

**WOMEN PLANTATION LABOURERS OF TEA GARDENS IN  
IDUKKI DISTRICT: A MULTIDIMENSIONAL ANALYSIS**

*by*

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## DECLARATION

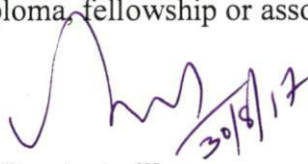
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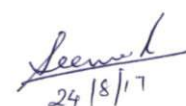
We, the undersigned members of the advisory committee of Ms. Uthara R Nath a candidate for the degree of **Master of Science in Agriculture** with major in Agricultural Extension, agree that the thesis entitled "**WOMEN PLANTATION LABOURERS OF TEA GARDENS IN IDUKKI DISTRICT: A MULTIDIMENSIONAL ANALYSIS**" may be submitted by Ms. Uthara R Nath in partial fulfilment of the requirement for the degree.

  
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## ABBREVIATIONS AND SYMBOLS USED

|            |                                      |
|------------|--------------------------------------|
| Rs.        | Rupees                               |
| A.M.       | Ante meridiem                        |
| P.M.       | Post meridiem                        |
| f          | Frequency                            |
| RDA        | Recommended Dietary Allowances       |
| ICMR       | Indian Council of Medical Research   |
| TPDS       | Targeted Public Distribution System  |
| <i>PDS</i> | Public Distribution System           |
| Fig.       | Figure                               |
| MDMS       | Mid - Day Meal Scheme                |
| HMS        | Hind Mazdur Sabha                    |
| AITUC      | All India Trade Union Congress       |
| INTUC      | Indian National Trade Union Congress |
| CITU       | Centre of Indian Trade Union         |
| kg         | Kilogram                             |
| PHC        | Primary Health Centre                |
| FAO        | Food and Agriculture Organization    |
| CV         | Coefficient of variation             |
| UP school  | Upper Primary school                 |
| GOI        | Government of India                  |



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# *Introduction*



## 1. INTRODUCTION

India is the second largest tea producing country in the world with a production of 1233.14 million kgs during the financial year 2015-16 (Ashok Ghosh, 2016). This industry give regular and permanent work for around 1.3 million men and women and provide temporary employment to even more people. The cultivation of tea is concentrated in South India (namely, Kerala, Tamil Nadu and Karnataka) and North India (namely, Assam, West Bengal, Tripura, Orissa, Bihar, Uttaranchal and Himachal Pradesh). Amongst these states the four major tea producing states are Assam, West Bengal, Tamil Nadu and Kerala.

Tea is grown in Kerala in the districts of Idukki, Wayanad, Pathanamthitta, Thiruvananthapuram, Thrichur, Malappuram and Palakkad. Amongst these districts Idukki is the hub of tea production. The productive activities of tea workers includes tea picking, fertilizer application, weeding, pruning, pesticide application, control of pests and diseases. The most important job on a tea plantation is plucking of tea leaves. The process of tea picking is done by carefully snapping off the tender shoot between the thumb and first finger. In order to get the highest concentration of the flavor, a bud and two leaves below it is plucked by the workers especially by women workers. Women constitutes over 50 per cent of the work force in tea plantations. Earlier this was because women were considered as ideal pickers of tea leaves due to their gender attributes like delicate hands, quicker harvesting abilities and productivity of women workers is also high. They are on their feet for hours and have to carry heavy loads up and down the hills. But nowadays in spite of the availability of mechanical cutters very few men pick tea leaves since it is a tedious process. But still the women face a lot of discrimination. The women representation in trade unions are very limited and the trade unions are weak. These uneducated migrants from Tamil Nadu have very little say in their own life. So these women tea plantation labourers took matters into their own

hands. They formed their own group and called themselves '*pembilai orumai*'. This movement made Munnar (the hub of tourist destination and tea estates) recently infamous for the strikes conducted through the massive movement by women tea plantation labourers. '*Pembilai orumai*' effectively held back the involvement of any trade unions or political parties who tried to coerce them back to work. Their demand was a raise in the wage from Rs.254 to Rs.500 but when the strike ended, their daily wage was increased to only Rs.301. It is from this pitiful daily wage amount the rent for their housing (*laayams*), electricity, water, fuel wood, medicines, etc. are cut. The daily wage of tea plantation labourers in Kerala is Rs.301 and this wage is provided to the labourers if they pick twenty eight kilograms otherwise their wage is reduced. Workers also work over time during the tea picking season to earn more money.

When it comes to the women labourers they work in the plantation from 8 A.M. to 5 P.M. with a tea break at 10 A.M. and lunch break at 1 P.M and majority of them are engaged in the activity of tea picking. Men labourers are more involved in fertilizer application, weeding, pruning, pesticide application, control of pests and diseases. Men labourers do these activities from 8 A.M. to 2 P.M unlike their women counterparts. Moreover, women are steady and regular workers than the men workers. The workers are provided with housing facilities which again provide more workers to the plantation.

The women labourers have dual roles, the first one is the productive role required to earn money to maintain the family and the other is the household activities like cooking, child care, their education, health, elderly care, etc. Even though women is the main factor in the tea plantation sector, their representation in political parties or in the trade unions is very less for our liking.

The much discussed '*pembilai orumai*' movement came to an end soon after. The reasons were that the men in the protesting women's family had membership in the trade unions and there was familial pressure. Even if the women were strong enough

to withstand this pressure, their leaders (of '*pembilai orumai*') got sidetracked by the promises of gramapanchayath seats in the prominent political parties.

### **1.1 Need for the study**

The main aim of this study was to identify the gender roles of women plantation labourers of tea gardens in Idukki district. Along with this, the livelihood constraints and the socio-economic deprivation of women labourers was studied, reveal the actual problems and the strata where the tea plantation labourers stand. Even though the women workers were equally skilled and more competent than men, in most cases they were not equally acknowledged. The study of tea plantation workers especially the women workers which may eventually lead to their improvement in different aspects of life - both living and working, will ultimately result in the betterment of tea industry as a whole. Thus, this study 'women plantation labourers of tea gardens in Idukki district: A multidimensional analysis' was relevant.

### **1.2 Scope of the study**

The study would bring out a clear picture of the situation of labourers employed in the tea estates. The results of this study would facilitate the planners and policy makers to identify the constraints experienced by the tea plantation labourers especially the women labourers.

### **1.3 Objectives of the study**

- Identify the gender roles of women plantation labourers of tea gardens in Idukki district.
- The livelihood constraints and the socio-economic deprivation of women labourers will also be studied.

### **1.4 Limitations of the study**

Being a single investigator the researcher faced many limitations. The tea planation and the labourers living areas were not easily accessible. Permission from

the estate manager, supervisor and the help of gramapanchayath president and members were needed to enter and collect data from the estates. Some of the estate managers were reluctant to give permission due to the recent troubles on issues like encroachment with the Kerala government and the strikes by the women labourers. Language was another limitation since majority of the workers were migrants from Tamil Nadu. The time factor, which is crucial for any study, was another limitation. The study was based on the expressed opinion of the respondents; it may or may not be free from their individual biases or prejudices. In spite of these, every effort was taken to conduct the study as systematic a possible.

### **1.5 Presentation of the study**

The report of the study is presented in five chapters. The first chapter deals with introduction, wherein the statement of the problem, need, scope and limitations of the study are discussed. The second chapter covers the review of the past studies related to the present study. The third chapter is methodology which encompasses the details on selection of the study area, sampling, data collection procedures, variables selection, empirical measures used, design of the research, statistical tools used etc. In the fourth chapter, the results in relation to objectives with interpretation of the findings and discussion are presented. The fifth chapter summarizes the study highlighting the salient findings. The references, appendices and abstract of the thesis are given at the end.

# *Review of Literature*

## 2. REVIEW OF LITERATURE

The chapter aims at developing a theoretical framework on the concept of “Women plantation labourers of tea gardens in Idukki district: A multidimensional analysis”. This had been furnished on the basis of definitions, ideas and concepts. Each topic presented in the chapter is associated with the available research findings either directly or indirectly. This helps to give a proper orientation of the study and also to place the problem on a theoretical perspective. This also assists in evaluating one’s own research efforts by comparing them with the related effort of others.

The review has been presented under the following heads:

2.1 Concept of gender roles

2.2 Gender roles of plantation labourers of tea garden

2.3 Concept of Socio-economic deprivation of plantation labourers of tea garden.

2.4 Characteristics of plantation labourers of tea garden.

2.5 Livelihood constraints experienced by tea plantation labourers.

### 2.1. Concept of gender roles

Gender is a set of culturally and socially determined or psychologically believed set of qualities, which determine the perceived activities of male and women. These perceived activities vary for both men and women in accordance with culture, location, etc. When we hear the term gender or gender roles, we presume that hard labour is done by men but it may not be so in all the cases. The gender roles have little to do with biological sex rather than social and cultural factors. Gender roles change and evolve in accordance with the socially and culturally accepted terms while biological sex doesn’t.

Gender roles are identified under three subdivisions namely, productive roles, reproductive roles and community roles. Productive roles are allied to income

generating activities, while reproductive activities are allied with women and men regarding procreation, domestic tasks, skills required to maintain the labour force i.e., taking care of working children and adults as well as the school going children (they provide future labour force). Community roles support productive roles to generate income from other activities apart from working in the tea plantations like *Kudumbasree*.

The gendered-attributes to the process of picking tea leaves in particular and the reproduction of labour lead to the higher percentage of female work force in tea plantations. There was a misconception that the women workers were only given the task of plucking the tea leaves but they took part in other activities like pruning, sorting, sweeping and cleaning factory floors but they still get low wages.

## **2.2. Gender roles of plantation labourers of tea garden.**

Mengesha (1990) found that women were more tedious than men in case of agricultural activities.

Varma and Sinha (1991) reported that in case of women 17.1 labour- days and for men 11.5 labour-days were required for one acre paddy field.

The quality and quantity of tea leaves plucked by the female labourers were of high preference as compared to the tea leaves plucked by the male labourers. (Bhadra 1992).

Vijayalakshmi (1995) reported that ploughing, land preparation and irrigation management were solely done by men while women did more relentless, tedious and low paid works like transplanting, weeding and sowing.

Male workers were unwilling to work in the plantations or were employed elsewhere like blacksmithery, carpentry, etc. while more than fifty percent of the female workers were single earners of the household. (Rasaily 1998).

Reddy (1999) reported that farmwomen rarely did seed treatment and they had performed all other roles in case of rice crop.

In plantations women labourers were most sought out by the employers for two reasons i.e. to contain the male labour force and to maintain an endless supply of labourers through reproduction. (Chatterjee, 2003)

Krishnakumar (2015) reported that the crisis existing in the tea plantation sector forced men labourers to get odd jobs other than those available in the plantations and women got stuck with the tedious activities in the plantations to ensure the availability of housing facilities provided by the tea companies. Also the agitation carried out by the women tea plantation labourers of Munnar district in Kerala has thrown the plantation sector in the state into disarray, both the plantation management and the trade unions were unsuccessful in attaining a compromise with the women workers and thus the gender inequalities existing in the sector were brought to the public attention.

### **2.3 Concept of Socio-economic deprivation of plantation labourers of tea garden.**

Chambers (1997) argues that deprivation as poor people perceive it has many dimensions, including not only lack of income and wealth, but also social inferiority, physical weakness, disability and sickness, vulnerability, physical and social isolation, powerlessness and humiliation.

Tessy Kurian (1999) women are employed in large numbers as they were paid less than men. It is found 76.6 percent workers were provided with housing facilities. Only 25 percent use the community toilets provided by the estates and more than 70 percent use open spaces. Only 4 percent of the workers had own toilets.

Malik (2004) stated that no organism does live in seclusion, and it is not possible to apprehend the conduct of any organism without any remark to other organisms. He again stated that an ecological deterministic approach has to be developed to acknowledge the dimensions of tribal existence and civilization.

According to Joseph (2004) found that the tribal people were comparatively better off during the primitive age but nowadays the tribal population had become landless



labourers as they were deliberately removed from their profession since their illiteracy, simplicity and social backwardness spurred the other classes to exploit them.

According to Menon (2005), due to the active participation of women in *Tai Kula Sanghams*, which was an establishment to rein and manage illegal distillers and peddlers of booze, the degree of misconduct against tribal women were observed to be very high.

Chacko (2005) reported that essentially in all communities, tribal people were considered as the 'other'- a misplacement or an object of curiosity. Initially marginalized by the establishment of the boundaries of the nation- state these indigenous people were further hurdled in by colonialism and, then, by the nonchalant or pretentious present day state. He also reported that forced by technology, the market economy, social pressures and state guidelines, the habits of tribal people had encountered symbolic shift in recent decades.

According to Sen (2005) the economic improvement of a poor family needs an extensive sanctioning and favoring circumstances. How people live their life they value should be the criteria for determining the standard of living of a community and not the mean level of income. Nurturing is essential in established systems of health care, water supply system, housing facilities, sanitation and electricity.

Aerthayil (2008) reported that the globalization had an unfavourable impact on tribal people in Kerala, on their livelihood, including availability of essential commodities, occupation and on the socio-cultural life, including their cultural and religious practices. The effect of globalization was contradictorily accustomed by different sections of people and globalization had bought about exceptional economic changes in India.

Choudhary and Tayal (2010) The reason for the mass employment of female work force in tea plantation estates were always given as the gender attributes of women

workers in plucking high quality and quantity of tea leaves but the real reason was to give low wages.

Rahman and Aktar (2010) reported that the underprivileged people were highly defenseless to ailments, monetary disorder and natural disasters since the workers were confined in the base pay job with little job security, insufficient food and housing facilities, deprived of basic education and health care services.

Tina Koshy & Tiwary (2011) found that the necessary facilities for the plantation labourers were given by only 10 percent of estates and tea plantations in the South India provide good facilities to the labourers. During the period between 1997 and 2006 tea production was reduced from 23 million kg to 8 million kg due to the low prices ultimately resulting in the closure of many estates which in turn caused devastating neglect of worker communities.

According to Anoop (2013) it may be possible to mitigate the extent and/ or the level of deprivation, but it is not possible to eradicate completely. The mechanisms responsible for creating disadvantaged situations undergo modifications along with changing social and economic structures, altering the forms of disadvantages.

## **2.4 Characteristics of plantation labourers of tea garden.**

### **2.4.1 Age**

Thomas (2000) reported that the age and the knowledge of farmers had positive and significant relationship with each other.

Shincy (2012) reported that age and livelihood had no momentous interrelation amid them.

Anoop (2013) observed that the frequency distribution of the profile characteristics of the respondents revealed that young and middle aged categories were heading the households.

According to Sachana (2015) 66 percent of tribal people in Attappady fall in the middle age category and 15 percent under old age category and the remaining 1 percent in the young category.

#### **2.4.2 Family size**

Kumar (1980) found that among agricultural labourers the joint family system was not prevalent.

Mansigh (1990) reported that two thirds of the women agricultural labourers live in nuclear families which had five members.

According to Alauddin et al. (1998) 78 % of the labourer respondents live in families which had five members.

Nath (2002) reported that 76 % of respondents had family size of four to five members.

Nazer (2003) found that in the midst of tribal people, the most typical family size was small and one of the indicators of development was the size of the family.

Geetha (2007) reported that family size of farmers and their risk preference had significant and positive correlation.

Shincy (2012) found that among the Irula tribe of Attapadi 78 percent had medium family size (5 to 6 members).

Prabhu (2011) found that 40 % of the respondents had 4 members in their families.

#### **2.4.3 Educational status**

Tessy Kurian (1999) found that primary education were attained by barely 70 per cent of the women labourers and in turn their exposure to common knowledge is scarce.

According to Rasaily (2014) fifty percent of the population in Koch Bihar had education below primary level while in Darjeeling 50.50 percent had primary level education and in Jalpaiguri district, 40.91 percent women labourers were able to achieve primary education, 20.37 percent were below primary and illiterates were found to be 38.72 percent.

According to Choudhary and Tayal (2010) in Sri Lanka the primary schooling of the plantation labourers was done by the government itself rather than the employers unlike the other countries like India and in their study it was found that their national average on literacy rate is much higher than that of the tea workers.

Hariharan and Siva Kumar (2014) in their study 'A study on the economic status of workers in large tea estates with special reference to the Nilgiris district of Tamil Nadu in India found that the illiterates were less than the literates and again the female workers (71.42 %) were found to be less educated than their male counterparts 96 per cent.

Purkayastha and Kalita (2016) found that only a negligent percent ie 2.5 per cent of the respondents had higher secondary education and 30 per cent of the respondents were illiterate. The literacy in the Borsillah tea estate of Assam is far from satisfactory.

Singh and Chander (1983) reported that education and women's participation had non-significant effect on each other.

Thenmozhi (1990) reported that middle school level education were attained by 43.33 per cent of the farm women.

Muller (1997) stated that in effective groups the educational status and group co-operation among the respondents were positively correlated.

According to Parvathy (2000) educational status and self-confidence were positively and significantly correlated with each other.

Shincy (2012) reported that 54.44 per cent of the respondents were illiterate and 20% of the respondents had middle level school education in her study.

According to Anoop (2013) 82 per cent of the respondents were illiterate and 18 per cent of the respondents had primary and middle level of education.

Sachana (2015) reported that 80 per cent of the tribal women were illiterate and only 2 per cent of them were studied at college.

#### **2.4.4 Marital status**

Purkayastha and Kalita (2016) in their research article 'Tea garden labourers and their living condition: A study in Borsillah tea estate of Sivsagar district, Assam found that that 7.5 percent respondents were single and 92.5 percent were married.

Kaushal (2008) stated that over 70 per cent who committed suicide were married and around 90 per cent were 45 age.

According to Philips (2010) married women on the plantations experience self-denial, sacrifice and subordination in impoverished male-ruled households, even as they suffer exploitation and gender discrimination as workers in the capitalist system of plantation production.

#### **2.4.5 Age at the time of marriage**

According to Dhar (2012), universal factors, lack of education facilities, availability of employment opportunities at an early age and the common practice of elopement among the young boys and girls were the reasons which contribute to child marriage across the tea plantations in the country.

According to Rahman (2015), girls find jobs easily in the tea plantations in their teens because of their gender attributes in tea picking, poor schooling and elopement were the three major reasons for early marriage.

#### 2.4.6 Monthly income

Hariharan and Siva Kumar (2014) in their study 'A study on the economic status of workers in large tea estates with special reference to the Nilgiris district of Tamil Nadu in India' found that 99.40 percent of the respondents were in between the annual income range of Rs.25, 000 and Rs.50, 000.

Purkayastha and Kalita (2016) in their research article reported that based on the perspective of the respondents; the expenditure required to meet their daily expenses were not obtained from the wages provided by the tea company. It is also found that 52.5 per cent of the respondents have low family income with range Rs.3000-5000.

Sushama (1979) reported that income and attitude towards modern living practices had significant relationship among tribes in more developed areas.

According to Anoop (2013) Rs.2000- Rs.4000 were the range of income among the *Paniya* tribal people of Wayanad.

Sachana (2015) reported that 58 per cent of the respondents had monthly income of Rs.6001-9000, Rs.3001-6000 were the income range of 26 per cent of the respondents and only 4 per cent of the tribes had monthly income below Rs.3000. The remaining 9 per cent of the tribal respondents had an income of Rs.9001-12000 range and 3 per cent had monthly income in the range of Rs.12001-15000.

#### 2.4.7 Indebtedness

According to Dr. Francis Xavier et al. (2010) debt and depression were found to be the major cause of suicides in Wayanad district rather than crop failure.

Prakash (1980) reported that in the medium developed tribal areas of Wayanad, indebtedness and adoption of improved agricultural practices had a positive and significant relationship while in less developed area, indebtedness and adoption of improved agricultural practices was not significant.

National Sample Survey Organization (2005) found that the average amount of debt per farmer household in Kerala was Rs.33907 as against the national average of Rs.12,585.

Mishra (2005) found that 86.5 per cent of indebted farmers took their own lives, their average debt was about Rs.37613 and among the farmers crop failure were experienced by 40 per cent.

Mohanakumar and Sharma (2006) reported that the reason for the prompt provocation of farmers for resorting to the extreme step of suicide was the pile of debt beyond the repayment capacity during a few years.

Kaushal (2008) found that there is no direct link between indebtedness and farmers suicides.

Kennedy and King (2014) reported that India ranks first in National-level suicide rates due to debt and repeated crop failure.

Jitendra (2014) reported that the informal institutes were the main source of credit for 40 percent of rural households and south Indian states like Andhra Pradesh, Telangana, and Tamil Nadu are most indebted.

#### **2.4.8 Food security**

Indira (1993) reported that the dietary requirements of the various foods by the tribal people were below the Recommended Dietary Allowances suggested by Indian Council of Medical Research for an adult man engaged in moderate activity.

Dev and Sharma (2010) reported that India has higher rate of malnutrition than many countries in Africa and in order to tackle the issue of malnutrition a number of activities by the government of India related to empowering women, quality education, incorporating micronutrients in the diet, safe drinking water, sanitation, and hygiene had been taken like TPDS including AAY, mid-day meals, and ICDS.

Upadhyay and Palanivel (2011) reported that importance had to be given to farming and rural development with empowering women, providing employment and improving the quality of water, sanitation and hygiene.

According to World Bank (2012) there was a great spurt in the crop production during the green revolution which helped India to avoid famine but in 1990s and 2000s the agricultural growth had decreased rapidly leading to food insecurity.

Ahlawat and Kaur (2013) found that at the micro level India was effected with food insecurity problem even though food production is surplus and they suggested that the some of the government programmes like Public Distribution System (PDS) had to be improved.

Himanshu (2013) found that when it comes to poverty reduction the two government of India (GOI) initiatives the Public Distribution System (PDS) and the Mid - Day Meal Scheme (MDMS) had played a crucial role.

#### **2.4.9 Alcoholism**

Loughhead *et. al* (2001) reported that in order to rehabilitate social divergents who had addictive health behaviour, a reality check on the production and distribution of the substances were crucial.

Choudhary and Tayal (2010) reported that about 50 percent of the plantation labourers including both men and women were alcohol addicts and their wages were wasted on alcohol consumption. This lead to a chain of problems within the community like domestic violence, degradation of health, absenteeism and debt.

According to Shincy (2012) 77.50 per cent of the respondents (Irula tribal people of Attappady) were non users of alcohol.

According to Anoop (2013) 77 per cent of the respondents (Paniya tribal people of Wayanad) were daily users of alcohol.



According to Sachana (2015), 33 per cent of the women respondents were found to be using alcohol.

#### **2.4.10 Political orientation**

Halmstorm (1978) indicated that more than 90 per cent of the farmers were members of South Indian factory trade unions.

Rexlin (1984) stated that 99.47 per cent of the small farm women were not participating in any political organization.

Kareem and Jayaramaiah (1998) observed no significant relationship between political orientation and successful implementation of development programmes.

Tessy Kurian (1999) reported that trade unions act as monopolists acting on the behalf of labour communities for their better living conditions and wages and by getting higher wages for their members they reduced the profit margin for the tea companies which resulted in higher prices of the commodity. This forced the plantation estates to hire fewer labourers.

Geetha (2002) found that major obscuring element for the successful implementation of development programmes were political interference.

Kaushal (2008) reported that the political environment and suicidal tendencies among some farmers groups were closely related.

Kumaran (2008) reported that 79 percent of the respondents believe political orientation is the only possible solution for their development.

Choudhary and Tayal (2010) reported that in the plantation sector of Tamil Nadu one of the major trade union was the Hind Mazdur Sabha (HMS) and in the case of Kerala it was AITUC, INTUC, and CITU. In tea plantation sector major task of tea picking was done by women but their active participation in the trade unions were very less.

According to Hariharan and Siva Kumar (2014) even though the majority of the labourers in tea plantation were women, their active participation was found to be minimal and the cause for this were several such as low educational qualification, daily household works, child care, gender inequality and lack of political knowledge.

