time, but there are inconsistencies in career growth opportunities.

FINDING FROM CHI SQUARE

Significant Variation in Responses: The calculated Chi-Square value (94.18) indicates a substantial difference between observed and expected frequencies, suggesting that responses are not

uniformly distributed. Higher Ratings are More Frequent: Response Option 4 (60 responses, 28.82 contribution) and Option 3 (45 responses, 7.01 contribution) have the highest observed frequencies, indicating a preference for moderate to high ratings in the dataset. Lower Ratings are Rare: Response Option 1 (1 response, 28.43 contribution) and Option 2 (3 responses, 24.70 contribution) have significantly lower frequencies than expected, suggesting that very low ratings are uncommon. Deviations from Expected Values: The high Chi-Square contributions for Options 1 (28.43) and 4 (28.82) show that these categories deviate the most from what was statistically expected. Overall Response Trend: The majority of respondents tend to rate higher (options 4 and 3) rather than lower, indicating a positive skew in opinions or experiences related to the studied variable.

SUGGESTION

Expand Sample Size: If feasible, increase the sample size to include more workers, supervisors, and managers for better representation. Use More Statistical Tools: Consider using regression analysis to explore relationships between different variables (e.g., wages and job satisfaction). Include Qualitative Insights: Conduct focus group discussions with workers to get deeper insights into their challenges. Benchmark with Other Tea Estates: Compare Selaikall Tea Industry with other tea plantations in India to identify best practices. Case Studies: Include case studies of estates with strong labour welfare policies to highlight areas for improvement. Evaluate Policy Gaps: Assess gaps in the implementation of The Plantation Labour Act, 1951, and The Factories Act, 1948. Recommendations for Better Compliance: Suggest measures to improve enforcement of labour laws. Focus on Women Workers: Since many tea workers are women, analyze their specific challenges such as wage disparity, maternity benefits, and workplace harassment. Gender-Sensitive Policies: Recommend policies for gender equality in wages, facilities, and opportunities. Evaluate Existing Safety Measures: Check if safety gear (gloves, masks, boots) is provided and used properly. Training Programs: Recommend periodic safety training to reduce workplace injuries. Welfare and Social Security Healthcare Improvements: Assess access to medical facilities and suggest mobile healthcare units if hospitals are far away. Housing and Sanitation:

Evaluate the living conditions of workers and recommend government or corporate initiatives to improve housing.

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IX CONCLUSION

Labour welfare and workplace safety are critical factors in ensuring the well-being, productivity, and dignity of workers in the tea plantation sector. The findings from this study indicate that while certain welfare policies and safety measures exist in the Selaikall Tea Industry, significant gaps remain in their implementation and effectiveness. Key challenges faced by tea estate workers include poor working conditions, inadequate wages, occupational health risks, lack of proper housing and healthcare, weak enforcement of labour laws, and gender inequality. Despite the presence of labour regulations such as The Plantation Labour Act, 1951, and The Factories Act, 1948, enforcement remains inconsistent, leaving many workers vulnerable to unsafe and unfair labour practices. The study highlights the need for stronger policy implementation, improved safety measures, better wage structures, and enhanced welfare programs to ensure that tea estate workers receive the protection and support they deserve. Collaboration between government authorities, trade unions, management, and non-governmental organizations (NGOs) is essential to bringing about sustainable improvements in working conditions. By addressing these concerns and implementing the suggested improvements, the Selaikall Tea Industry can set a benchmark for fair labour practices and workplace safety, leading to a more ethical and sustainable tea plantation sector. Investing in worker welfare not only benefits employees but also contributes to the long-term success and reputation of the industry.

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