Shincy (2012) found that 65 per cent of the tribal people belonged to medium level of political orientation followed by 22.50 per cent under high level.

According to Sachana (2015) among the total respondents 63 per cent were highly political oriented and the remaining 37 per cent were having a lower level of political orientation.

#### **2.4.11 Health care seeking behavior**

According to Sakia (2008) the respondents had to travel long expanse in case of a medical predicament to reach the government Primary Health Centre (PHC).

Vaheed (1999) reported that the health system in the Ponmudi tea estates were efficient in the start but later on even hospital facilities were unavailable. Hence, the arrangement for weekly or bi – weekly medical camps was recommended.

#### **2.4.12 Discrimination**

According to Majumder and Roy (2012) the wages of tea plantation labourers were often base pay and facilities provided by the estates such as education, medical care, accommodation and food were included in the total wage of tea plantation labourers. The housing facilities of the labourers were also found to be subhuman with 5 people living in a room of 222 square feet and 30 per cent of the labourers get water from wells which were mostly uncovered and the availability of tube wells were also fewer. When it comes to education 60 per cent of the respondents were found to be illiterate and below 1 per cent had secondary level education.

According to Lahiri (2015) in West Bengal, the statutory base pay for agricultural workers were more than the wage of plantation workers' at Rs.122.40.

Kashem (2015) reported that the use of unsafe and unclean lavatory, unscientific garbage processing and sewage facilities, unhygienic living conditions, absence of preventive measures regarding basic health safety, etc. were prevalent among the tea plantation workers.

According to Chaudhuri (2015) 1400 people have died in 17 closed tea gardens between 2000 and 2015 in North Bengal and the main cause of these deaths were severe malnutrition.

Masum (2016) In Bangladesh majority of the tea plantation labourers were '*dalits*' and they faced discrimination on various levels due to their low income, education, caste, lack of professional skills required. The necessity of a job lead them to live like slaves.

## **2.5 Livelihood constraints experienced by tea plantation labourers.**

According to Gopalakrishnan (1976) land alienation, lack of credit facilities and consequent exploitation, low income, low literacy, poor housing conditions and lack of communication facilities were the major constraints of Irula tribe of Attappady.

Sherwani (1983) opined that one of the most common problem faced by women was the dual role she had to play at the domestic front and work floor.

Pillaiar (1985) revealed that lack of intensive extension service, inadequate supply of inputs, lack of knowledge and lack of credit facility are the constraints experienced by the weaker sections.

Parvathy (2000) reported that the major constraint perceived by the rural women was political interference in the selection of beneficiaries under the people's plan.

Cheriyann (2004) identified insignificant new investment, large scale migration of labour to places outside Kerala and shift of cultivation to a less labour- absorbing pattern as the constraints faced by labour unions in agriculture.

Thangaraja (2008) reported in his study unsterilized market price for their produce (91.11 %) and high wages demanded by agricultural labourers (40 %) as major constraints perceived by the respondents.

Women are generally less able than men to participate in economic opportunities because they face a work burden that men do not. (FAO, 2011)

Veerabhadraiah (2004) has identified the major problems of farm women labourers as body ache due to manual weeding, backache due to transplanting, physical strain due to seed bed preparation, cough and nasal infections due to post harvest operations, headache due to head load transportation, hardness in hand and feet due to working in the wet field and the like.

## *Materials and Methods*

### 3. MATERIALS AND METHODS

This chapter deals with the description of the methods and procedures followed in conducting the present research study. The various aspects are depicted in this chapter under the following subheadings.

#### 3.1 Research Design

#### 3.2 Locale of the study

#### 3.3 Selection of sample

#### 3.4 Operationalization and measurement of variables

#### 3.5 Constraints faced by respondents

#### 3.6 Methods used for data collection

#### 3.7 Statistical tools used for the study

#### **3.1 Research Design**

A research design is a fundamental plan for gathering the empirical data necessary to corroborate or refute the basic conceptual framework models or theories being investigated (Hoffer and Bygrave, 1992)

Ex-post facto design was employed in the present study. According to Singh (2006), an ex-post facto research is one in which the investigators attempt to trace an effect that has already occurred to its probable causes. It is systematic empirical enquiry in which the scientist does not have direct control over the independent variables.

#### **3.2 Locale of the study**

The study was conducted in Idukki district of Kerala and Munnar development block is purposively selected for the study because of the recent uprising of the women tea plantation workers in the area.

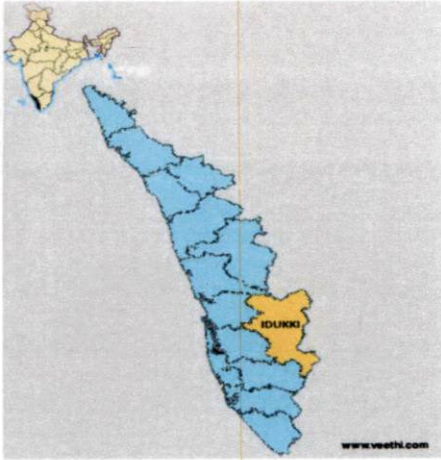


Plate 1: Map of Kerala showing the district of study

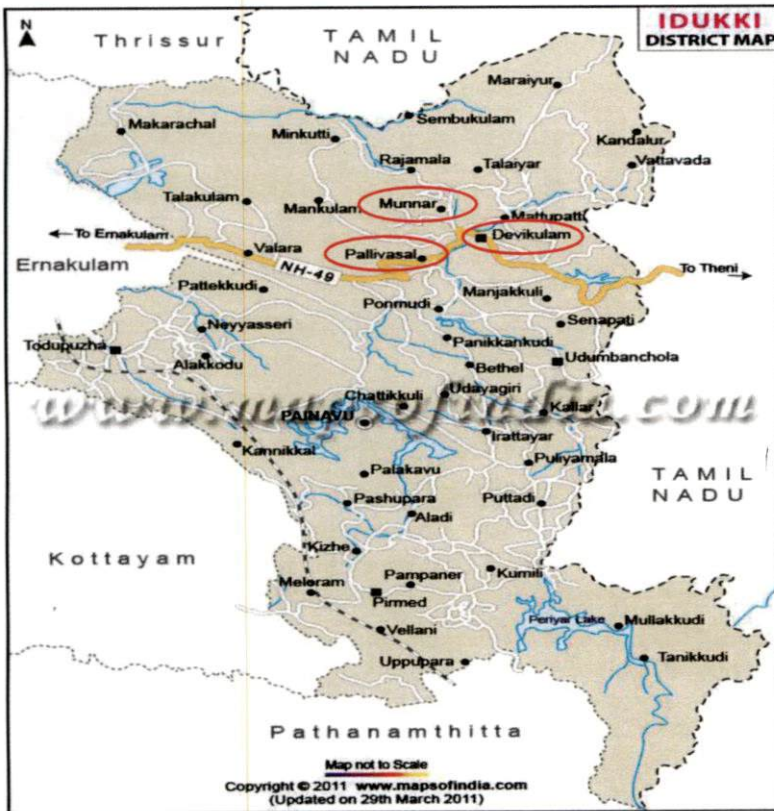


Plate 2: Map of Idukki district showing the panchayaths of study

Source: Road map of Idukki.

Available: <http://www.mapsofindia.com/maps/kerala/roads/idukki.htm>

### **3.2.1 Brief Description of the District**

The Idukki district was formed on 26 January 1972. The district consists of Devikulam, Udumbanchola, Peermedu and Thodupuzha taluk except two villages Manjalore and Kalloorkadu. The headquarters was shifted to Painavu in Thodupuzha taluk in June 1976 from Kottayam district, where the headquarters was functioning at the time of formation. Idukki lies in the Western Ghats and area wise it is the second largest district in the state of Kerala but it also have less population density. The borders of Idukki is shared by Pathanamthitta to the south, Kottayam to the southwest, Ernakulam to the northwest and Thrissur to the north and Tamil Nadu to the east. 'Idukku' (narrow gorge) was the Malayalam word from which the district's name 'Idukki' was derived from. The site of the majestic Asia's largest arch dam, the Idukki arch dam is the Periyar river of Kerala, flowing through Idukki gorge and this gorge was formed between the two high massive rocks called "Kuravan" and "Kurathi".

### **3.3 SELECTION OF SAMPLE**

Munnar, Pallivasal and Devikulam are the three Grama panchayaths of Munnar development block selected for the study. From each Grama panchayaths one ward having the highest area under tea cultivation was purposively selected. From Munnar Grama panchayath ward no. 7, from Pallivasal Ward No. 5 and from Devikulam Grama panchayath ward no.11 were selected for the study. 30 women and 10 men plantation labourers were selected randomly from each ward. Thus, a total of 120 respondents (90 women and 30 men) were the sample size of this study.

### **3.4 OPERATIONALIZATION AND MEASUREMENT OF VARIABLES**

Based on the objectives, review of literature, discussions with experts and observations made by the researchers, the following dependent and independent variables were selected for the study.



### **Dependent variables**

Socio-economic deprivation was the dependent variable with the help of which the study was carried out.

### **Independent variables**

The twelve independent variable selected by judges rating for the study are age, educational status, family size, marital status, age at the time of marriage, monthly income, indebtedness, food security, alcoholism, health care seeking behaviour, discrimination and political orientation.

### **3.5.1 Operationalization and Measurement of the Dependent Variables**

#### **3.5.1.1 Socio-economic deprivation**

Socio-economic deprivation is operationalized as the status of material and social harm which affects a person or a group as a result of discrimination or denial of human needs owing to the existence of prevailing political, economic and social structures.

The variable was measured with the help of selected dimensions and statements from the scale developed by Shincy N. I. (2012). Out of the 18 dimensions used by Shincy N.I. (2012), nine dimensions suitable for the study like income, education, health, housing, other public services/goods, food security, social recognition, democratic participation and credit were selected with the help of experts. These selected dimensions were measured with the help of statements which were modified for the purpose of the study. However, the number of statements used for measuring each dimensions differed accordingly. Each of these dimensions were measured with a five point continuum, most deprived, deprived, neutral, not deprived and not at all deprived with scores 1, 2, 3, 4 and 5 respectively.

### 3.5.1.2 Measurement of dimensions of deprivation

The contribution of each of the selected nine dimensions in socio – economic deprivation were found to be unequal since the number of statements used to measure each dimensions differed. So in order to acquire an equal contribution from each of these dimensions, weightages were allotted to these with the help of experts. The average score of expert’s weightage for each dimension was calculated and multiplied with the respondents’ responses. Weighted average was calculated for all the dimensions and the median score of these weighted averages, were determined as the deprivation score. The list of dimensions and the respective weight thus arrived at is given in the table below.

Deprivation-stimulant Functioning and the weights assigned to them

| Sl. No | Functioning                  | No. of statements | Weight |
|--------|------------------------------|-------------------|--------|
| 1      | Income                       | 2                 | 23     |
| 2      | Education                    | 5                 | 11     |
| 3      | Health                       | 5                 | 14     |
| 4      | Housing                      | 2                 | 20     |
| 5      | Other public services/ goods | 2                 | 13     |
| 6      | Food security                | 2                 | 1      |
| 7      | Social recognition           | 2                 | 9      |
| 8      | Democratic participation     | 2                 | 7      |
| 9      | Credit                       | 2                 | 2      |
| Total  |                              |                   | 100    |

Source: Average of the weights assigned to the 9 dimensions by the sampled (N=25) experts.

### 3.5.2 Operationalization and Measurement of the Independent Variables

#### 3.5.2.1 Age

It refers to the number of years the respondents had completed at the time of interview.

This variable was measured directly by asking the respondent the number of years he/she had completed at the time of investigation.

#### 3.5.2.2 Educational status

Educational status was operationalized as the extent of formal learning possessed by the respondent. They were asked directly about their educational qualifications.

Measurement procedure developed by Trivedi (1963) and modified by Shobha (2013) was used for the study. The scoring procedure for educational status is represented below.

| Sl No. | Category         | Educational status |
|--------|------------------|--------------------|
| 1.     | Illiterate       | 1                  |
| 2.     | primary school   | 2                  |
| 3.     | UP school        | 3                  |
| 4.     | high school      | 4                  |
| 5.     | higher secondary | 5                  |
| 6.     | Graduation       | 6                  |

#### 3.5.2.3 Family size

Family size was operationalized as the number of family members residing in the house at the time of interview. The family size was measured by finding the number of members in the family of the respondents living together. The respondents were asked directly to mention the total number of members in their family.

#### **3.5.2.4 Marital status**

Marital status is operationalized as one's situation with regard to whether one is single, married, separated, divorced or widowed. They were asked directly about their marital status.

#### **3.5.2.5 The age at the time of marriage**

The age at the time of marriage can be operationalized as the age at the time of legal or illegal betrothal of adults or minors. They were asked directly about their age at the time of marriage.

#### **3.5.2.6 Monthly income**

The monthly income was operationalized as the monthly average income of the respondent in cash. Different sources of income of the respondent were elicited from the respondents and the average monthly income of the respondent was calculated.

#### **3.5.2.7 Indebtedness**

It is defined as the existing liabilities in the form of cash from different formal and informal agencies. This was obtained by directly asking the respondent, the debt owed by him to any of the sources.

#### **3.5.2.8 Food security**

Food security refers to the extent to which the respondents get sufficient food that provides safe nutritional requirements and subsistence living. Measurement is done by directly asking the respondents to indicate whether they had sufficient food or not.

The scores were assigned as follows:

| Sl No. | Statements   | Score |
|--------|--------------|-------|
| 1.     | Enough       | 1     |
| 2.     | Average      | 2     |
| 3.     | Insufficient | 3     |

### 3.5.2.9 Alcoholism

Alcoholism is operationally defined as the extent to which a respondent is addicted to the habit of consumption of alcohol. It was obtained by asking the respondent whether he has the habit of using alcohol. The scores were assigned as follows.

| Habits | Frequency      |               |                  |
|--------|----------------|---------------|------------------|
|        | Use of alcohol | Regularly (3) | Occasionally (2) |

### 3.5.2.10 Health care seeking behaviour

It is operationally defined as sequence of remedial actions that individuals undertake to rectify perceived ill-health.

The scoring was as given below.

| Healthcare seeking nature   | Score |
|---|-------|
| Usually visit hospitals/ Health care centers even for minor illness     | 2     |
| Usually visit Health care centers when illness become serious/ chronic. | 1     |

### 3.5.2.11 Political orientation

It is operationalized as the degree to which a person recognizes the power relations existing in the society and believes that the democracy, distributive justice and political parties are relevant and important for resolving the problems of people in order to achieve the objectives of people's sustainable development.

The scale developed by Kumaran (2008) was used for this study. It consisted of 10 statements in which the responses were collected on a 2 point continuum viz. 'Agree' and 'Disagree' with the scores of two and one respectively for positive statements and the scoring was reversed in the case of negative statements.

| Response                | Agree | Disagree |
|-------------------------|-------|----------|
| For positive statements | 2     | 1        |
| For negative statements | 1     | 2        |

### 3.5.2.12 Discrimination

It can be operationally defined as the ill treatment of a person based on the group, class, caste or category he/ she belongs to. The scale developed by Williams and co-workers (1997) with slight modification will be used for the study.

## 3.6 CONSTRAINTS FACED BY THE RESPONDENTS

Based on relevant review of literature, constraints faced by the respondents were identified. The response of each constraint was obtained on a three point continuum viz., most important, important and not important with weightage of, 3, 2 and 1 respectively.

The individual scores of each of the respondent were obtained by summing up the responses for all items. The constraints were ranked based on the total scores in the descending order of importance separately for each category (women and men) of the respondents.

## 3.7 METHODS USED FOR DATA COLLECTION

An interview schedule including all aspects mentioned above was prepared. All the 120 respondents were contacted in their respective houses and in the estates during working hours and rapport was established.

The questions were put in a conversational manner and responses were transcribed in the schedule itself. In case of responses, which were not clear, rechecking was done.

### 3.7 STATISTICAL TOOLS USED FOR THE STUDY

The data collected from the respondents were scored, tabulated and analyzed using suitable statistical methods. Keeping in view the objectives of the study and amenability, the data were subjected to appropriate statistical tools. A brief description of the tools used is given below.

1. Averages

The mean and median scores for the variables were worked out to make suitable comparisons wherever necessary.

2. Measures of dispersion

Variance and coefficient of variation were worked out to make suitable comparisons wherever necessary.

3. Percentage analysis

Percentage was done to make simple comparisons wherever necessary for easy comparison.

4. Statistical analysis

(a) Kruskal Wallis test: Kruskal Wallis test is a non-parametric homologue of ANOVA, done in order to find the significant difference between groups.

(b) Z value: It is the test for the significance of differences of two groups.

(c) Simple correlation: Simple correlation was done to measure the relationship between the dependent variable (socio – economic deprivation) and the 12 independent variables.

## *Results & Discussion*



## 4. RESULTS AND DISCUSSION

The findings of the study in line with the objectives set forth are presented here, with appropriate discussions, under the following titles.

- 4.1 Gender roles of tea plantation labourers in Idukki district.
- 4.2 Socio – economic deprivation of tea plantation labourers in Idukki district.
- 4.3 Profile characteristics of tea plantation labourers in Idukki district.
- 4.4 Relationship between characteristics and socio – economic deprivation.
- 4.5 Constraints experienced by the tea plantation labourers in Idukki district.

### 4.1 GENDER ROLES OF PLANTATION LABOURERS OF TEA GARDEN IN IDUKKI DISTRICT

The gender roles of plantation labourers of tea gardens in Idukki district were identified and the panchayath wise data is represented below.

#### 4.1.1 *Gender roles of plantation labourers of tea gardens in Munnar panchayath*

Gender roles of plantation labourers of tea gardens in Munnar *panchayath* is given in Table 1.

In the tea plantation of Munnar panchayath, the only productive role dominated by the Women labourers was tea picking/ plucking (95 %). All the other productive roles namely, pesticide application (100 %), fertilizer application (100 %), weeding (92.50 %), post-harvest techniques (85 %) were subjugated by men labourers in the decreasing order of importance.

The only decision making role dominated by women labourers was food decisions (70 %). All the other decision making roles namely, money management (55 %) and education of children (50 %) were dominated by men labourers.

**Table 1: Gender roles of plantation labourers of tea gardens in Munnar panchayath** **N=40**

| Sl. No. | Gender roles            | Women (N=30) |        | Men (N=10) |        | Both |       |
|---------|-------------------------|--------------|--------|------------|--------|------|-------|
|         |                         | f            | %      | f          | %      | f    | %     |
| I       | Productive Roles        |              |        |            |        |      |       |
| 1       | Tea picking/ plucking   | 38           | 95.00  | 2          | 5.00   | 0    | 0.00  |
| 2       | Weeding                 | 3            | 7.5    | 37         | 92.50  | 0    | 0.00  |
| 3       | Pesticide application   | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 4       | Fertilizer application  | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 5       | Post-harvest techniques | 2            | 5.00   | 34         | 85.00  | 4    | 10.00 |
| II      | Decision making         |              |        |            |        |      |       |
| 1       | Money Management        | 10           | 25.00  | 22         | 55.00  | 8    | 20.00 |
| 2       | Education of children   | 12           | 30.00  | 20         | 50.00  | 8    | 20.00 |
| 3       | Food decisions          | 28           | 70.00  | 3          | 7.50   | 9    | 22.50 |
| 4       | Family planning         | 13           | 32.50  | 5          | 12.50  | 22   | 55.00 |
| III     | Reproductive Roles      |              |        |            |        |      |       |
| 1       | Cooking                 | 29           | 72.50  | 2          | 5.00   | 9    | 22.50 |
| 2       | Child care              | 26           | 65.00  | 3          | 7.50   | 11   | 27.50 |
| 3       | Fetching of water       | 14           | 35.00  | 24         | 60.00  | 2    | 5.00  |
| 4       | Collection of fuel wood | 11           | 27.50  | 25         | 62.50  | 4    | 10.00 |
| 5       | Elderly care            | 32           | 80.00  | 5          | 12.50  | 3    | 7.50  |
| IV      | Community Roles         |              |        |            |        |      |       |
| 1       | Kudumbasree             | 40           | 100.00 | 0          | 0.00   | 0    | 0.00  |
| 2       | Seva sangam             | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |

f – Frequency

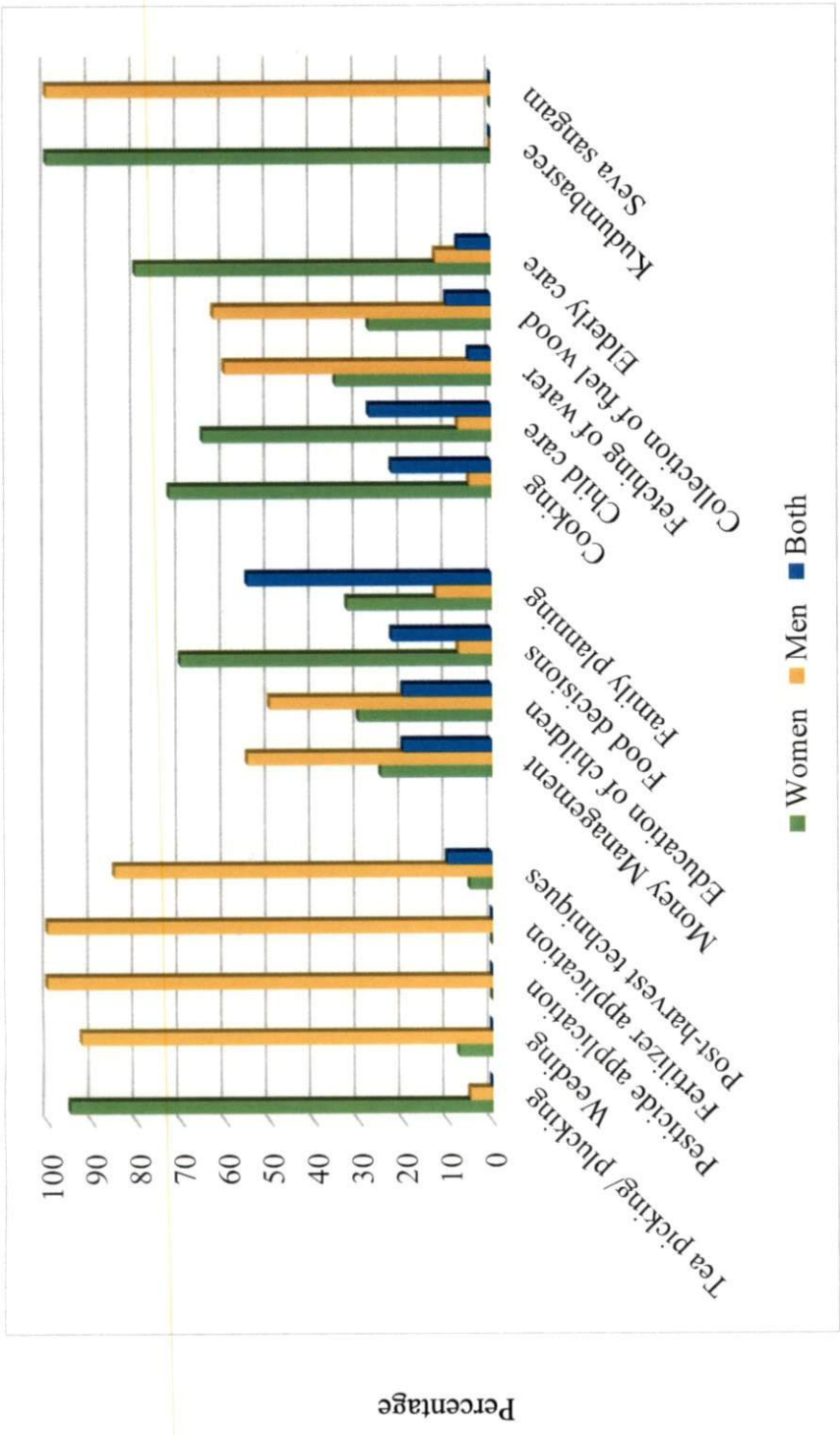


Fig 1: Gender roles of plantation labourers of tea gardens in Munnar panchayath

When it comes to reproductive roles Women dominated gender roles were cooking (72.50 %), child care (65 %) and elderly care (80 %) and the Men dominated gender roles were fetching of water (60 %) and collection of fuel wood (62.50 per cent).

In the survey areas activities of *Kudumbasree* (100 %) for women and *Seva sangam* (100 %) for men were popular satisfying the community roles of gender.

#### **4.1.2 Gender roles of plantation labourers of tea gardens in Pallivasal panchayath**

Gender roles of plantation labourers of tea gardens in Pallivasal *panchayath* is given in Table 2.

In the tea plantation of Pallivasal panchayath, the only productive role dominated by the Women labourers was tea picking/ plucking (97.50 %). All the other productive roles namely, pesticide application (100 %), fertilizer application (100 %), weeding (95 %), post-harvest techniques (90 %) were dominated by men labourers in the decreasing order of importance.

The only decision making role dominated by women labourers was food decisions (67.50 %). All the other decision making roles namely, money management (52.50 %) and education of children (55 %) were dominated by men labourers.

When it comes to reproductive roles Women dominated gender roles were cooking (67.50 %), child care (65 %) and elderly care (60 %) while Men dominated gender roles were fetching of water (57.50 %) and collection of fuel wood (52.50 %).

In the Pallivasal *gramapanchayath*, under community roles, *Kudumbasree* (100 %) for women and *Seva sangam* (100 %) for men were found to be active.

The results were not that different from the case of Munnar panchayath, however, slight differences in percentage was observed in case of both men and women gender roles.

**Table 2: Gender roles of plantation labourers of tea gardens in Pallivasal  
panchayath N=40**

| Sl. No. | Gender roles            | Women (N=30) |        | Men (N=10) |        | Both |       |
|---------|-------------------------|--------------|--------|------------|--------|------|-------|
|         |                         | f            | %      | f          | %      | f    | %     |
| I       | Productive Roles        |              |        |            |        |      |       |
| 1       | Tea picking/ plucking   | 39           | 97.50  | 1          | 2.50   | 0    | 0.00  |
| 2       | Weeding                 | 2            | 5.00   | 38         | 95.00  | 0    | 0.00  |
| 3       | Pesticide application   | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 4       | Fertilizer application  | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 5       | Post-harvest techniques | 2            | 5.00   | 36         | 90.00  | 2    | 5.00  |
| II      | Decision making         |              |        |            |        |      |       |
| 1       | Money Management        | 12           | 30.00  | 21         | 52.50  | 7    | 17.50 |
| 2       | Education of children   | 13           | 32.50  | 22         | 55.00  | 5    | 12.50 |
| 3       | Food decisions          | 27           | 67.50  | 3          | 7.50   | 10   | 25.00 |
| 4       | Family planning         | 10           | 25.00  | 4          | 10.00  | 26   | 65.00 |
| III     | Reproductive Roles      |              |        |            |        |      |       |
| 1       | Cooking                 | 27           | 67.50  | 4          | 10.00  | 9    | 22.50 |
| 2       | Child care              | 26           | 65.00  | 3          | 7.50   | 11   | 27.50 |
| 3       | Fetching of water       | 16           | 40.00  | 23         | 57.50  | 1    | 2.50  |
| 4       | Collection of fuel wood | 17           | 42.50  | 21         | 52.50  | 2    | 5.00  |
| 5       | Elderly care            | 24           | 60.00  | 10         | 25.00  | 6    | 15.00 |
| IV      | Community Roles         |              |        |            |        |      |       |
| 1       | Kudumbasree             | 40           | 100.00 | 0          | 0.00   | 0    | 0.00  |
| 2       | Seva sangam             | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |

f – Frequency

Percentage

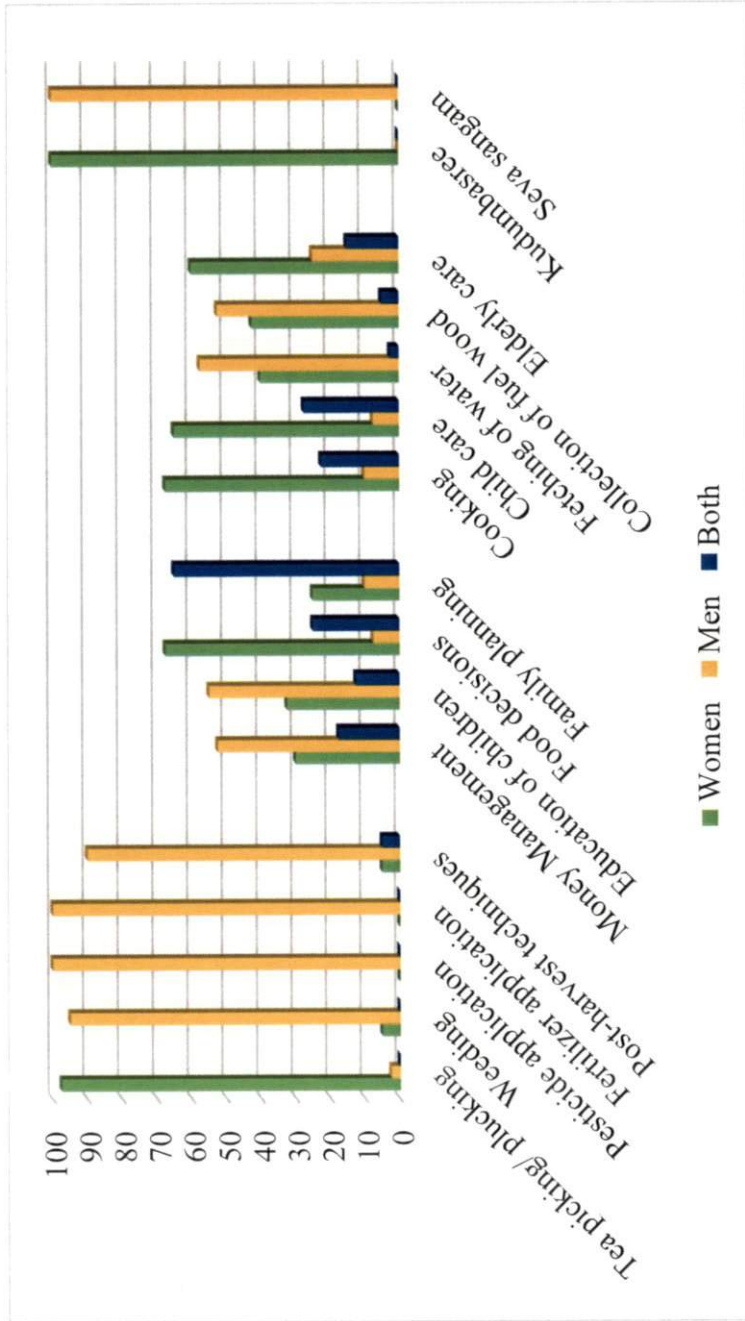


Fig 2: Gender roles of plantation labourers of tea gardens in Pallivasal panchayath

#### **4.1.3 Gender roles of plantation labourers of tea gardens in Devikulam panchayath**

Gender roles of plantation labourers of tea gardens in Devikulam *panchayath* is given in Table 3.

In the tea plantation of Devikulam panchayath, the only productive role dominated by the Women labourers was tea picking/ plucking (52.50 %). It was interesting to note that the percentage of women involved in productive role was less (52.50 %) as against the the percentage of womens role in tea picking/plucking of Munnar and Pallivasal Panchayath which was 95 per cent and 97 per cent respectively. All the other productive roles namely, pesticide application (100 %), fertilizer application (100 %), weeding (95 %), post-harvest techniques (92.50 %) were dominated by men labourers in the decreasing order of importance.

The only decision making role dominated by women labourers was food decisions (82.50 %). All the other decision making roles namely, money management (55 %) and education of children (62.50 %) were dominated by men labourers.

When it comes to reproductive roles Women dominated gender roles were cooking (67.50 %), child care (65 %) and elderly care (60 %) while Men dominated gender roles were fetching of water (52.50 %) and collection offuel wood (60 %).

*Kudumbasree* (100 %) for women and *Seva sangam* (100 %) for men were the community roles identified in Devikulam *gramapanchayath* too.

Here too, the results toe the same line as of Munnar and Pallivasal panchayaths with differences in percentage values for both men and women gender roles.

#### **4.1.4 Overall results of gender roles of plantation labourers of tea gardens in Idukki district**

The overall results of gender roles of plantation labourers of tea gardens is given in Table 4.

**Table 3: Gender roles of plantation labourers of tea gardens in Devikulam  
panchayath** **N=40**

| Sl. No. | Gender roles            | Women (N=30) |        | Men (N=10) |        | Both |       |
|---------|-------------------------|--------------|--------|------------|--------|------|-------|
|         |                         | f            | %      | f          | %      | f    | %     |
| I       | Productive Roles        |              |        |            |        |      |       |
| 1       | Tea picking/ plucking   | 21           | 52.50  | 19         | 47.50  | 0    | 0.00  |
| 2       | Weeding                 | 2            | 5.00   | 38         | 95.00  | 0    | 0.00  |
| 3       | Pesticide application   | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 4       | Fertilizer application  | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |
| 5       | Post-harvest techniques | 3            | 7.50   | 37         | 92.50  | 0    | 0.00  |
| II      | Decision making         |              |        |            |        |      |       |
| 1       | Money Management        | 8            | 20.00  | 22         | 55.00  | 10   | 25.00 |
| 2       | Education of children   | 10           | 25.00  | 25         | 62.50  | 5    | 12.50 |
| 3       | Food decisions          | 33           | 82.50  | 5          | 12.50  | 2    | 5.00  |
| 4       | Family planning         | 8            | 20.00  | 7          | 17.50  | 25   | 62.50 |
| III     | Reproductive Roles      |              |        |            |        |      |       |
| 1       | Cooking                 | 27           | 67.50  | 4          | 10.00  | 9    | 22.50 |
| 2       | Child care              | 26           | 65.00  | 3          | 7.50   | 9    | 22.50 |
| 3       | Fetching of water       | 15           | 37.50  | 21         | 52.50  | 4    | 10.00 |
| 4       | Collection of fuel wood | 7            | 17.50  | 24         | 60.00  | 9    | 22.50 |
| 5       | Elderly care            | 24           | 60.00  | 3          | 7.50   | 13   | 32.50 |
| IV      | Community Roles         |              |        |            |        |      |       |
| 1       | Kudumbasree             | 40           | 100.00 | 0          | 0.00   | 0    | 0.00  |
| 2       | Seva sangam             | 0            | 0.00   | 40         | 100.00 | 0    | 0.00  |

f - Frequency



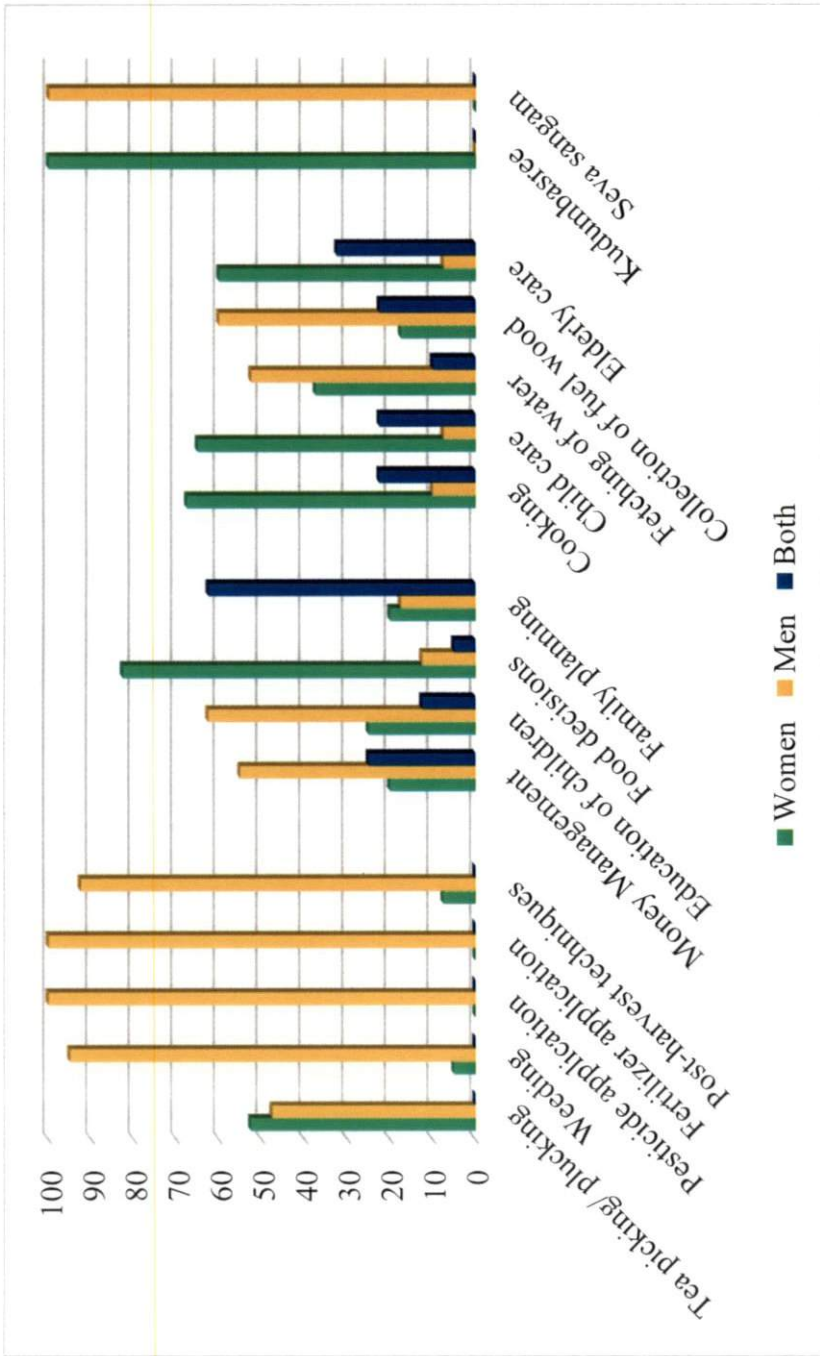


Fig 3: Gender roles of plantation labourers of tea gardens in Devikulam panchayath

The Tables 1, 2, 3 and 4 gives the picture of gender roles performed by the tea plantation labourers of Munnar, Pallivasal, Devikulam *gramapanchayaths* and the overall results. The various gender roles in tea plantation were categorized into productive roles, decision making roles, reproductive roles and community roles. The gender roles incorporated in the productive roles were tea picking/ plucking, weeding, pesticide application, fertilizer application, post-harvest techniques, under decision making roles, money management, education of children, food decisions and family planning. Within reproductive roles, the gender roles included were cooking, child care, fetching of water, and collection of fuel wood and elderly care. Community roles included *Kudumbasree* and *Seva sangam*.

In tea plantations the only productive role dominated by the Women labourers was tea picking/ plucking (81.67 %). All the other productive roles namely, pesticide application (100 %), fertilizer application (100 %), weeding (94.17 %), post-harvest techniques (89.17 %) were dominated by men labourers in the decreasing order of importance. The study reflects to the sole dominant point that women have a pivotal role when it comes to tea plucking and the study is in line with the findings of Samarsinghe (1993), who reported that in China and Japan, that majority of women were involved in plucking tea, however, their hands and fingernails were carefully examined to ensure cleanliness and the quality of leaf. Notions of purity, contamination and feminine virtue were associated with the brewing of tea. Another reason for the dominant role of women in tea plucking is due to the work in plantation that had very neatly spelt out gender-specific domains where the key labor-intensive task of plucking tea leaves was said to be ‘characteristically feminine, requiring nimble fingers’ as reported by Misra (2003).

The only decision making role dominated by women labourers was food decisions (73.33 %). All the other decision making namely, money management (54.17 %) and education of children (55.83 %) were dominated by men labourers.

**Table 4: Overall results of gender roles of plantation labourers of tea gardens in Idukki district N=120**

| Sl. No. | Gender roles            | Women (N=90) |        | Men (N=30) |        | Both |       |
|---------|-------------------------|--------------|--------|------------|--------|------|-------|
|         |                         | f            | %      | f          | %      | f    | %     |
| I       | Productive Roles        |              |        |            |        |      |       |
| 1       | Tea picking/ plucking   | 98           | 81.67  | 22         | 18.33  | 0    | 0.00  |
| 2       | Weeding                 | 7            | 5.83   | 113        | 94.17  | 0    | 0.00  |
| 3       | Pesticide application   | 0            | 0.00   | 120        | 100    | 0    | 0.00  |
| 4       | Fertilizer application  | 0            | 0.00   | 120        | 100    | 0    | 0.00  |
| 5       | Post-harvest techniques | 7            | 5.83   | 107        | 89.17  | 6    | 5.00  |
| II      | Decision making         |              |        |            |        |      |       |
| 1       | Money Management        | 30           | 25.00  | 65         | 54.17  | 25   | 20.83 |
| 2       | Education of children   | 35           | 29.17  | 67         | 55.83  | 18   | 15.00 |
| 3       | Food decisions          | 88           | 73.33  | 11         | 9.17   | 21   | 17.50 |
| 4       | Family planning         | 31           | 25.83  | 16         | 13.33  | 73   | 60.83 |
| III     | Reproductive Roles      |              |        |            |        |      |       |
| 1       | Cooking                 | 83           | 69.17  | 10         | 8.33   | 27   | 22.50 |
| 2       | Child care              | 78           | 65.00  | 9          | 7.50   | 31   | 25.83 |
| 3       | Fetching of water       | 45           | 37.50  | 68         | 56.67  | 7    | 5.83  |
| 4       | Collection of fuel wood | 35           | 29.17  | 70         | 58.33  | 15   | 12.50 |
| 5       | Elderly care            | 80           | 66.67  | 18         | 15.00  | 22   | 18.33 |
| IV      | Community Roles         |              |        |            |        |      |       |
| 1       | Kudumbasree             | 120          | 100.00 | 0          | 0.00   | 0    | 0.00  |
| 2       | Seva sangam             | 0            | 0.00   | 120        | 100.00 | 0    | 0.00  |

f - Frequency

It was observed from all the three gramapanchayaths that majority of the productive roles were done by men even though women had job more often than men. Tea picking (main activity in tea plantation) were purely dominated by women because of their gender attributes and their patience to do such a tedious work. Women were more dependable than men for work because of their regularity and less absenteeism.

When it comes to reproductive roles Women dominated gender roles were cooking (69.17 %), child care (65.00 %) and elderly care (66.67 %) while Men dominated gender roles under reproductive roles were fetching of water (56.67 %) and collection of fuel wood (58.33 %).

Here in the reproductive roles it was obvious that women dominates majority of these roles. From time immemorial, it was always women doing the household works, cooking, taking care of children and the elderly while the roles which required manual labour were mostly done by men like fetching of water and collection of wood.

In the surveyed areas *Kudumbasree* (100 %) for women and *Seva sangam* (100 %) for men were popular. In a normal day women work from 8 A.M. to 5 P.M. and men from 8 A.M to 2 P.M. Because of the time consuming nature of the tea plantation, the labourers were not able to participate in a lot of community roles.

Responses collected from the field study confirm that the control of income is dominated by the men members of the family as the women workers did not collect their own wages. Women workers are at a position of subordination on the economic front. Their wages are handed over to the men (husbands/fathers) by the management or the same might have been strategized through covert understanding and the influence of unionization where men had more control. The women worker has to bear double burden of working in the field, as well as in the household and the results converge to the single point that women gender roles were majorly confined to cooking, child care and elderly care. The results are in conformity to the findings of Sarkar and Bhowmik's (1998) who opined that the women toil from morning to night as the work load of a tea

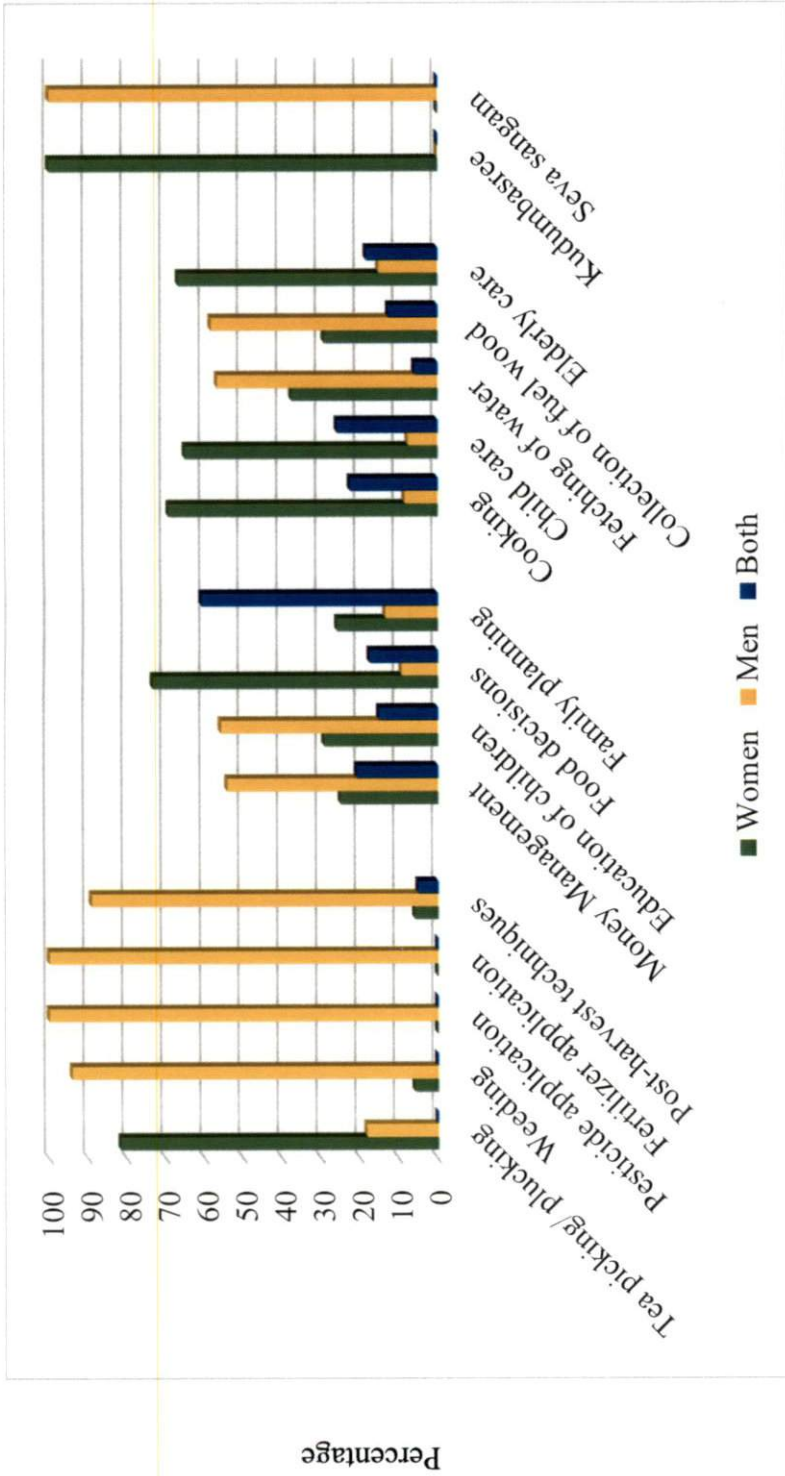


Fig 4: Overall results of gender roles of plantation labourers in Idukki district

plucker is heavy and also they have to do all the household chores. The Men members do not help them in any of the household work. There is less participation of women workers in the trade union activities due to the back door control of men either in union or through the so called men dominant power system and thus issues relating to grant of flexible timings to tea pluckers, better access to basic needs and living conditions are never put forward in the charter of demands of the trade unions.

## 4.2 SOCIO – ECONOMIC DEPRIVATION OF TEA PLANTATION LABOURERS IN IDUKKI DISTRICT

### 4.2.1 Classification of tea plantation labourers based on deprivation index

Based on the deprivation index computed, the tea plantation labourers in Idukki district is classified as given in Table 5.

**Table 5: Classification of women and men tea plantation labourers based on deprivation index. N=120**

| Sl. No. | Category | Women (N=90) | Percentage | Men (N=30) | Percentage |
|---------|----------|--------------|------------|------------|------------|
| 1.      | Low      | 40           | 44.44      | 14         | 46.67      |
| 2.      | High     | 50           | 55.56      | 16         | 53.33      |
| Total   |          | 90           | 100        | 30         | 100        |

Table 5 indicated that more than 50 per cent (*i.e.* 55.56 %) of the women tea plantation labourers and 53.33 per cent of men tea plantation labourers were highly deprived of the dimensions while less than 50 per cent (*i.e.* 44.44 %) women tea plantation labourers and 46.67 per cent men tea plantation labourers had low level of deprivation of the dimensions.

There was no significant difference between men and women labourers but there exists high socio – economic deprivation among both men and women labourers.

On detailed analysis of different dimensions, it was found that only two dimensions, namely, education and other public services differ between men and women labourers. All the other dimensions shows a similar pattern in terms of deprivation. The main reason for similarity in the scale of socio – economic deprivation between men and women labourers was that women labourers participate in more income generating activities than men quite often.

#### ***4.2.2 Distributions of respondents with respect to the dimensions of deprivation***

Based on the deprivation index computed, the percentage and frequency of deprived or not deprived men and women labourers are given in Table 6.

Table 6 revealed that 85.56 per cent women and 80 per cent men were deprived of income. Table 7 clearly indicated that the deprivation score with regard to the dimension income was 2 which showed that tea plantation labourers in Idukki were deprived of income.

Data obtained from Table 6, confirmed that 56.67 per cent of both women and men were not deprived of education. From Table 7 it was clear that the deprivation score with regard to the dimension education was 4 which again indicated that tea plantation labourers in Idukki were not deprived of education.

Table 6 indicated that 51.11 per cent of women and 56.67 per cent of men were not deprived of health. Table 7 points out that the deprivation score with regard to the dimension health was 4 which again indicated that tea plantation labourers in Idukki were not deprived of health facilities.

When it comes to housing, 98.89 per cent women and 100 per cent men reported that they were deprived of standard housing facilities. The tea estates were providing labourers with one bedroom 'laayams' which were not sufficient for a family and in spite of working in the plantations, the rents were reduced from their wages. Table 7 revealed that the deprivation score with regard to the dimension housing was 1 which

**Table 6: Distribution of respondents with respect to the dimensions of socio – economic deprivation** **N=120**

| Sl. No. | Dimensions                  | Frequency and percentage |                  |              |                  |
|---------|-----------------------------|--------------------------|------------------|--------------|------------------|
|         |                             | Women (N=90)             |                  | Men (N=30)   |                  |
|         |                             | Deprived (%)             | Not deprived (%) | Deprived (%) | Not deprived (%) |
| 1.      | Income                      | 77 (85.56 )              | 13 (14.44 )      | 24 (80)      | 6 (20)           |
| 2.      | Education                   | 39 (43.33)               | 51 (56.67)       | 13 (43.33)   | 17 (56.67)       |
| 3.      | Health                      | 43 (47.78)               | 46 (51.11)       | 13 (4.33)    | 17 (56.67)       |
| 4.      | Housing                     | 89 (98.89)               | 1 (1.11)         | 30 (100)     | 0 (0)            |
| 5.      | Other public services/goods | 73 (81.11)               | 16 (17.78)       | 25 (83.33)   | 5 (16.67)        |
| 6.      | Food security               | 0 (0)                    | 90 (100)         | 0 (0)        | 30 (100)         |
| 7.      | Social recognition          | 74 (82.22)               | 16 (17.78)       | 25 (83.33)   | 5 (16.67)        |
| 8.      | Democratic participation    | 53 (58.89)               | 37 (41.11)       | 22 (73.33)   | 8 (26.67)        |
| 9.      | Credit                      | 49 (54.44)               | 41 (45.56)       | 14 (16.67)   | 16 (53.33)       |



again indicated that tea plantation labourers in Idukki were deprived of sufficient housing facilities.

In case of other public services 81.11 per cent women and 83.33 per cent men were deprived of the dimension. Table 7 clearly indicated that the deprivation score with regard to the dimension other public services was 2 which showed that tea plantation labourers in Idukki were deprived of other public services.

Data obtained from Table 6, confirmed that 100 per cent of both women and men were not deprived of food security. From Table 7 it was clear that the deprivation score with regard to the dimension food security was 4 which again indicated that tea plantation labourers in Idukki were not deprived of food security.

Table 6 indicated that 82.22 per cent of women and 83.33 per cent of men were not deprived of social recognition. Table 7 pointed out that the deprivation score with regard to the dimension social recognition was 2 which again indicated that tea plantation labourers in Idukki were deprived of social recognition.

When it comes to democratic participation, 58.89 per cent women and 73.33 per cent men reported that they were deprived of democratic participation. Table 7 revealed that the deprivation score with regard to the dimension democratic participation was 2 which again indicates that tea plantation labourers in Idukki were deprived of democratic participation.

Table 6 indicated that 54.44 per cent of women were deprived of credit and 53.33 per cent of men were not deprived of credit. Table 7 pointed out that the deprivation score with regard to the dimension credit was 2 for women and the deprivation score of credit for men was 4 which again indicated that women tea plantation labourers in Idukki were deprived of credit while men were not. This contradiction was due to the fact that men did find odd jobs outside the estates and even if they did work in the estates most of them had to work for six hours while women work for 9 hours with the same payment.

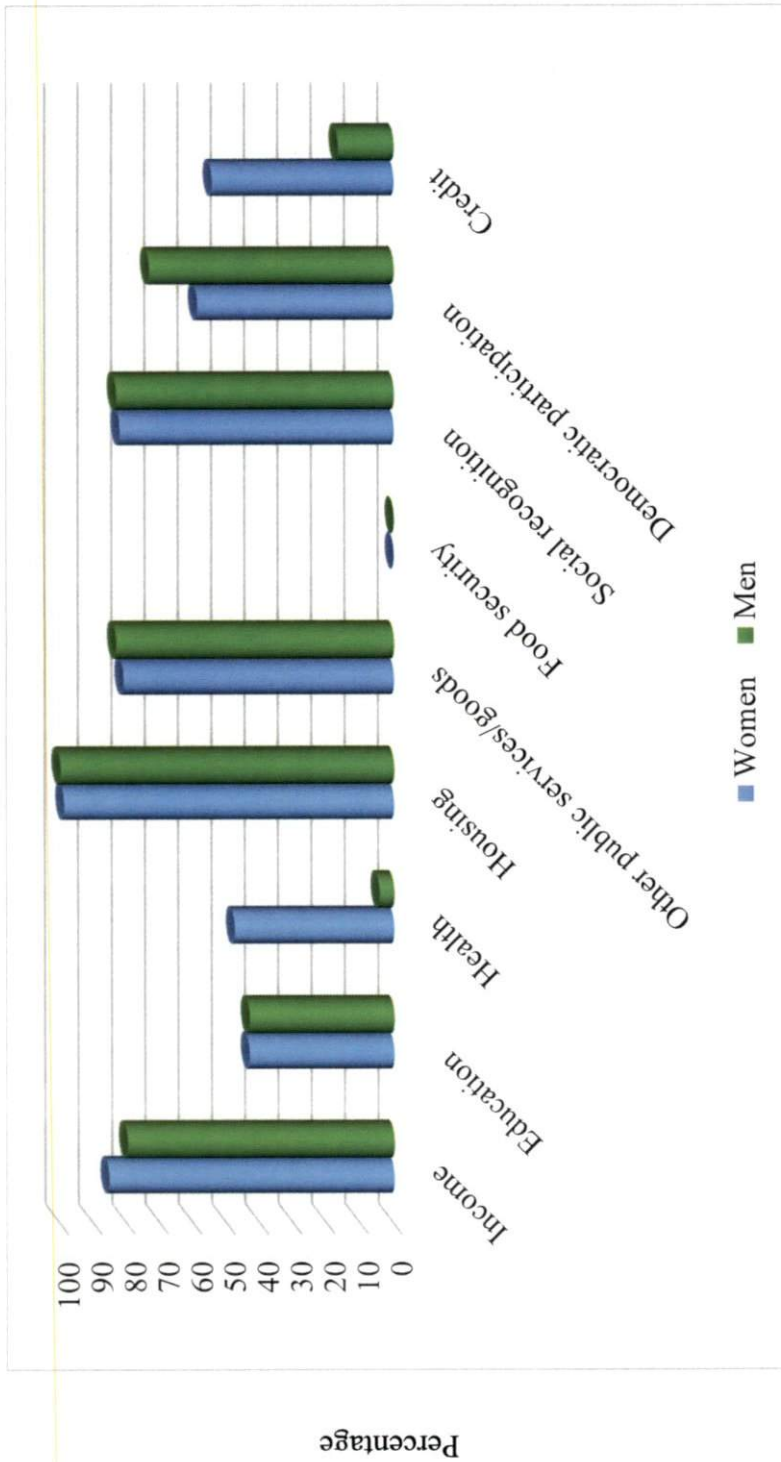


Fig 5: Distribution of respondents with respect to the dimensions of socio - economic deprivation

#### ***4.2.3 Overall results of socio-economic deprivation experienced by the tea plantation labourers of Idukki district.***

The socio-economic deprivation experienced by the tea plantation labourers of Idukki district *i.e.* is given in Table 7.

Table 7 indicates the overall deprivation scores, variance and CV of each nine dimensions and also the overall deprivation index. The deprived dimensions of the tea plantation labourers along with its deprivation scores were income (2), housing (1), other public services (2), social recognition (2), democratic participation (2) and credit (2). The overall deprivation index computed were 2.165. The dimensions which were not deprived included education, health and food security. This result is found to be in line with the findings of Rahman and Aktar (2010) who reported that the underprivileged people were highly defenseless to ailments, monetary disorder and natural disasters since the workers were confined in the base pay job with little job security, insufficient food and housing facilities, deprived of basic education and health care services.

The dimension having low coefficient of variation (CV) had less variation and *vice-versa*. From Table 6 it were clear that housing with a coefficient of variation (CV) 24.52 and variance 0.07 and food security with a coefficient of variation (CV) 20.83 and variance 0.18 had the minimum variation considering all the nine dimensions in the study.

#### ***4.2.4 Deprivation index and its components of socio-economic deprivation experienced by the tea plantation labourers of Idukki district.***

Median score, coefficient of variation (CV) and z test values of the dimensions of the dependent variable socio-economic deprivation experienced by the tea plantation labourers of Idukki district is given in Table 8.

**Table 7: Overall results of socio-economic deprivation experienced by the tea plantation labourers of Idukki district. N=120**

| Sl. No. | Deprivation scores       | Median score | Variance | CV    |
|---------|--------------------------|--------------|----------|-------|
| 1.      | Income                   | 2            | 0.92     | 69.61 |
| 2.      | Education                | 4            | 1.21     | 63.14 |
| 3.      | Health                   | 4            | 1.12     | 60.89 |
| 4.      | Housing                  | 1            | 0.07     | 24.52 |
| 5.      | Other public services    | 2            | 0.82     | 60.61 |
| 6.      | Food security            | 4            | 0.18     | 20.83 |
| 7.      | Social recognition       | 2            | 0.92     | 65.92 |
| 8.      | Democratic participation | 2            | 1.55     | 78.72 |
| 9.      | Credit                   | 2            | 1.67     | 78.06 |
|         | Deprivation index        | 2.165        | 0.411    | 43.00 |

A perusal of Table 8 indicated that in case of women, the dimensions which had high coefficient of variation (CV) were credit (80.55), democratic participation (78.46), income (70.24), social recognition (66.62), education (63.37), other public services (61.93) and health (61.39) and the dimensions which had low coefficient of variation (CV) were housing (25.96) and food security (21.16).

In case of men labourers, the results were similar as the women labourers and the dimensions which had high coefficient of variation (CV) were credit (70.63), democratic participation (76.39), income (67.57), social recognition (64.88), education (63.50), other public services (57.44) and health (60.31) and the dimensions which had low coefficient of variation (CV) were housing (18.21) and food security (19.85).

The dimension having low coefficient of variation (CV) had less variation and *vice-versa*. Amongst the nine dimensions, education and other public services were found to have significant difference between men and women labourers using the z test.

Being women, the prevailing social norms hinders them from moving out freely outside their houses to avail services and other facilities. Moreover, household chores, child care were additional responsibility which consumed more time for women than men. In addition to that the timings of work significantly differ. In case of most of the men workers, schedule of work was from 8 A.M to 2 P.M and for women it was from 8 A.M. to 5 P.M. All these factors of time constraints, retains women in availing the public services like library, financial institutions, Krishi bhavan, community welfare centres, etc.

An important dimension with regard to socio – economic deprivation is education, which was the most important component of women empowerment. Almost all the labourers were migrants from Tamil Nadu about 100 years back. They still follow cultural practices of Tamil Nadu. Contrary to the social situation prevailing in Kerala, education of girls were not considered an important requirement. Most often

**Table 8: Deprivation index and its components****N=120**

| Sl. No. | Deprivation scores       | Women (N=90) |       | Men (N=30)   |       | Z value        |
|---------|--------------------------|--------------|-------|--------------|-------|----------------|
|         |                          | Median score | CV    | Median score | CV    |                |
| 1.      | Income                   | 2            | 70.24 | 2            | 67.57 | 0.126<br><1.96 |
| 2.      | Education                | 4            | 63.37 | 4            | 63.50 | 0.472<br>>1.96 |
| 3.      | Health                   | 4            | 61.39 | 4            | 60.31 | 0.346<br><1.96 |
| 4.      | Housing                  | 1            | 25.96 | 1            | 18.21 | 0.033<br><1.96 |
| 5.      | Other public services    | 2            | 61.93 | 2            | 57.44 | 0.476<br>>1.96 |
| 6.      | Food security            | 4            | 21.16 | 4            | 19.85 | 0.187<br><1.96 |
| 7.      | Social recognition       | 2            | 66.62 | 2            | 64.88 | 0.332<br><1.96 |
| 8.      | Democratic participation | 2            | 78.46 | 2            | 76.39 | 0.031<br><1.96 |
| 9.      | Credit                   | 2            | 80.55 | 4            | 70.63 | 0.139<br><1.96 |
|         | Deprivation index        | 2.16         | 24.22 | 2.22         | 73.22 |                |

they were prevented from going to school in the pretext of looking after the younger children and helping in household chores in the absence of mother (during working hours). All these reasons contributed to deprivation of other public services and education in Women.

#### ***4.2.5 Panchayath wise socio-economic deprivation of women and men tea plantation labourers in Idukki district***

The socio-economic deprivation experienced by the tea plantation women and men labourers amongst three selected *gramapanchayaths* is given in Table 9.

Table 9 showed the deprivation scores of each nine dimensions of socio-economic deprivation for women and men separately and also for each *gramapanchayath*. For women in Munnar *gramapanchayath*, income (2), housing (1), other public services (2), food security (2), social recognition (2) and democratic participation (2) were deprived. The deprivation index in Munnar *gramapanchayath* for men were 2.44. The variance and coefficient of variation (CV) were 2.44 and 24.68 respectively. In the Pallivasal *gramapanchayath* women were found to be deprived of income (1), housing (1), other public services (2), social recognition (2) and democratic participation (2). The deprivation index for Pallivasal *gramapanchayath* for women were 2.05. The variance and coefficient of variation (CV) were 0.104 and 22.13 respectively. In the Devikulam *gramapanchayath* women were found to be deprived of income (2), housing (1), other public services (2), social recognition (2) and democratic participation (2), education(2), credit (2), and health (2). The deprivation index for Devikulam *gramapanchayath* for women were 1.99. The variance and coefficient of variation (CV) were 0.08 and 19.88 respectively. It is also evident from Table 5, there were significant difference in overall deprivation index of the three *gramapanchayath*. Deprivation was more in Devikulam as compared to Munnar and Pallivasal *gramapanchayaths*.

**Table 9: Panchayath wise socio-economic deprivation of women and men tea plantation labourers in Idukki district** **N=120**

| Sl. No.                                   | Deprivation scores       | Women (N=90) |       |       | Men (N=30) |       |       |
|---|--------------------------|--------------|-------|-------|------------|-------|-------|
|   |                          | P1           | P2    | P3    | P1         | P2    | P3    |
| 1.  | Income                   | 2            | 1     | 2     | 2          | 2     | 1.5   |
| 2.  | Education                | 4            | 4     | 2     | 4          | 4     | 2     |
| 3.  | Health                   | 4            | 4     | 2     | 4          | 4     | 2     |
| 4.  | Housing                  | 1            | 1     | 1     | 1          | 1     | 1     |
| 5.  | Other public services    | 2            | 2     | 2     | 2          | 2     | 2     |
| 6.  | Food security            | 4            | 4     | 4     | 4          | 4     | 4     |
| 7.  | Social recognition       | 2            | 2     | 2     | 2          | 2     | 2     |
| 8.  | Democratic participation | 2            | 2     | 2     | 2          | 2     | 2     |
| 9.  | Credit                   | 4            | 4     | 2     | 4          | 4     | 2     |
|   | Deprivation index        | 2.37         | 2.05  | 1.99  | 2.44       | 2.2   | 1.99  |
|   | Variance                 | 0.144        | 0.104 | 0.08  | 0.148      | 0.14  | 0.101 |
|   | CV                       | 24.68        | 22.13 | 19.88 | 29.09      | 21.24 | 20.01 |
|   | Kruskal Wallis           | 18.339       |       |       | 7.254      |       |       |
| 5 % Chi-square value for two d.f.=5.99    |                          |              |       |       |            |       |       |
| P1- Munnar, P2- Pallivasal, P3- Devikulam |                          |              |       |       |            |       |       |



In case of men in Munnar *gramapanchayath*, income (2), housing (1), other public services (2), food security (2), social recognition (2) and democratic participation (2) were deprived. The deprivation index for Munnar *gramapanchayath* for men were 2.37. The variance and coefficient of variation (CV) were 0.148 and 29.09 respectively. In the Pallivasal *gramapanchayath* men were found to be deprived of income (2), housing (1), other public services (2), social recognition (2) and democratic participation (2). The deprivation index for Pallivasal *gramapanchayath* for men were 2.2. The variance and coefficient of variation (CV) were 0.14 and 21.24 respectively. In the Devikulam *gramapanchayath* men were found to be deprived of income (1.5), education (2), health (2), housing (1), other public services (2), social recognition (2) and democratic participation (2), education(2), credit (2), and health (2). The deprivation index for Devikulam *gramapanchayath* for men were 1.99. The variance and coefficient of variation (CV) were 0.101 and 20.01 respectively.

The values of coefficient of variation (CV) and variance were low within each panchayath in case of both women and men, which indicated that variation within the panchayaths were comparatively low. It was also evident from Table 9, there were significant difference in overall deprivation index of the three *gramapanchayath*. Deprivation was more in Devikulam as compared to Munnar and Pallivasal *gramapanchayaths*. The Kruskal Wallis test result value for women was computed as 18.339 and for men it was 7.254. From this value it could be concluded that there was significant difference (5 % Chi-square value for two d.f. = 5.99) amongst the women and men labourers in three different *panchayaths*.

The housing facilities were the most deprived as the housing facilities provided by the estate were not only for the labourers but for their families too and these one bed room houses were not sufficient to accommodate the families of the plantation labourers. When it comes to income, the daily wage of the tea plantation labourers in Kerala was Rs.301, which give the workers a monthly income of Rs.7500 if they work 26 days a month. However, the fact was that different rents, *i.e.* housing rents,

electricity bills, medical charges if any, etc. were all deducted from this wage and leaving the labourers with minimal amount for survival. Democratic participation of the labourers were observed but the major decisions were taken up by a very few people and most of the decisions were manipulated by the trade unions and estate authorities. One of the reasons for the disruption of '*pembilai orumai*' was influence of the trade unions. The labourers work from 8 A.M. to 5 P.M., which did not leave them with much time for social participation or to use other public services like library.

Education, health and food security were not deprived because the estates were providing the school facilities and health care institutes. The wage they earned was enough to gain food security and Public Distribution System (PDS) facilities were available within the estate which made food security easier. Credit facilities were not deprived in Munnar and Pallivasal *gramapanchayaths* as these areas were close to the city but ward number 11 of Devikulam *gramapanchayath* was not.

### **4.3 PROFILE CHARACTERISTICS OF TEA PLANTATION LABOURERS IN IDUKKI DISTRICT**

This section revealed the distribution of tea plantation labourers, with respect to various profile characteristics and it includes the discussion relevant to those characters. The variables studied under profile characteristics were age, family size, educational status, marital status, age at the time of marriage, monthly Income, indebtedness, food security, alcoholism, health care seeking behaviour, political orientation and discrimination.

#### **4.3.1 Age**

The distribution of age of the tea plantation labourers in Idukki district (selected three *gramapanchayaths* and overall) are given in the Table 10(a) and 10(b) below.



**Table 10(a): Panchayath wise distribution of tea plantation labourers according to their age. N=120**

| Category    | Age (years) | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |       |
|-------------|-------------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|-------|
|             |             | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |       |
|             |             | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %     |
| Young       | < 35        | 2             | 6.67  | 2          | 20.00 | 4                 | 13.33 | 2          | 20.00 | 4                | 13.33 | 0          | 0.00  |
| Middle aged | 35-55       | 26            | 86.67 | 8          | 80.00 | 25                | 83.33 | 7          | 70.00 | 24               | 80    | 9          | 90.00 |
| Old         | >55         | 2             | 6.67  | 0          | 0.00  | 1                 | 3.33  | 1          | 10.00 | 2                | 6.67  | 1          | 10.00 |

f - Frequency

**Table 10(b): Overall distribution of tea plantation labourers according to their age. N=120**

| Category    | Age (years) | Women (N=90) |       | Men (N=30) |       |
|-------------|-------------|--------------|-------|------------|-------|
|             |             | f            | %     | f          | %     |
| Young       | < 35        | 10           | 11.11 | 4          | 13.33 |
| Middle aged | 35-55       | 75           | 83.33 | 25         | 83.33 |
| Old         | >55         | 5            | 5.56  | 1          | 3.33  |

f - Frequency

From Table 10a, it could be noted that among women, 86.67 per cent, 83.33 per cent and 80 per cent of the respondents and among men 80 per cent, 70 per cent and 90 per cent of the respondents in Munnar, Pallivasal and Devikulam *gramapanchayaths* respectively also belonged to middle aged group (35-55). Thus it can be concluded that majority of the respondents; both women and men belonged to middle aged category (35-55). Among women, 6.67 per cent, 13.33 per cent and 13.33 per cent of the respondents and 20 per cent, 20 per cent and 0 per cent of the men respondents in Munnar, Pallivasal and Devikulam *gramapanchayaths* respectively belonged to young

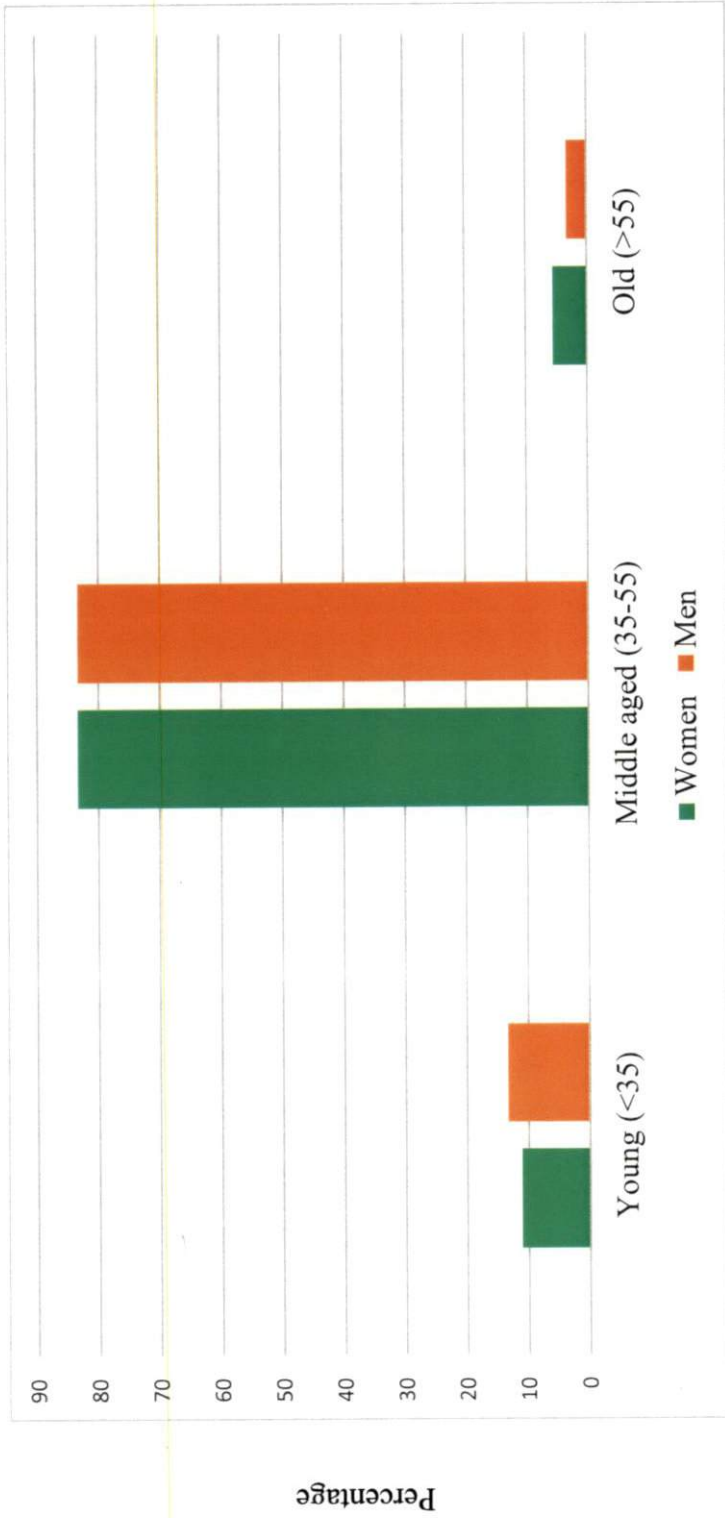


Fig 6: Overall distribution of tea plantation labourers according to their age.

group (<35). The remaining 6.67 per cent, 3.33 per cent and 6.67 per cent of women and 0 per cent, 10 per cent and 10 per cent of the men tea plantation labourers in Munnar, Pallivasal and Devikulam *gramapanchayaths* respectively belonged to the old age group (>55).

Most of the tea plantation labourers in Idukki district were migrants and their descendants from Tamil Nadu. They come to tea plantation sector in Kerala since they could not find any jobs in their native place and now-a-days this happened mostly when they were middle aged and also the retired labourers were not considered for the study. Thus, the young and the old category of labourers were less. This result was in line with the findings of Purkayastha and Kalita (2016) who reported in their research article 'tea garden labourers and their living condition: a study in Borsillah tea estate of Sivsagar district, Assam that 55 per cent of the labourers belonged to the age range of 31-40 years.

#### 4.3.2 Educational status

The distribution of educational status of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 11(a) and 11(b) below.

From Table 11 (a), it could be noted that among women, 40 per cent, 46.67 per cent and 33.33 per cent of the respondents and among men 40 per cent, 50 per cent and 60 per cent of the respondents in Munnar, Pallivasal and Devikulam *gramapanchayaths* respectively had UP level school education. Meanwhile 26.67 per cent, 26.67 per cent and 10 per cent of women respondents and 10 per cent, 10 per cent and 20 per cent of men respondents had high school level education in the respective three *gramapanchayaths*. When it comes to primary school education 20 per cent, 16.67 per cent and 33.33 per cent women respondents and 20 per cent, 10 per cent and 20 per cent of men tea labour respondents were found to had the primary school level education. The remaining 13.33 per cent, 10 per cent and 23.33 per cent women

**Table 11(a): Panchayath wise distribution of tea plantation labourers based on the educational status of respondents** **N=120**

| Sl. No | Category         | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |       |
|--------|------------------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|-------|
|        |                  | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |       |
|        |                  | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %     |
| 1.     | Illiterate       | 4             | 13.33 | 3          | 30.00 | 3                 | 10.00 | 1          | 10.00 | 7                | 23.33 | 0          | 0.00  |
| 2.     | Primary school   | 6             | 20.00 | 2          | 20.00 | 5                 | 16.67 | 1          | 10.00 | 10               | 33.33 | 2          | 20.00 |
| 3.     | UP school        | 12            | 40.00 | 4          | 40.00 | 14                | 46.67 | 5          | 50.00 | 10               | 33.33 | 6          | 60.00 |
| 4.     | High school      | 8             | 26.67 | 1          | 10.00 | 8                 | 26.67 | 1          | 10.00 | 3                | 10.00 | 2          | 20.00 |
| 5.     | Higher secondary | 0             | 0.00  | 0          | 0.00  | 0                 | 0.00  | 2          | 20.00 | 0                | 0.00  | 0          | 0.00  |
| 6.     | Graduation       | 0             | 0.00  | 0          | 0.00  | 0                 | 0.00  | 0          | 0.00  | 0                | 0.00  | 0          | 0.00  |

f - Frequency

**Table 11(b): Overall distribution of tea plantation labourers based on the educational status of respondents** **N=120**

| Sl. No. | Category         | Women (N=90) |       | Men (N=30) |       |
|---------|------------------|--------------|-------|------------|-------|
|         |                  | f            | %     | f          | %     |
| 1.      | Illiterate       | 14           | 15.56 | 5          | 16.67 |
| 2.      | Primary school   | 21           | 23.33 | 5          | 16.67 |
| 3.      | UP school        | 36           | 40.00 | 15         | 50.00 |
| 4.      | High school      | 19           | 21.11 | 5          | 16.67 |
| 5.      | Higher secondary | 0            | 0.00  | 0          | 0.00  |
| 6.      | Graduation       | 0            | 0.00  | 0          | 0.00  |

f - Frequency

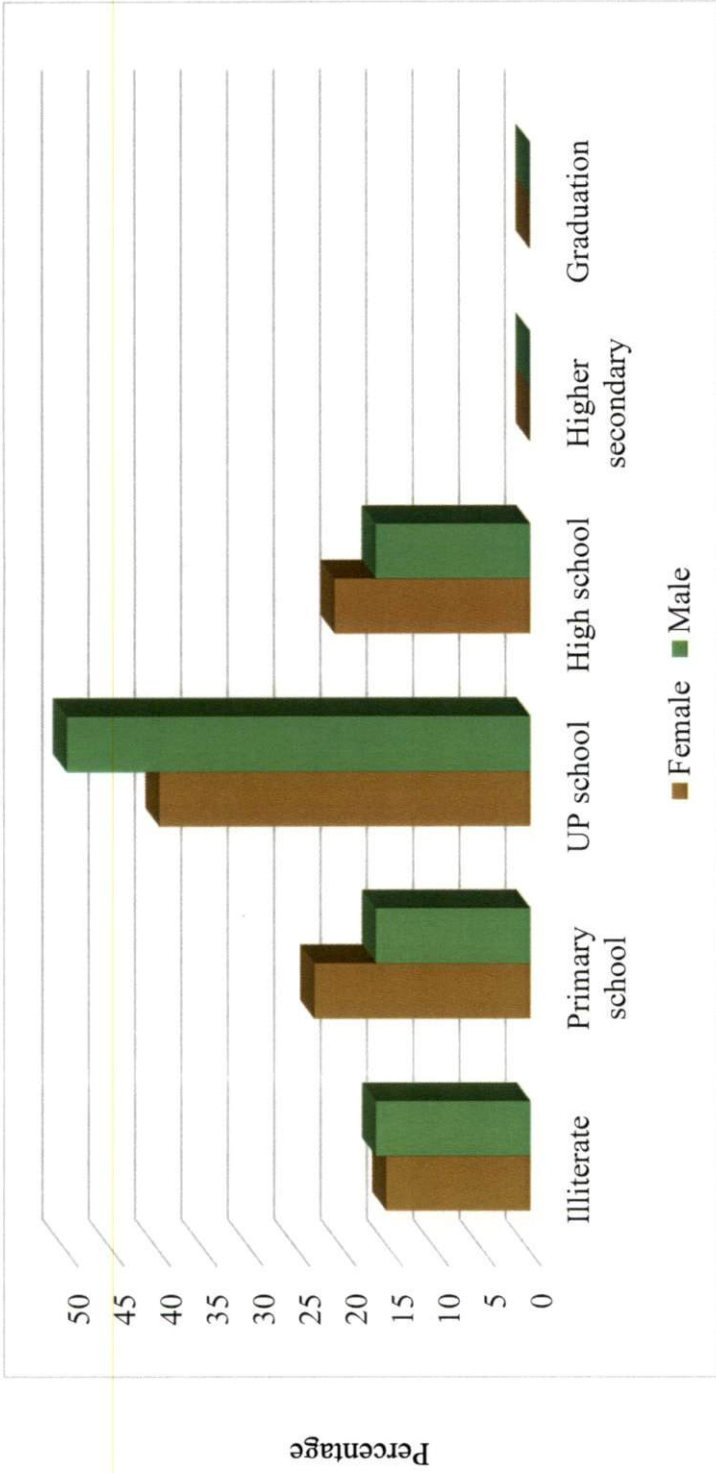


Fig 7: Overall distribution of tea plantation labourers based on the educational status of respondents

respondents and 30 per cent, 10 per cent and 0 per cent men respondents were found to be illiterates.

Thus from the overall data regarding the distribution of tea plantation labourers according to their educational status, amongst women 40 per cent and 50 per cent of the men respondents had UP school education. This result was found to be in line with the findings of Hariharan and Siva Kumar (2014) in their study 'the economic status of workers in large tea estates with special reference to the Nilgiris district of Tamil Nadu in India found that the illiterates were less than the literates and again the Women workers (71.42 %) were found to be less educated than their Men counterparts (96 %).

#### 4.3.3 Marital status

The distribution of marital status of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 12(a) and 12(b) below.

From Table 12 (a), it could be noted that among women, 83.33 per cent of the respondents in each of the three gramapanchayaths and among men 90 per cent, 90 per cent and 100 per cent of the respondents in Munnar, Pallivasal and Devikulam gramapanchayaths respectively were married. While 10 per cent women in each of the three gramapanchayaths, 10 per cent men in Munnar and Pallivasal gramapanchayath and none of the respondents in Devikulam gramapanchayath were widows and 6.67 per cent, 6.67 per cent, 3.33 per cent women respondents in each of the three *gramapanchayaths* were found to be divorcees. The remaining 3.33 per cent of the women respondents in Devikulam gramapanchayath were single. Thus from the overall data [Table 12 (b)] regarding the distribution of tea plantation labourers regarding to their marital status, amongst women 87.78 per cent and 93.33 per cent of the men respondents were married.

More than 80 per cent of the respondents were in the age range of 35-55 (middle age), which can be directly linked to the marital status of tea plantation labourers in



**Table 12(a): Panchayath wise distribution of tea plantation labourers based on the marital status of respondents** **N=120**

| Sl. No | Category | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |        |
|--------|----------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|--------|
|        |          | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |        |
|        |          | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %      |
| 1      | Single   | 0             | 0     | 0          | 0.00  | 0                 | 0.00  | 0          | 0.00  | 1                | 3.33  | 0          | 0.00   |
| 2      | Married  | 25            | 83.33 | 9          | 90.00 | 25                | 83.33 | 9          | 90.00 | 25               | 83.33 | 10         | 100.00 |
| 3      | Widow    | 3             | 10.00 | 1          | 10.00 | 3                 | 10.00 | 1          | 10.00 | 3                | 10.00 | 0          | 0.00   |
| 4      | Divorcee | 2             | 6.67  | 0          | 0.00  | 2                 | 6.67  | 0          | 0.00  | 1                | 3.33  | 0          | 0.00   |

f - Frequency

**Table 12(b): Overall distribution of tea plantation labourers based on the marital status of respondents** **N=120**

| Sl. No. | Category | Women (N=90) |       | Men (N=30) |       |
|---------|----------|--------------|-------|------------|-------|
|         |          | f            | %     | f          | %     |
| 1       | Single   | 1            | 1.11  | 0          | 0.00  |
| 2       | Married  | 79           | 87.78 | 28         | 93.33 |
| 3       | Widow    | 7            | 7.78  | 2          | 6.67  |
| 4       | Divorcee | 3            | 3.33  | 0          | 0.00  |

f - Frequency

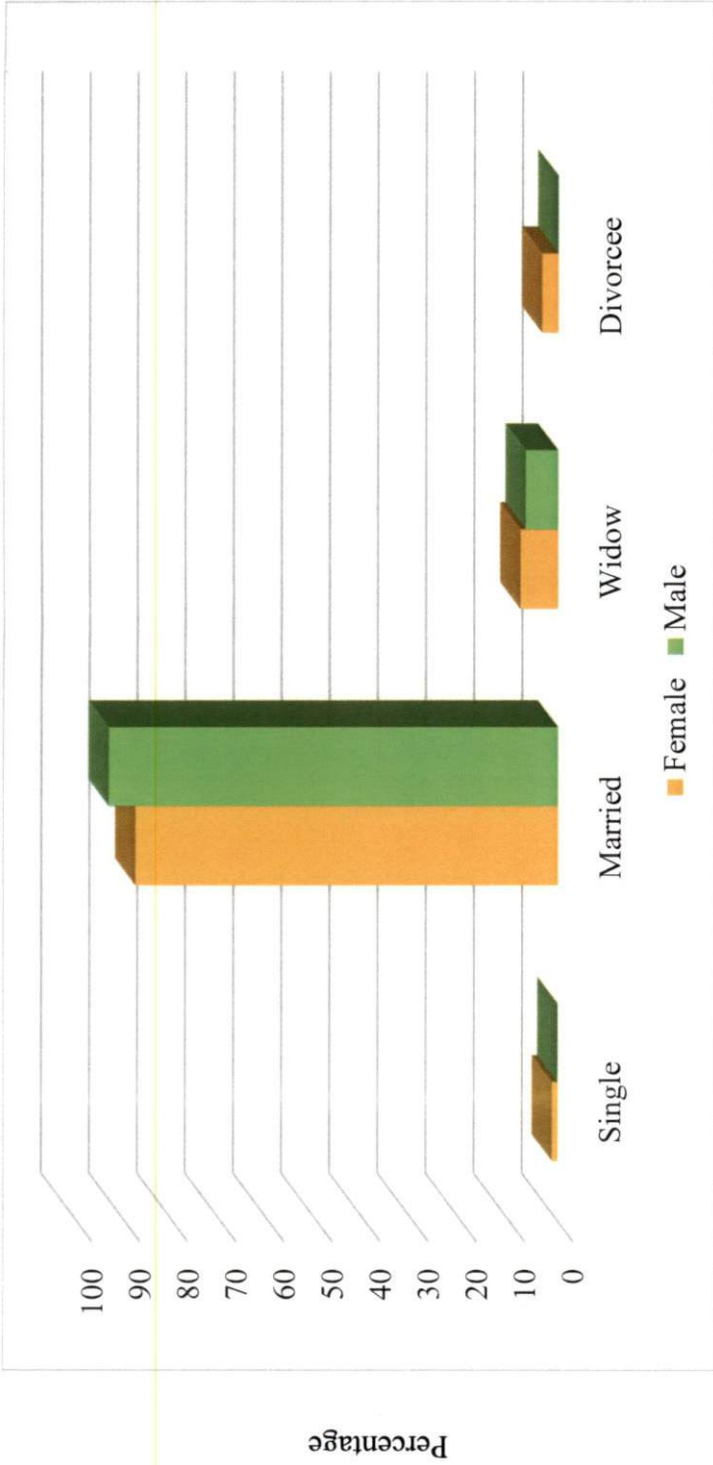


Fig 8: Overall distribution of tea plantation labourers based on the marital status of respondents

Idukki district. This result was in line with the findings of Purkayastha and Kalita (2016) who reported in their research article 'tea garden labourers and their living condition: A study in Borsillah tea estate of Sivsagar district, Assam that 7.5 per cent respondents were single and 92.5 per cent were married.

#### 4.3.4 Age at the time of marriage

The distribution of age at the time of marriage of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 13(a) and 13(b) below:

**Table 13(a): Panchayath wise distribution of tea plantation labourers based on age at the time of marriage of respondents N=120**

| Sl. No. | Category | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |       |
|---------|----------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|-------|
|         |          | Women (N=90)  |       | Men (N=10) |       | Women (N=90)      |       | Men (N=10) |       | Women (N=90)     |       | Men (N=10) |       |
|         |          | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %     |
| 1       | <18      | 8             | 26.67 | 0          | 0.00  | 5                 | 16.67 | 0          | 0.00  | 7                | 23.33 | 0          | 0.00  |
| 2       | 18-25    | 21            | 70.00 | 7          | 70.00 | 23                | 76.67 | 5          | 50.00 | 19               | 63.33 | 4          | 40.00 |
| 3       | >25      | 1             | 3.33  | 3          | 30.00 | 2                 | 6.67  | 5          | 50.00 | 4                | 13.33 | 6          | 60.00 |

f - Frequency

**Table 13(b): Overall distribution of tea plantation labourers based on age at the time of marriage of respondents N=120**

| Sl. No. | Category | Women (N=90) |       | Men (N=30) |       |
|---------|----------|--------------|-------|------------|-------|
|         |          | f            | %     | f          | %     |
| 1       | <18      | 20           | 22.22 | 0          | 0.00  |
| 2       | 18-25    | 61           | 67.78 | 15         | 50.00 |
| 3       | >25      | 9            | 10.00 | 15         | 50.00 |

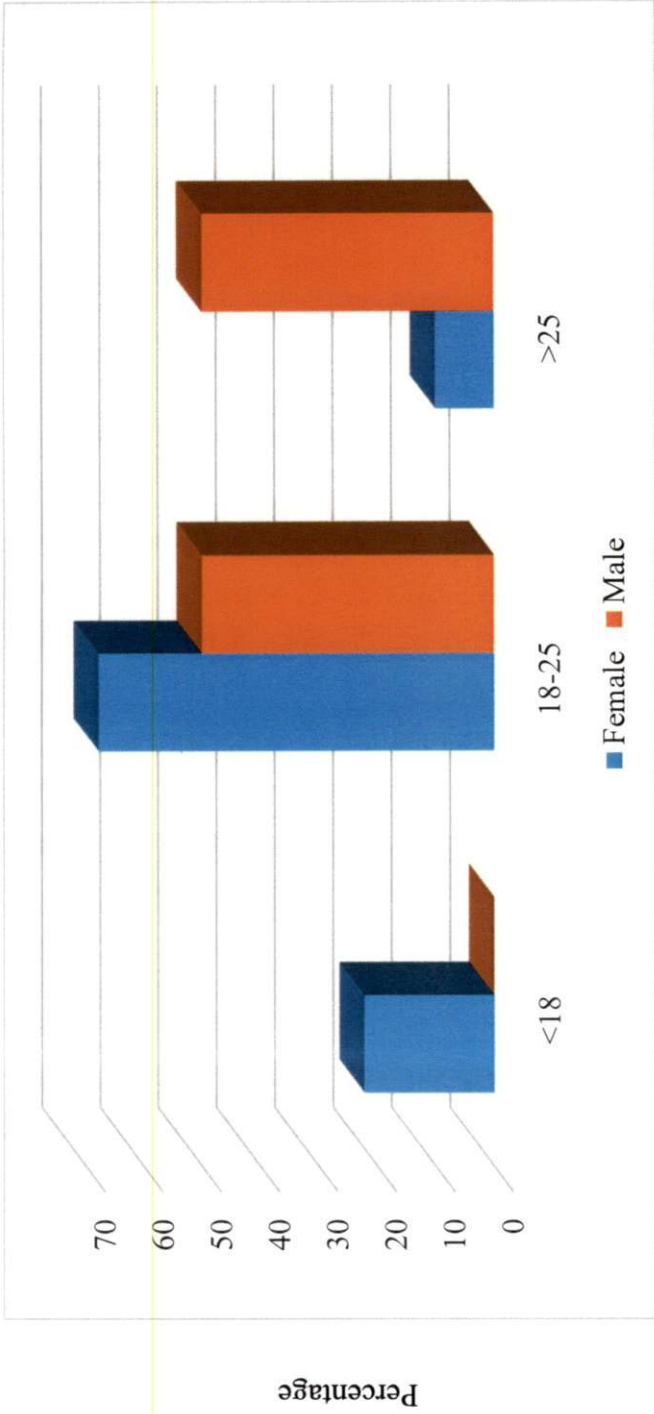


Fig 9: Overall distribution of tea plantation labourers based on age at the time of marriage of respondents

From Table 13(a), it could be noted that among women, 70 per cent, 76.67 per cent and 63.33 per cent of the respondents and among men 70 per cent, 50 per cent and 40 per cent of the respondents in Munnar, Pallivasal and Devikulam gramapanchayaths respectively got married between the age range of 18 to 25 and 26.67 per cent, 16.67 per cent and 23.33 per cent of women respondents were married before they reached legal age of marriage (18 years). The remaining 3.33 per cent, 6.67 per cent and 13.33 per cent women and 30 per cent, 50 per cent and 60 per cent of men respondents in Munnar, Pallivasal and Devikulam gramapanchayaths got married when they were above 25 years of age.

Thus from the overall data [Table 13 (b)] regarding the distribution of tea plantation labourers according to their age at the time of marriage, amongst women 67.78 per cent and 50 per cent of the men respondents got married between the age range of 18 to 25 while the remaining 50 per cent of men got married when they were above 25 years of age. The remaining 22.22 per cent of women respondents were married before they reached legal age of marriage (18 years).

#### **4.3.5 Family size**

The distribution of family size of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 14(a) and 14(b) below.

**Table 14(a): Panchayath wise distribution of tea plantation labourers based on the family size of respondents** **N=120**

| Sl. No. | Category | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |        | Devikulam (N=40) |       |            |       |
|---------|----------|---------------|-------|------------|-------|-------------------|-------|------------|--------|------------------|-------|------------|-------|
|         |          | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |        | Women (N=30)     |       | Men (N=10) |       |
|         |          | f             | %     | f          | %     | f                 | %     | f          | %      | f                | %     | f          | %     |
| 1       | Small    | 3             | 10.00 | 1          | 10.00 | 1                 | 3.33  | 0          | 0.00   | 6                | 20.00 | 0          | 0.00  |
| 2       | Medium   | 25            | 83.33 | 7          | 70.00 | 25                | 63.33 | 10         | 100.00 | 19               | 63.33 | 9          | 90.00 |
| 4       | Large    | 2             | 6.67  | 2          | 20.00 | 4                 | 13.33 | 0          | 0.00   | 5                | 16.67 | 1          | 10.00 |

f - Frequency

**Table 14(b): Overall distribution of tea plantation labourers based on the family size of respondents.** **N=120**

| Sl. No. | Category | Women (N=90) |       | Men (N=30) |       |
|---------|----------|--------------|-------|------------|-------|
|         |          | f            | %     | f          | %     |
| 1       | Small    | 10           | 11.11 | 1          | 3.33  |
| 2       | Medium   | 69           | 76.66 | 26         | 86.66 |
| 4       | Large    | 11           | 12.22 | 3          | 10.00 |

f - Frequency

From Table 14, it could be noted that among the respondents majority of them were having 3 – 5 members. In Munnar gramapanchayath 10 per cent of both Women and Men respondents were having family with less than 3 members and 83.33 per cent women and 70 per cent men were having family with 3 – 5 members. The remaining 6.67 per cent women and 20 per cent men were having family with more than 5 members. In Pallivasal gramapanchayath 3.33 per cent of Women respondents were having family with less than 3 members and 63.33 per cent women and 100 per cent men were having family with 3 – 5 members. The remaining 13.33 per cent women

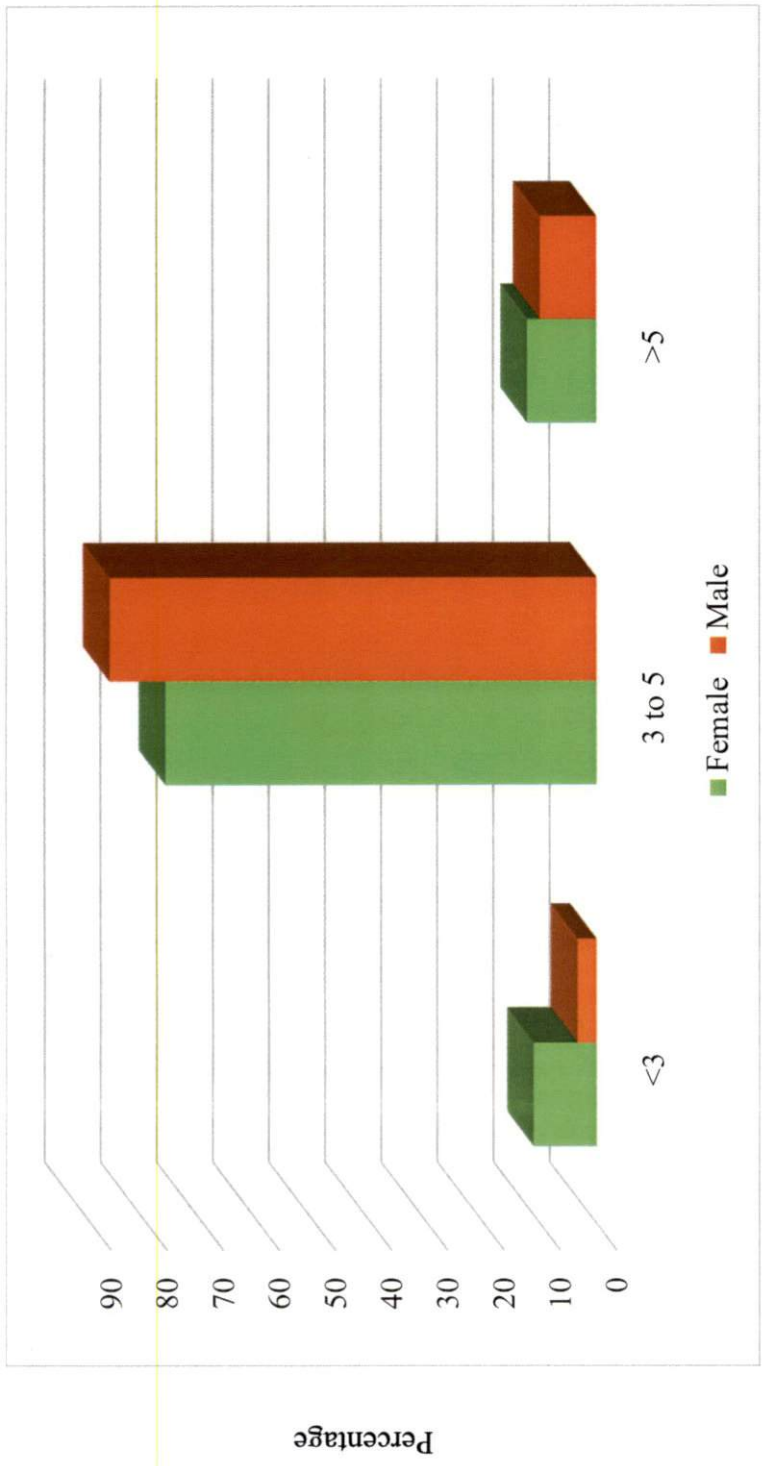


Fig 10: Overall distribution of tea plantation labourers based on the family size of respondents.

was having family with more than 5 members. In Devikulam gramapanchayath 20 per cent of Women respondents were having family with less than 3 members and 63.33 per cent women and 90 per cent men were having family with 3 – 5 members. The remaining 16.67 per cent women and 10 per cent men were having family with more than 5 members. Thus from the overall data regarding the distribution of tea plantation labourers according to their family size, amongst women 76.66 per cent and 86.66 per cent of the men respondents had family size of 3 -5. This result was found to be in line with the findings of Government of India (GOI, 2009) that the average family size of the sampled women workers is 4.2 members at overall level.

#### **4.3.6 Monthly income**

The distribution of monthly income of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 15(a) and 15(b) below.

Upon scrutinizing Table 15(a), it was found that in Munnar, Pallivasal and Devikulam, among the respondents none of them had a monthly income of less than Rs.5,000 and 93.33 per cent of women and 100 per cent men had medium income range (Rs.5,000 – Rs.10,000). The remaining 6.67 per cent of women had high range of monthly income (Rs.10, 000 – Rs.15, 000). In Pallivasal 96.67 per cent of women and 100 per cent men had medium income range (Rs.5, 000 – Rs.10, 000). The remaining 3.33 per cent of women had high range of monthly income (Rs.10, 000 – Rs.15, 000). In Devikulam 90 per cent women and 70 per cent men had medium level of income (Rs.5, 000 – Rs.10, 000) and the remaining 10 per cent of women and 30 per cent of men labourers had high level of income (Rs.10, 000 – Rs.15, 000). Thus from Table 15(b), the overall data regarding the distribution of tea plantation labourers according to their monthly income, amongst women 94.44 per cent and 100 per cent of the men respondents had monthly income between Rs.5000 – Rs.10,000.



**Table 15(a): Panchayath wise distribution of tea plantation labourers based on the monthly income of respondents. N=120**

| Sl. No. | Category               | Munnar (N=40) |       |            |        | Pallivasal (N=40) |       |            |        | Devikulam (N=40) |       |            |       |
|---------|------------------------|---------------|-------|------------|--------|-------------------|-------|------------|--------|------------------|-------|------------|-------|
|         |                        | Women (N=30)  |       | Men (N=10) |        | Women (N=30)      |       | Men (N=10) |        | Women (N=30)     |       | Men (N=10) |       |
|         |                        | f             | %     | f          | %      | f                 | %     | f          | %      | f                | %     | f          | %     |
| 1       | Low (Rs.1000-5000)     | 0             | 0.00  | 0          | 0.00   | 0                 | 0.00  | 0          | 0.00   | 0                | 0.00  | 0          | 0.00  |
| 2       | Medium (Rs.5000-10000) | 28            | 93.33 | 10         | 100.00 | 29                | 96.67 | 10         | 100.00 | 27               | 90.00 | 7          | 70.00 |
| 3       | High (Rs.10000-15000)  | 2             | 6.67  | 0          | 0.00   | 1                 | 3.33  | 0          | 0.00   | 3                | 10.00 | 3          | 30.00 |

f – Frequency

**Table 15(b): Overall distribution of tea plantation labourers based on the monthly income of respondents. N=120**

| Sl. No. | Category               | Women (N=90) |       | Men (N=30) |      |
|---------|------------------------|--------------|-------|------------|------|
|         |                        | f            | %     | f          | %    |
| 1       | Low (Rs.1000-5000)     | 0            | 0.00  | 0          | 0.00 |
| 2       | Medium (Rs.5000-10000) | 85           | 94.44 | 30         | 100  |
| 3       | High (Rs.10000-15000)  | 5            | 5.56  | 0          | 0.00 |

f – Frequency

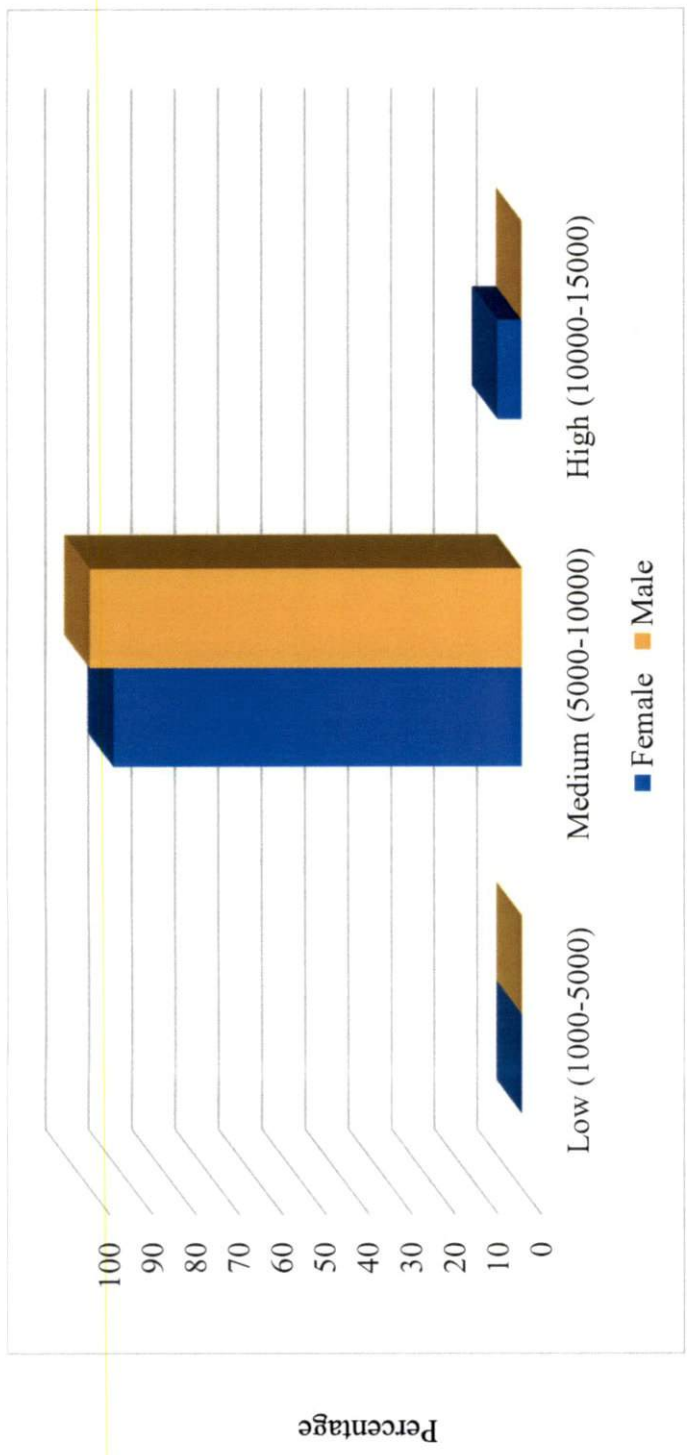


Fig 11: Overall distribution of tea plantation labourers based on the monthly income of respondents.

The daily wage of the tea plantation labourers in the district of Idukki was Rs.301 per day resulting in a monthly payment of Rs.7500 (if they worked for 26 days a month). This result was in line with the findings of Dhali (2015).

#### 4.3.7 Indebtedness

The distribution of indebtedness of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 16(a) and 16(b) below.

**Table 16(a): Panchayath wise distribution of tea plantation labourers based on the indebtedness of respondents. N=120**

| Sl. No | Category                         | Munnar (N=40) |       |            |     | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |      |
|--------|----------------------------------|---------------|-------|------------|-----|-------------------|-------|------------|-------|------------------|-------|------------|------|
|        |                                  | Women (N=30)  |       | Men (N=10) |     | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |      |
|        |                                  | f             | %     | f          | %   | f                 | %     | f          | %     | f                | %     | f          | %    |
| 1      | Low<br>(Rs.10,000-1,00,000)      | 24            | 80.00 | 10         | 100 | 24                | 80.00 | 6          | 60.00 | 29               | 96.67 | 10         | 100  |
| 2      | Medium<br>(Rs.1,00,000-2,00,000) | 5             | 16.67 | 0          | 0   | 5                 | 16.67 | 3          | 30.00 | 1                | 3.33  | 0          | 0.00 |
| 3      | High<br>(Rs.2,00,000-3,00,000)   | 1             | 3.33  | 0          | 0   | 1                 | 3.33  | 1          | 10.00 | 0                | 0.00  | 0          | 0.00 |

f – Frequency

**Table 16b): Overall distribution of tea plantation labourers based on the indebtedness of respondents. N=120**

| Sl. No. | Category                      | Women (N=90) |       | Men (N=30) |       |
|---------|-------------------------------|--------------|-------|------------|-------|
|         |                               | f            | %     | f          | %     |
| 1       | Low (Rs.10,000-1,00,000)      | 77           | 64.44 | 26         | 70.00 |
| 2       | Medium (Rs.1,00,000-2,00,000) | 11           | 8.89  | 3          | 3.33  |
| 3       | High (Rs.2,00,000-3,00,000)   | 2            | 2.22  | 1          | 3.33  |

f - Frequency

A perusal of Table 16(a) indicated that in Munnar 80 per cent of women and 100 per cent of men had low level of indebtedness (Rs.10,000 – 1,00,000) and 16.67 per cent of women respondents had medium level of indebtedness (Rs.1,00,000 – 2,00,000). The remaining 3.33 per cent of the women respondents had high level of indebtedness (Rs.2, 00,000 – Rs.3, 00,000). In Pallivasal 80 per cent of women and 60 per cent of men had low level of indebtedness (Rs.10,000 – 1,00,000) and 16.67 per cent of women respondents and 30 per cent of men respondents had medium level of indebtedness (Rs.1,00,000 – 2,00,000). The remaining 3.33 per cent of the women respondents and 10 per cent of men had high level of indebtedness (Rs.2, 00,000 – Rs.3, 00,000). In Devikulam 96.67 per cent of the women and 100 per cent of men had low level of indebtedness (Rs.10,000 – 1,00,000) and the remaining 3.33 per cent of the women respondents had medium level of indebtedness (Rs.1,00,000 – Rs.2,00,000).

From the Table 16(b), the total result indicated that 64.44 per cent of the women respondents and 70 per cent of men had low level of indebtedness (Rs.10, 000 – 1, 00,000). It was difficult for the tea plantation labourers to obtain loans from state banks or from a government institution as they lack necessary documents or did not have

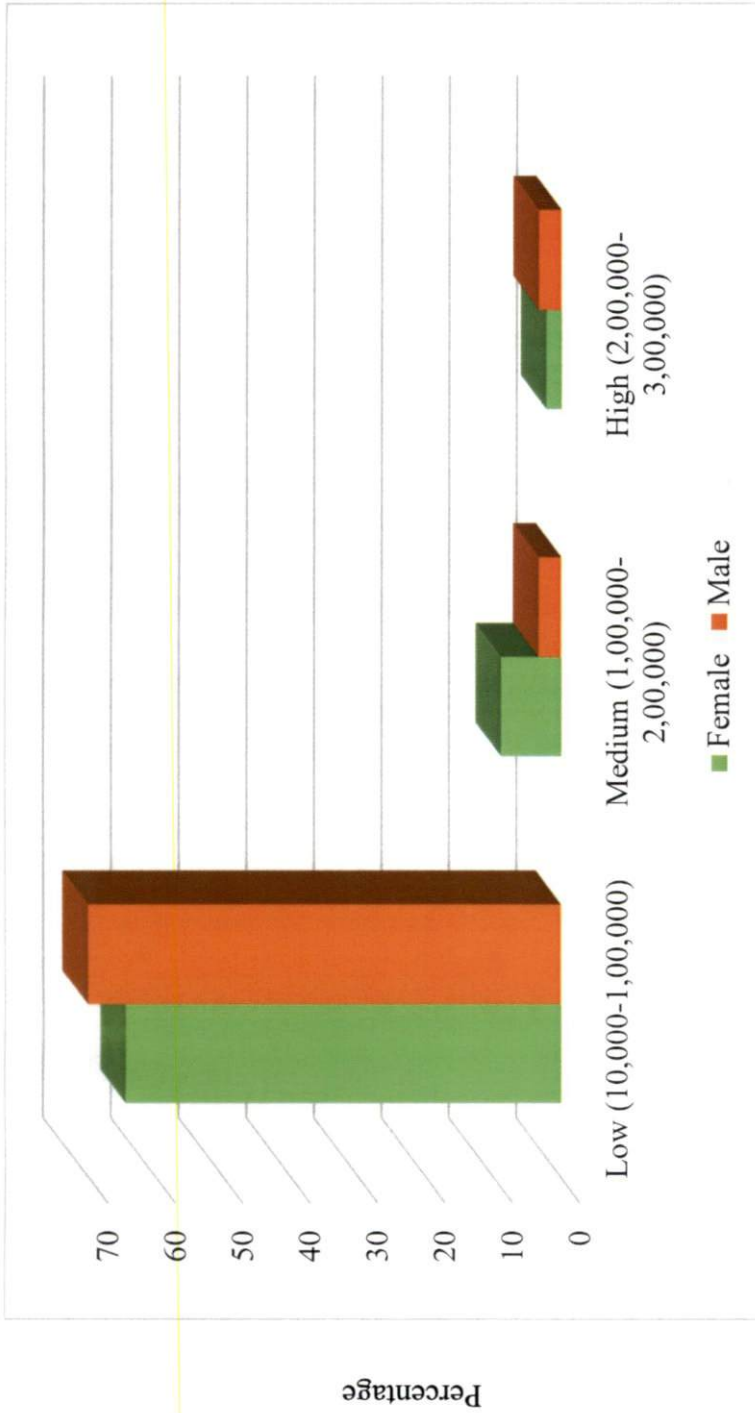


Fig 12: Overall distribution of tea plantation labourers based on the indebtedness of respondents.

much material possession to pledge. In this case they normally take loans from the estate itself, from money lenders or from *Kudumbasree/ Seva sangam*. These loan amounts usually varied from Rs.10, 000 to Rs.60, 000 when the loaners were estate itself or *Kudumbasree/ Seva sangam* and if the loaner was some private individuals/institution it could be as high as Rs.2, 00,000.

#### 4.3.8 Food security

The distribution of food security of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 17(a) and 17(b) below.

**Table 17(a): Panchayath wise distribution of tea plantation labourers based on the food security of respondents. N=120**

| Sl. No | Category | Munnar (N=40) |       |            |    | Pallivasal (N=40) |       |            |    | Devikulam(N=40) |    |            |    |
|--------|----------|---------------|-------|------------|----|-------------------|-------|------------|----|-----------------|----|------------|----|
|        |          | Women (N=30)  |       | Men (N=10) |    | Women (N=30)      |       | Men (N=10) |    | Women (N=30)    |    | Men (N=10) |    |
|        |          | f             | %     | f          | %  | f                 | %     | f          | %  | f               | %  | f          | %  |
| 1      | Secure   | 25            | 83.33 | 9          | 90 | 26                | 86.67 | 9          | 90 | 27              | 90 | 9          | 90 |
| 2      | Medium   | 5             | 16.67 | 1          | 10 | 4                 | 13.33 | 1          | 10 | 3               | 10 | 1          | 10 |
| 3      | Insecure | 0             | 0.00  | 0          | 0  | 0                 | 0.00  | 0          | 0  | 0               | 0  | 0          | 0  |

f - Frequency

**Table 17(b): Overall distribution of tea plantation labourers based on the food security of respondents. N=120**

| Sl. No. | Category | Women (N=90) |       | Men (N=30) |       |
|---------|----------|--------------|-------|------------|-------|
|         |          | f            | %     | f          | %     |
| 1       | Secure   | 78           | 86.67 | 27         | 90.00 |
| 2       | Medium   | 12           | 13.33 | 3          | 10.00 |
| 3       | Insecure | 0            | 0.00  | 0          | 0.00  |

f - Frequency

A cursory view of Table 17, indicated that in Munnar 83.33 per cent of women respondents and 90 per cent of men were secure with respect to food security status followed by 16.67 per cent of women and 10 per cent of men had medium level of food security status and none of the respondents were insecure with respect to food security status. In Pallivasal 86.67 per cent of women respondents and 90 per cent of men were secure with respect to food security status followed by 13.33 per cent of women and 10 per cent of men had medium level of food security status and none of the respondents were insecure with respect to food security status. In Devikulam 90 per cent of both the women and men were secure with respect to food security status followed by 10 per cent of both women and men labour respondents had medium level of food security status and again none of the respondents were insecure with respect to food security status. It could be concluded from the overall data that 86.67 per cent of women and 90 per cent of men were secure with respect to food security status.

The Public Distribution System (PDS) within the estate and their income were sufficient to obtain food security. Unlike the north - eastern states like Assam or Darjeeling where the wages were lower than in Kerala for tea labourers, the situation here was found to be much better.

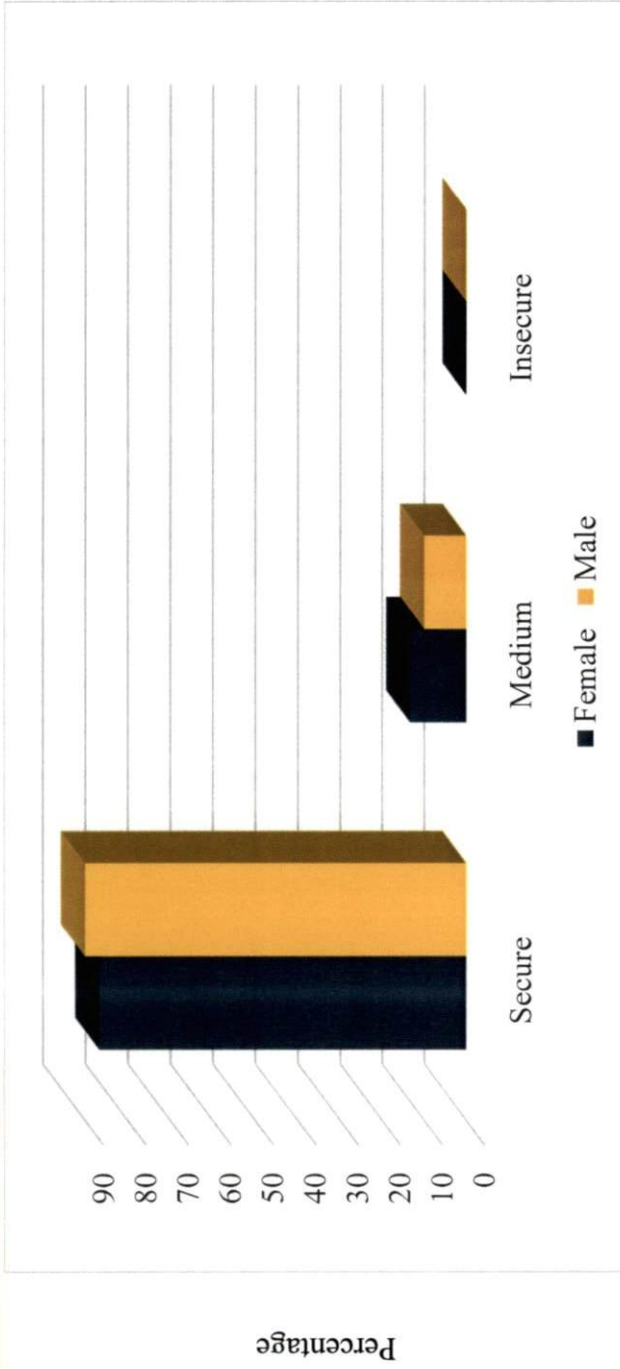


Fig 13: Overall distribution of tea plantation labourers based on the food security of respondents.



### 4.3.9 Alcoholism

The distribution of alcoholism of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 18(a) and 18(b) below.

**Table 18(a): Panchayath wise distribution of tea plantation labourers based on alcoholism of respondents. N=120**

| Sl. No | Category     | Munnar (N=40) |       |            |    | Pallivasal (N=40) |     |            |    | Devikulam (N=40) |       |            |    |
|--------|--------------|---------------|-------|------------|----|-------------------|-----|------------|----|------------------|-------|------------|----|
|        |              | Women (N=30)  |       | Men (N=10) |    | Women (N=30)      |     | Men (N=10) |    | Women (N=30)     |       | Men (N=10) |    |
|        |              | f             | %     | f          | %  | f                 | %   | f          | %  | f                | %     | f          | %  |
| 1      | Regularly    | 0             | 0     | 6          | 60 | 0                 | 0   | 7          | 70 | 0                | 0     | 8          | 80 |
| 2      | Occasionally | 5             | 16.67 | 3          | 30 | 0                 | 0   | 3          | 30 | 2                | 6.67  | 2          | 20 |
| 3      | Never        | 25            | 83.33 | 1          | 10 | 30                | 100 | 0          | 0  | 28               | 93.33 | 0          | 0  |

f - Frequency

**Table 18(b): Overall distribution of tea plantation labourers based on alcoholism of respondents. N=120**

| Sl. No. | Category     | Women (N=90) |       | Men (N=30) |       |
|---------|--------------|--------------|-------|------------|-------|
|         |              | f            | %     | f          | %     |
| 1       | Regularly    | 0            | 0.00  | 21         | 70.00 |
| 2       | Occasionally | 7            | 7.78  | 8          | 26.67 |
| 3       | Never        | 83           | 92.22 | 1          | 3.33  |

f - Frequency

Table 18(a) indicated that in Munnar 60 per cent of men respondents and none of the women consumed alcohol regularly followed by 16.67 per cent women and 30 per cent men who used alcohol occasionally. The remaining 83.33 per cent women and 10



Fig 14: Overall distribution of tea plantation labourers based on alcoholism of respondents.

per cent men were non-users of alcohol. In Pallivasal 70 per cent of Men respondents consumed alcohol regularly followed by 30 per cent of men who used alcohol occasionally and 100 per cent of Women respondents never consumed alcohol. In Devikulam 80 per cent of men respondents used alcohol regularly followed by 6.67 per cent women and 20 per cent men who consumed alcohol occasionally and the remaining 93.33 per cent women never consumed alcohol. It could be concluded from the overall data that 92.22 per cent of women never consumed alcohol and 70 per cent of men consumed alcohol regularly. This result was in line with the findings of Anoop (2013) according to him 77 % of the respondents (Paniya tribal people of Wayanad) were daily users of alcohol.

#### 4.3.10 Health seeking behaviour

The distribution of alcoholism of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 19(a) and 19(b) below.

**Table 19(a): Panchayath wise distribution of tea plantation labourers based on health care seeking behaviour of respondents. N=120**

| Sl. No | Category        | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |       |
|--------|-----------------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|-------|
|        |                 | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |       |
|        |                 | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %     |
| 1      | Minor illness   | 10            | 33.33 | 2          | 20.00 | 11                | 36.67 | 2          | 20.00 | 12               | 40.00 | 3          | 30.00 |
| 2      | Chronic illness | 20            | 66.67 | 8          | 80.00 | 19                | 63.33 | 8          | 80.00 | 18               | 60.00 | 7          | 70.00 |

f - Frequency

**Table 19(b): Overall distribution of tea plantation labourers based on health care seeking behaviour of respondents. N=120**

| Sl. No. | Category        | Women (N=90) |       | Men (N=30) |       |
|---------|-----------------|--------------|-------|------------|-------|
|         |                 | f            | %     | f          | %     |
| 1       | Minor illness   | 33           | 36.67 | 7          | 23.33 |
| 2       | Chronic illness | 57           | 63.33 | 23         | 76.67 |

f - Frequency

Table 19(a) indicated that in Munnar gramapanchayath 66.67 per cent women and 80 per cent Men respondents consulted a doctor when they had some sort of chronic illness. The remaining 33.33 per cent of women respondents and 20 per cent of men respondents consulted a doctor or a medical professional when they had a minor illness. In Pallivasal gramapanchayath 63.33 per cent women and 80 per cent men consulted a doctor or a medical professional when they had chronic illness and the remaining 36.67 per cent women and 20 per cent men respondents approached a doctor when they had minor illness. In Devikulam gramapanchayath 60 per cent of Women respondents and 70 per cent of Men respondents consulted a medical professional when they had chronic illness followed by 40 per cent women and 30 per cent men who sought medical attention in case of minor illness.

Table 19(b) revealed that 63.33 per cent Women respondents and 76.67 per cent Men respondents consulted a medical professional in case of chronic illness. Workers are poor and they were not concerned about some minor illness and it was obvious that they had the tendency to consult a medical professional when effected with a chronic health problem.

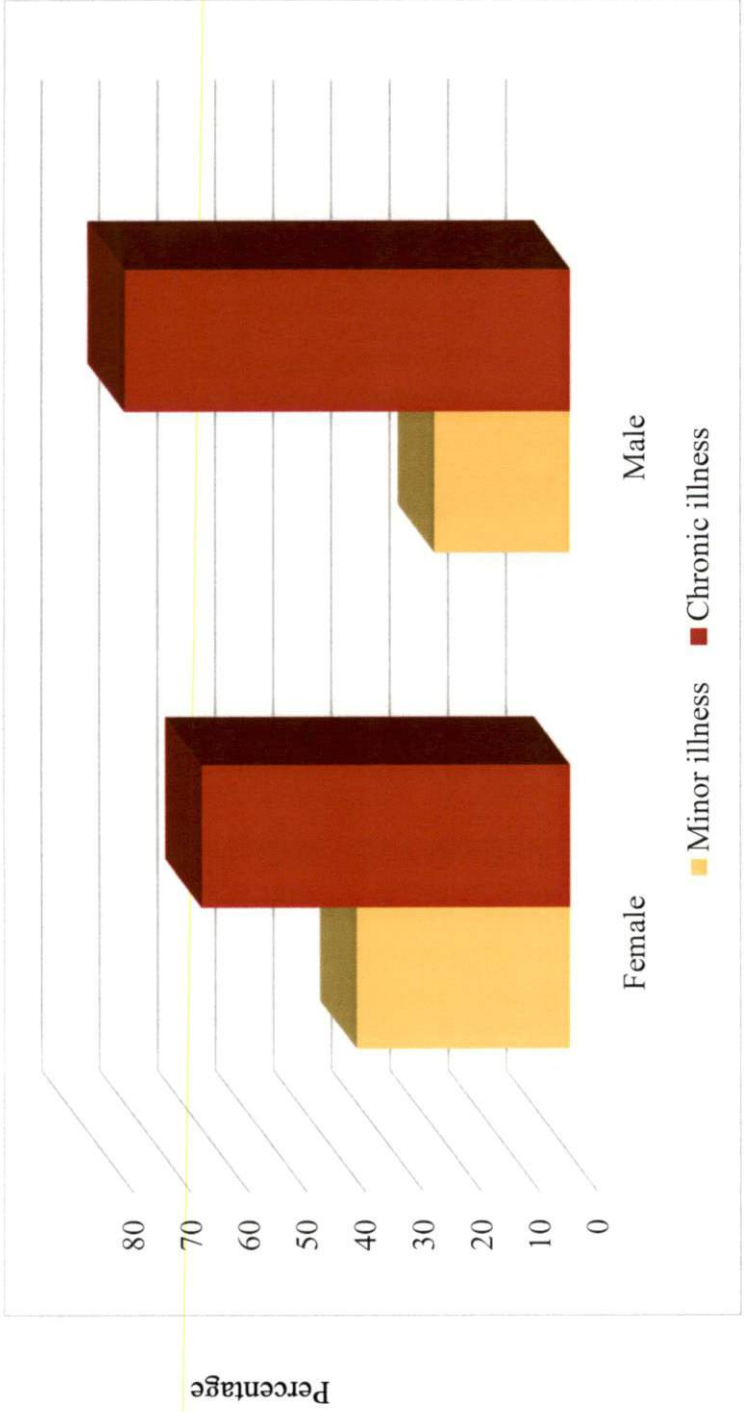


Fig 15: Overall distribution of tea plantation labourers based on health care seeking behaviour of respondents.

#### 4.3.11 Political orientation

The distribution of political orientation of the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 20(a) and 20(b) below.

**Table 20(a): Panchayath wise distribution of tea plantation labourers based on political orientation of respondents. N=120**

| Sl. No | Category | Munnar (N=40) |       |            |    | Pallivasal (N=40) |       |            |    | Devikulam (N=40) |       |            |     |
|--------|----------|---------------|-------|------------|----|-------------------|-------|------------|----|------------------|-------|------------|-----|
|        |          | Women (N=30)  |       | Men (N=10) |    | Women (N=30)      |       | Men (N=10) |    | Women (N=30)     |       | Men (N=10) |     |
|        |          | f             | %     | f          | %  | f                 | %     | f          | %  | f                | %     | f          | %   |
| 1      | Low      | 2             | 6.67  | 0          | 0  | 5                 | 16.67 | 0          | 0  | 4                | 13.33 | 0          | 0   |
| 2      | Medium   | 15            | 50.00 | 2          | 20 | 10                | 33.33 | 2          | 20 | 10               | 33.33 | 0          | 0   |
| 3      | High     | 13            | 43.30 | 8          | 80 | 15                | 50.00 | 8          | 80 | 16               | 53.33 | 10         | 100 |

f - Frequency

**Table 20(b): Overall distribution of tea plantation labourers based on political orientation of respondents. N=120**

| Sl. No. | Category | Women (N=90) |       | Men (N=30) |       |
|---------|----------|--------------|-------|------------|-------|
|         |          | f            | %     | f          | %     |
| 1       | Low      | 11           | 12.20 | 0          | 0.00  |
| 2       | Medium   | 36           | 40.00 | 4          | 13.30 |
| 3       | High     | 43           | 47.80 | 26         | 86.67 |

f - Frequency

Table 20(a) showed that in Munnar gramapanchayath 43.3 per cent women and 80 per cent men had high level of political orientation followed by 50 per cent of

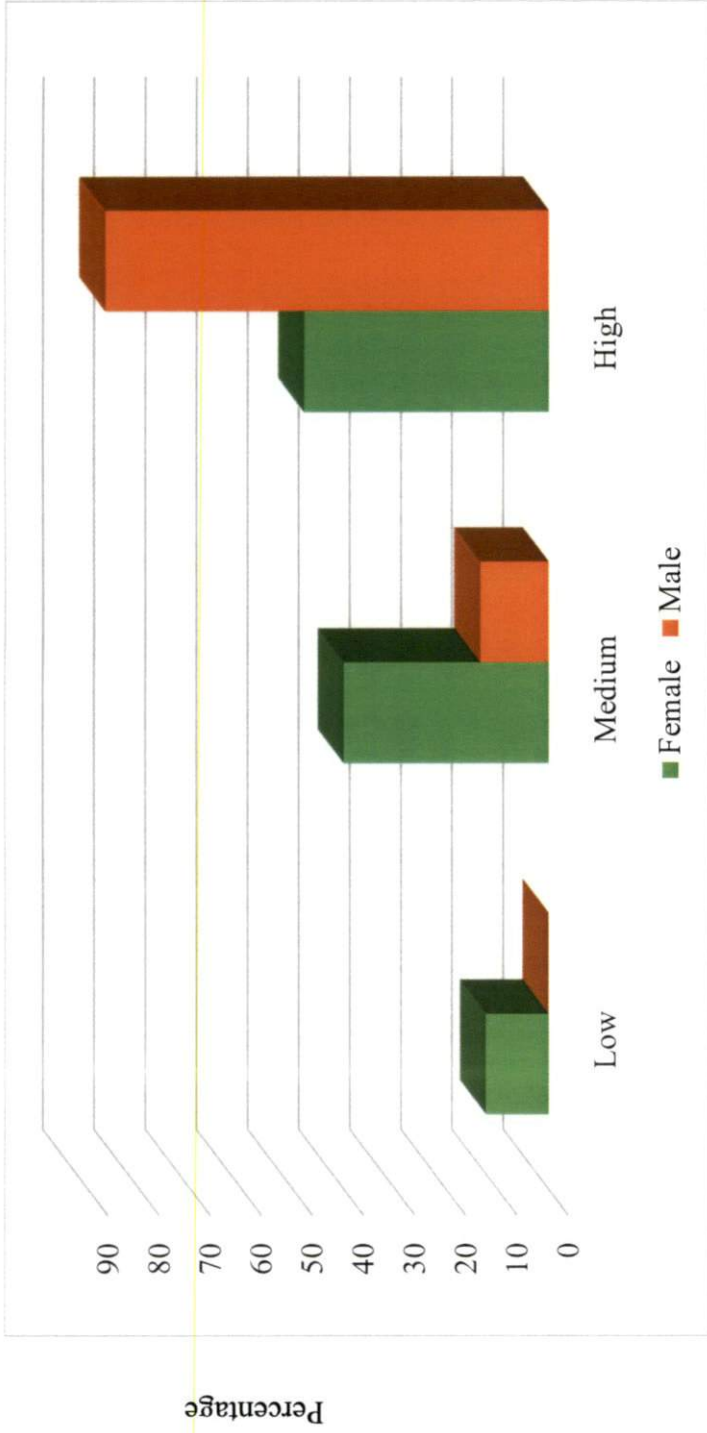


Fig 16: Overall distribution of tea plantation labourers based on political orientation of respondents.

women and 20 per cent of men who had medium level of political orientation. The remaining 6.67 per cent of women respondents had low level of political orientation. In Pallivasal gramapanchayath 50 per cent women and 80 per cent men had high level of political orientation followed by 33.33 per cent of women and 20 per cent of men who had medium level of political orientation. The remaining 16.67 per cent of women respondents had low level of political orientation. In Devikulam gramapanchayath 53.33 per cent women and 100 per cent men had high level of political orientation followed by 33.33 per cent women respondents who had medium level of political orientation and the remaining 13.33 per cent of women respondents had low level of political orientation.

From Table 20(b) it can be concluded that 47.8 per cent of women and 86.67 per cent of men had high level of political orientation. This result was in line with the findings of Hariharan and Siva Kumar (2014) who reported that even though the majority of the labourers in tea plantation were women, their active participation was found to be minimal and the cause for this were several such as low educational qualification, daily household works, child care, gender inequality and lack of political knowledge.

#### **4.3.12 Discrimination**

The distribution of discrimination faced by the tea plantation labourers in Idukki district (selected three gramapanchayaths and overall) are given in the Table 21(a) and 21(b) below.

Table 21(a) indicated that in Munnar 86.67 per cent of the Women respondents and 90 per cent of Men respondents had medium level of discrimination followed by 13.33 per cent women and 10 per cent men respondents had high level of discrimination. In Pallivasal gramapanchayath 60 per cent of both the Women and Men respondents faced medium level of discrimination followed by 40 per cent of both the Women and Men respondents who had to face high level of discrimination. In



**Table 21(a): Panchayath wise distribution of tea plantation labourers based on discrimination faced by the respondents. N=120**

| Sl. No. | Category          | Munnar (N=40) |       |            |       | Pallivasal (N=40) |       |            |       | Devikulam (N=40) |       |            |       |
|---------|-------------------|---------------|-------|------------|-------|-------------------|-------|------------|-------|------------------|-------|------------|-------|
|         |                   | Women (N=30)  |       | Men (N=10) |       | Women (N=30)      |       | Men (N=10) |       | Women (N=30)     |       | Men (N=10) |       |
|         |                   | f             | %     | f          | %     | f                 | %     | f          | %     | f                | %     | f          | %     |
| 1       | 30-45 (Low)       | 0             | 0.00  | 0          | 0.00  | 0                 | 0.00  | 0          | 0.00  | 0                | 0.00  | 0          | 0.00  |
| 2       | 45-60 (Medium)    | 26            | 86.67 | 9          | 90.00 | 18                | 60.00 | 6          | 60.00 | 16               | 53.33 | 7          | 70.00 |
| 3       | 60-75 (High)      | 4             | 13.33 | 1          | 10.00 | 12                | 40.00 | 4          | 40.00 | 14               | 46.67 | 3          | 30.00 |
| 4       | 75-90 (Very high) | 0             | 0.00  | 0          | 0.00  | 0                 | 0.00  | 0          | 0.00  | 0                | 0.00  | 0          | 0.00  |

f – Frequency

**Table 21(b): Overall distribution of tea plantation labourers based on discrimination faced by the respondents. N=120**

| Sl. No. | Category          | Women (N=90) |       | Men (N=30) |       |
|---------|-------------------|--------------|-------|------------|-------|
|         |                   | f            | %     | F          | %     |
| 1       | 30-45 (Low)       | 0            | 0.00  | 0          | 0.00  |
| 2       | 45-60 (Medium)    | 60           | 66.67 | 22         | 73.33 |
| 3       | 60-75 (High)      | 30           | 33.33 | 8          | 26.67 |
| 4       | 75-90 (Very high) | 0            | 0.00  | 0          | 0.00  |

f – Frequency

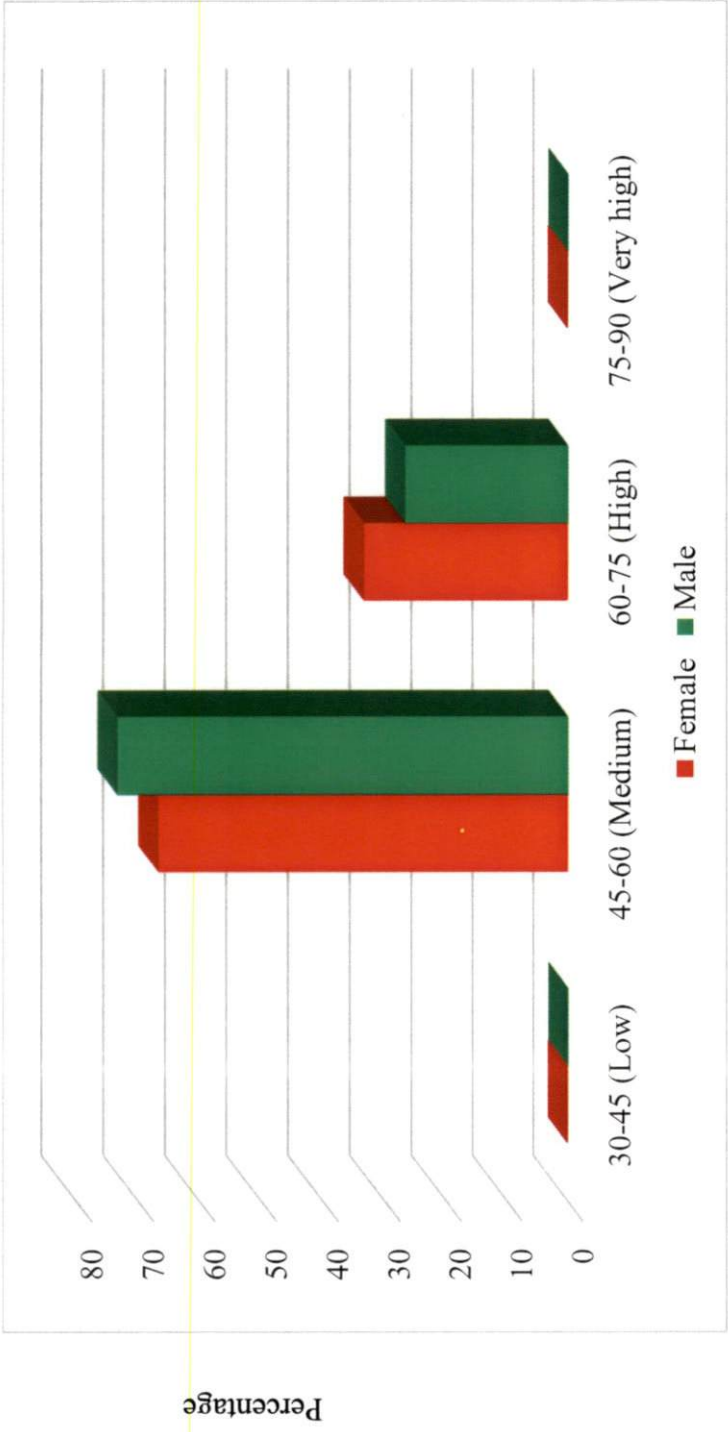


Fig 17: Overall distribution of tea plantation labourers based on discrimination faced by the respondents.

Devikulam gramapanchayath 53.33 per cent of the Women respondents and 70 per cent of Men respondents had medium level of discrimination followed by 46.67 per cent of Women respondents and 30 per cent of Men respondents who had to face high level of discrimination.

From Table 21(b) it can be concluded that 66.67 per cent of the Women respondents and 73.33 per cent of Men respondents had medium level of discrimination.

#### **4.4 RELATIONSHIP BETWEEN PROFILE CHARACTERISTICS AND SOCIO – ECONOMIC DEPRIVATION**

As perusal of Table 22 indicated that out of twelve independent variables selected, in case of women, only family size and indebtedness showed positive significant relationship with socio – economic deprivation and political orientation showed negative significance with socio – economic deprivation. In case of men only indebtedness showed positive significant relationship with socio – economic deprivation and age at the time of marriage showed negative significance with socio – economic deprivation.

One of the main findings was that the one bed room housing facilities provided by the estates were not sufficient for a family. The '*laayams*' include a bedroom and a kitchen. From the present study it was clear that majority of the labourers had family size of 3 – 5 consisting of school going children. This result was in line with the findings of Majumder and Roy (2012) who reported that the housing facilities of the labourers were also found to be subhuman with 5 people living in a room of 222 square feet.

The labourers take loans from the estate or from private money lenders mainly for the education of their children, marriage and other consumption purposes since the wage they get was not sufficient to cover all these. This indebtedness create a major dip in their livelihood.

**Table 22: Correlation of socio-economic deprivation with independent variables**

| Prolife Characteristics     | Women    | Men      |
|-----------------------------|----------|----------|
| Age                         | 0.162    | 0.103    |
| Marital status              | 0.030    | -0.001   |
| Age at the time of marriage | -0.199   | -0.469** |
| Family size                 | 0.260*   | 0.023    |
| Monthly Income              | -0.184   | -0.216   |
| Educational status          | -0.123   | -0.149   |
| Indebtedness                | 0.360**  | 0.399*   |
| Food security               | -0.100   | -0.011   |
| Alcoholism                  | 0.158    | 0.333    |
| Health seeking behaviour    | -0.092   | -0.087   |
| Discrimination              | 0.061    | 0.334    |
| Political orientation       | -0.307** | -0.055   |

\* Significant at 5 per cent

\*\* Significant at 1 per cent

The recent strikes by women labourers resulted in the raise of their daily wage to Rs.301 which shows that the realization of taking up their own problems and not depending on the Men dominated labour unions in a women dominated sector can do miracles. When women become politically independent i.e. when they have high political orientation, the chances of reduction in the socio- economic deprivation is very high. This result was in line with the findings of Hariharan and Siva Kumar (2014) who reported that even though the majority of the labourers in tea plantation were women, their active participation was found to be minimal and the cause for this were

several such as low educational qualification, daily household works, child care, gender inequality and lack of political knowledge. As explained in the case of women tea plantation labourers, men also face the same problem of indebtedness.

When the age at the time marriage become less, the labourers lost their chance for better education and thus to find a livelihood apart from jobs in the tea plantations. This result was in line with the findings of Wolfinger (2015), who reported that the chances for divorce is 50 per cent less likely for people who get married after 25 than for people who get married before 20.

#### **4.4 CONSTRAINTS EXPERIENCED BY THE TEA PLANTATION LABOURERS IN IDUKKI DISTRICT**

Table 23 showed the constraints experienced by the respondents in all the three gramapanchayaths. The top five constraints faced by the women tea plantation labourers were low wages, lack of housing facilities, lack of involvement in management, inaccessibility of government financial institutions and lack of adequate rest period. Amongst men these were low wages, inadequate employment opportunities, lack of housing facilities, lack of involvement in management and inaccessibility of government financial institutions.

For women the other constraints were non-availability of credit, inadequate employment opportunities, inadequacy and access to quality education, inadequate drinking water facilities, lack of health awareness and importance of personal cleanliness, lack of community welfare centres, lack of recognition in the social sphere, carrying heavy loads of tea leaves, wild animal menace and gender discrimination at work places. In case of men the other constraints were non-availability of credit, inadequacy and access to quality education, inadequate drinking water facilities, lack of health awareness and importance of personal cleanliness, lack of community welfare centres, lack of recognition in the social sphere, lack of rest period, carrying heavy loads of tea leaves, wild animal menace and gender discrimination at work place.

**Table 23: Constraints faced by the respondents**

| Sl. No. | Constrains  | Score        |            | Rank         |            |
|---------|---|--------------|------------|--------------|------------|
|         |   | Women (N=90) | Men (N=30) | Women (N=90) | Men (N=30) |
| 1       | Low wages   | 338          | 107        | 1            | 1          |
| 2       | Non availability of credit                                      | 226          | 55         | 10           | 7          |
| 3       | Inadequate employment opportunities                             | 246          | 65         | 7            | 5          |
| 4       | Inadequacy and access to quality education                      | 239          | 63         | 8            | 6          |
| 5       | Inadequate drinking water facilities                            | 151          | 51         | 13           | 9          |
| 6       | Lack of health awareness and importance of personal cleanliness | 248          | 47         | 6            | 11         |
| 7       | Lack of housing facilities                                      | 329          | 98         | 2            | 2          |
| 8       | Lack of involvement in management                               | 284          | 86         | 5            | 4          |
| 9       | Inaccessibility of government financial institutions            | 291          | 88         | 4            | 3          |
| 10      | Lack of community welfare centres                               | 202          | 39         | 12           | 14         |
| 11      | Lack of recognition in the social sphere                        | 147          | 53         | 14           | 8          |
| 12      | Lack of adequate rest period                                    | 298          | 46         | 3            | 12         |
| 13      | Carrying heavy loads of tea leaves                              | 248          | 48         | 6            | 10         |
| 14      | Wild animal menace  | 228          | 45         | 9            | 13         |
| 15      | Gender discrimination at work places                            | 207          | 45         | 11           | 13         |

# *Summary*

## 5. SUMMARY

Idukki district in Kerala is the hub of tea production in the South India. Munnar a part of Idukki district is famous for its tourist spots and recently it became infamous for the strikes conducted by the one of a kind massive movement by women tea plantation labourers '*pembilai orumai*'. Women constitutes over 50 per cent of the work force in tea plantations. The recent uprising and the strikes by women tea plantation workers in the Munnar area of Idukki district gave us a glimpse of what really happens beyond the beautiful hills and the tea estates. The women representation in trade unions are very limited and the trade unions are weak. These uneducated migrants from Tamil Nadu have very little say in their own life. Keeping all these in view, the present study was undertaken with the objectives of identifying the gender roles of women plantation labourers of tea gardens in Idukki district and also the livelihood constraints and the socio-economic deprivation of women labourers were also studied.

The study was conducted in Idukki district of Kerala. This district was purposively selected for the study as it had highest area under cultivation and thus provides enough respondents. Another reason was the recent strikes by women tea plantation labourers. A sample of 120 respondents were selected randomly from three gramapanchayaths of Idukki district, namely, Munnar, Pallivasal and Devikulam.

Detailed review of literature, discussions with experts and scientists in agricultural extension were relied upon for the selection of variables. Socio – economic deprivation were selected as the dependent variable for the study. The profile characteristics of the respondents were the independent variables. The data were collected using pre tested and structured interview schedule. The statistical tools used were mean, median, variance, coefficient of variation, Kruskal Wallis test, Z test, frequency, percentage and simple correlation.



The salient findings are summarized below:

- Under productive roles tea picking was dominated by women as expected (81.67 per cent).
- Weeding was dominated by men workers (94.17 per cent).
- Pesticide application was dominated by men workers (100.00 per cent).
- Fertilizer application was dominated by men workers (100.00 per cent).
- Post-harvest techniques was dominated by men workers (89.17 per cent).
- Money Management was dominated by men workers (54.17 per cent).
- Education of children was dominated by men workers (55.83 per cent).
- Food decisions was dominated by women workers (73.33 per cent).
- Family planning was decided by both the genders (60.83 per cent).
- Under reproductive roles, cooking was dominated by women workers (69.17 per cent).
- Child care was dominated by women workers (65.00 per cent).
- Fetching of water was dominated by men workers (56.67 per cent).
- Collection of fuel wood was dominated by men workers (58.33 per cent).
- Elderly care was dominated by women workers (66.67 per cent).
- Under community roles, 100 per cent of women respondents participated in '*Kudumbasree*' and 100 per cent of men respondents participated in '*Seva sangam*'.
- The deprived dimensions of the tea plantation labourers along with its deprivation scores were income (2), housing (1), other public services (2), social recognition (2), democratic participation (2) and credit (2). The overall deprivation index commuted were 2.165.
- Socio – economic deprivation of women tea plantation labourers in Munnar, Pallivasal and Devikulam gramapanchayaths were computed as 2.37, 2.05, 1.99 respectively.

- Socio – economic deprivation of men tea plantation labourers in Munnar, Pallivasal and Devikulam gramapanchayaths were computed as 2.44, 2.2, 1.99 respectively.
- Based on deprivation index 55.56 per cent of the women tea plantation labourers and 53.33 per cent of men tea plantation labourers were highly deprived of the dimensions while 44.44 per cent women tea plantation labourers and 46.67 per cent men tea plantation labourers had low level of deprivation of the dimensions.
- In the socio- economic deprivation, 85.56 percent of women labourers and 80 per cent of men labourers were found to be deprived of sound income.
- In the case of education, 56.67 percent of women and men labourers were found to be deprived of education.
- 51.11 percent of women and 56.67 per cent of men labourers were found to be not deprived of health.
- Amongst women workers, 98.89 per cent said that the housing facilities were deprived and 83.33 per cent men workers agreed to this observation.
- In the case of other public services/ goods, 81.11 per cent of women and 83.33 per cent of men labourers were found to be deprived of it.
- None of the women or men respondents were deprived of food security.
- 82.22 per cent of women and 83.33 per cent of men labourers were found to be deprived of social recognition.
- When it comes to democratic participation, 58.89 per cent of women and 73.33 per cent of men labourers were found to be deprived of it.
- Amongst women workers, 54.44 per cent reported that credit was deprived while 53.33 per cent men labourers reported that credit was not deprived.
- Amongst both women and men 83.33 per cent respondents belonged to middle aged category (35-55).

- 40 per cent of women respondents and 83.33 per cent of the men respondents had UP school education.
- In the case of marital status, 87.78 per cent women and 93.33 per cent of the men respondents were married.
- In the case of age at the time of marriage, 67.78 per cent women and 50 per cent of the men respondents got married between the age range of 18 to 25 while the remaining 50 per cent of men got married when they were above 25 years of age.
- According to their family size, amongst women 76.66 per cent and 86.66 per cent of the men respondents had family size of 3 -5.
- Amongst women 94.44 per cent and 100 per cent of the men respondents had monthly income between Rs.5000 – Rs.10, 000.
- 64.44 percent of the women respondents and 70 per cent of men had low level of indebtedness (Rs.10, 000 – 1, 00,000).
- 86.67 per cent of women and 90 per cent of men were secure with respect to food security status.
- 92.22 per cent of women respondents never consume alcohol and 70 per cent of men respondents consume alcohol regularly.
- 63.33 per cent female respondents and 76.67 per cent male respondents consulted a medical professional in case of chronic illness.
- In the case of political orientation, 47.8 per cent of women and 86.67 per cent of men had high level of political orientation.
- From the study it was found that 60 per cent of the female respondents and 73.33 per cent of male respondents had medium level of discrimination.
- Out of twelve independent variables selected, in case of women, only family size and indebtedness showed positive significant relationship with socio – economic deprivation and political orientation showed negative significance with socio – economic deprivation.

- In case of men only indebtedness showed positive significant relationship with socio – economic deprivation and age at the time of marriage showed negative significance with socio – economic deprivation.
- .The top five constraints faced by the women tea plantation labourers were low wages, lack of housing facilities, lack of involvement in management, inaccessibility of government financial institutions and lack of rest period.
- The top five constraints faced by the men respondents were low wages, inadequate employment opportunities, lack of housing facilities, lack of involvement in management and inaccessibility of government financial institutions.

#### **Future line of work**

Further studies can be done in a comprehensive manner incorporating more dimensions. Adequate and immediate steps should be taken up by the extension agencies to enhance participatory approach for problem identification and problem solving.

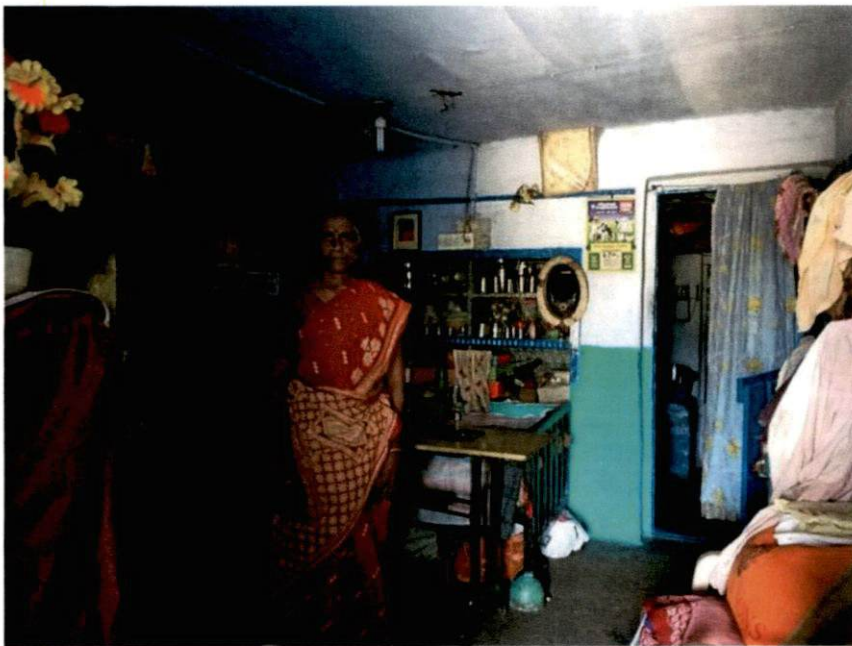
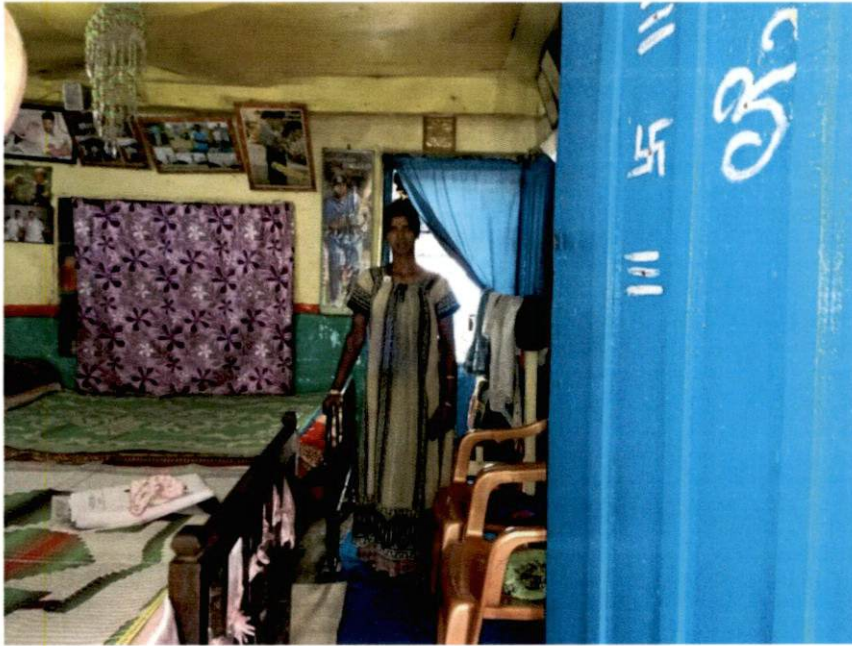


Plate 3: Inside the '*laayams*' of tea plantation labourers in Idukki district

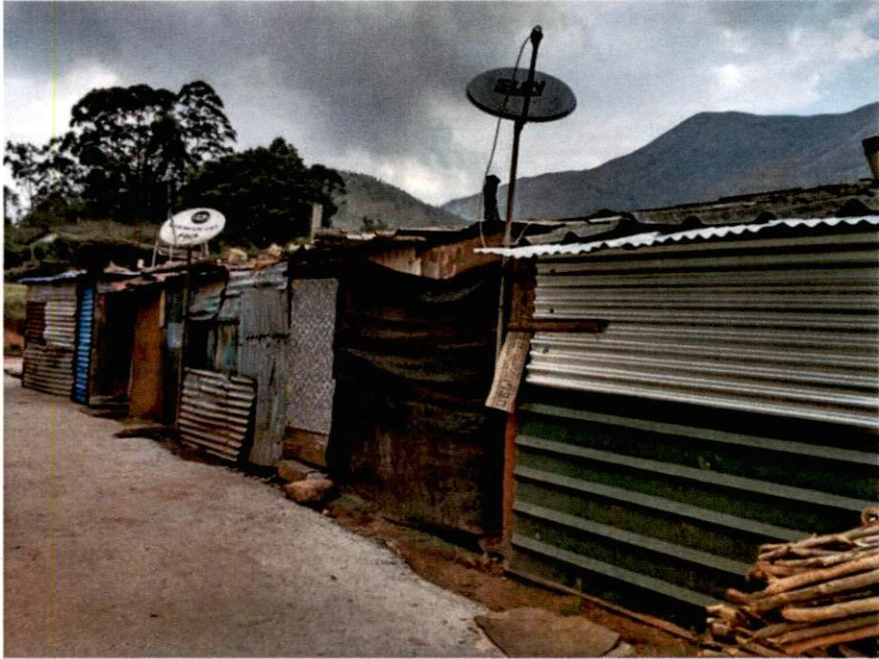


Plate 4: Outside the '*laayam*' of tea plantation labourers in Idukki district



Plate 5: Public distribution system (PDS) in Munnar *gramapanchayath*



Plate 6: Hospital in the tea plantation of Munnar *gramapanchayath*



Plate 7: Outside the school in tea plantation of Munnar *gramapanchayath*



Plate 8: Inside the school in tea plantation of Munnar *gramapanchayath*





Plate 9: Working of the 'anganwaadi' in the pea plantation in Devikulam gramapanchayath



Plate 10: Waste collection in the tea plantation of Idukki district

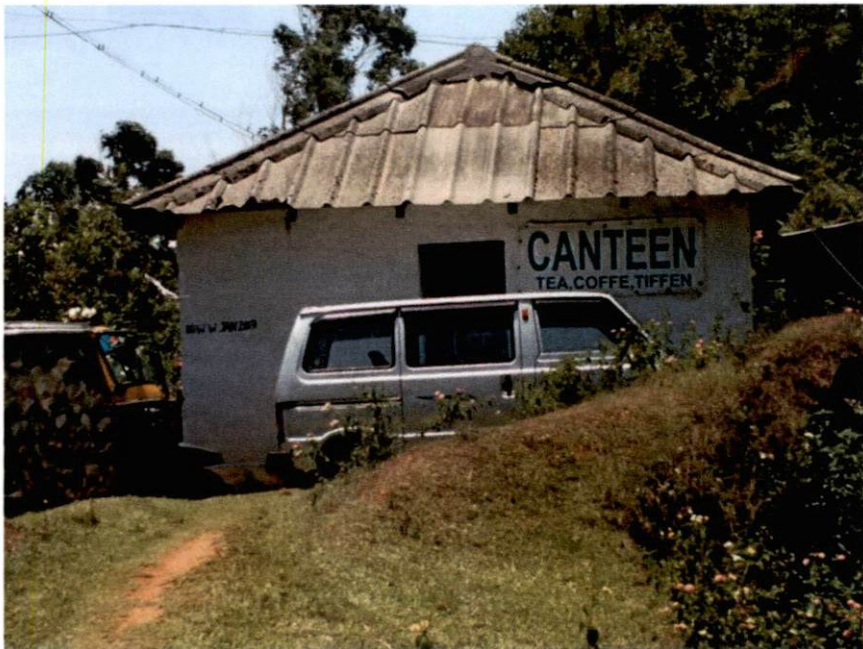


Plate 11: Canteen facilities in the tea plantation of Idukki district



Plate 12: Tea picking by men in ward No. 11 of Devikulam *gramapanchayath*



Plate 13: Foliar spray done by men in tea plantation of Idukki district



Plate 14: Tea leaves bundled together for collection

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# *Appendices*

## APPENDIX

INTERVIEW SCHEDULE

Women plantation labourers of tea gardens in Idukki district: A multidimensional analysis.

No.

Date:

Name of Block:

Name of Panchayat:

Ward No.:

**Name and address of respondent:**

1. **Name :**

2. **Age:**

3. **Sex:** Male  Female

4. **Address:**

5. **Phone number:**

6. **Marital status :** Single/ married/ divorcee/widow

7. **Age at the time of marriage:**

8. **Size of family :** less than 3 / 3 to 4 / 4 to 5 / above 5

9. **Monthly income:**



**10. Educational status:**

| Sl No. | Category         | Educational status |
|--------|------------------|--------------------|
| 1.     | Illiterate       |                    |
| 2.     | primary school   |                    |
| 3.     | UP school        |                    |
| 4.     | high school      |                    |
| 5.     | higher secondary |                    |
| 6.     | Graduation       |                    |

**11. Indebtedness**

Amount in Rs. -----

**12. Food security**

| Sl No. | Statements   | Score |
|--------|--------------|-------|
| 1.     | Enough       |       |
| 2.     | Alright      |       |
| 3.     | Insufficient |       |

**13. Alcoholism**

| Habits         | Frequency |              |       |
|----------------|-----------|--------------|-------|
|                | Regularly | Occasionally | Never |
| Use of alcohol |           |              |       |

**14. Health care seeking behavior**

| Sl No. | Kind of treatment centers   |  |
|--------|---|--|
| 1.     | Usually visit hospitals/ Health care centers even for minor illness     |  |
| 2.     | Usually visit Health care centers when illness became serious/ chronic. |  |

**15. Discrimination**

In your day-to-day life, how often do any of the following things happen to you?

| Sl No. | Statements | Response Categories |
|--------|------------|---------------------|
|        |            |                     |

|     |   | Almost every day | At least once a week | A few times a month | A few times a year | Less than once a year | Never |
|-----|---|------------------|----------------------|---------------------|--------------------|-----------------------|-------|
| 1.  | You are treated with less courtesy than other people are.   |                  |                      |                     |                    |                       |       |
| 2.  | You are treated with less respect than other people are.  |                  |                      |                     |                    |                       |       |
| 3.  | You receive poorer service than other people at public places.                                      |                  |                      |                     |                    |                       |       |
| 4.  | People act as if they think you are not smart.  |                  |                      |                     |                    |                       |       |
| 5.  | People act as if they are afraid of you.  |                  |                      |                     |                    |                       |       |
| 6.  | People act as if they think you are dishonest.  |                  |                      |                     |                    |                       |       |
| 7.  | You are called names or insulted.   |                  |                      |                     |                    |                       |       |
| 8.  | You are threatened or harassed.   |                  |                      |                     |                    |                       |       |
| 9.  | You have been unfairly stopped, searched, questioned, physically threatened or abused by the police |                  |                      |                     |                    |                       |       |
| 10. | You have been unfairly denied a bank loan   |                  |                      |                     |                    |                       |       |
| 11. | You have been unfairly discouraged by the society or teacher to discontinue education.              |                  |                      |                     |                    |                       |       |
| 12. | For unfair reasons you were not hired for a job.  |                  |                      |                     |                    |                       |       |
| 13. | For unfair reasons you were paid low wages  |                  |                      |                     |                    |                       |       |

|     |  |  |  |  |  |  |  |
|-----|--|--|--|--|--|--|--|
| 14. | You are not allowed to use public amenities.                           |  |  |  |  |  |  |
| 15. | You are denied of medical facilities even during emergency situations. |  |  |  |  |  |  |

### 16. Political orientation

| Sl No. | Items   | Agree | Disagree |
|--------|---|-------|----------|
| 1.     | Recognizing the power relations existing in the society is very important in resolving the problems of the society.                                       |       |          |
| 2.     | Democracy is the best political principle and philosophy for ideal governance   |       |          |
| 3.     | Individual approach will not help in solving problems   |       |          |
| 4.     | Organizing people for accessing their genuine and fundamental rights is an important pre-requisite for a democratic society.                              |       |          |
| 5.     | Political parties are inevitable and indispensable for a vibrant democratic society functioning in accordance with constitution.                          |       |          |
| 6.     | Sustainable progress and welfare of people can be achieved only through organized political and social interventions                                      |       |          |
| 7.     | A political approach to social issues actually preserve the existing power relations and prevent distributive justice, social transformation and progress |       |          |
| 8.     | Political parties and other social organizations play no role in the social development and therefore it is a curse to the society                        |       |          |
| 9.     | Principles like freedom, equality and fraternity should be the guiding cardinal principles of a strong civil society.                                     |       |          |

|     |  |  |  |
|-----|--|--|--|
| 10. | Distributive justice makes a social system humane and modern |  |  |
|-----|--|--|--|

### 17. Gender Roles

| Activities                   | Women | Men |
|------------------------------|-------|-----|
| <i>Productive Roles</i>      |       |     |
| 1. Tea picking/ plucking     |       |     |
| 2. Weeding                   |       |     |
| 3. Pesticide application     |       |     |
| 4. Fertilizer application    |       |     |
| 5. Post harvest techniques   |       |     |
| <i>Decision making roles</i> |       |     |
| 1 Money Management           |       |     |
| 2 Education of children      |       |     |
| 3 Food                       |       |     |
| 4 Family planning            |       |     |
| <i>Reproductive Roles</i>    |       |     |
| 1. Cooking                   |       |     |
| 2. Child care                |       |     |
| 3. Fetching of water         |       |     |
| 4. Collection of fuel wood   |       |     |
| 5. Elderly care              |       |     |
| <i>Community Roles</i>       |       |     |
| 1. Kudumbasree               |       |     |
| 2. Seva sangam               |       |     |

### 18. Socio-economic deprivation

1 - Most deprived    2 – Deprived    3 - Neutral    4 - Not deprived    5 - Not at all deprived

| Sl No. | Statements   | 1 | 2 | 3 | 4 | 5 |
|--------|--|---|---|---|---|---|
| I      | Income   |   |   |   |   |   |
| 1      | Availability of opportunities to lead a decent life              |   |   |   |   |   |
| 2      | Accessibility to utilize the opportunities to lead a decent life |   |   |   |   |   |
| II     | EDUCATION  |   |   |   |   |   |

|      |   |  |  |  |  |  |
|------|---|--|--|--|--|--|
| 1    | Availability of educational institutions in the nearby area   |  |  |  |  |  |
| 2    | Accessibility of educational institutions in the nearby area  |  |  |  |  |  |
| 3    | Adequacy of teaching staffs in the nearby school  |  |  |  |  |  |
| 4    | The availability of physical facilities in the nearby school  |  |  |  |  |  |
| 5    | Availability of mid-day meal in the school  |  |  |  |  |  |
| III  | HEALTH  |  |  |  |  |  |
| 1    | Availability of hospitals in the nearby area  |  |  |  |  |  |
| 2    | Accessibility to the services of hospitals in the nearby area   |  |  |  |  |  |
| 3    | Availability of adequate no. of doctors in the nearby hospitals   |  |  |  |  |  |
| 4    | Availability of adequate no. of supporting staff in the nearby hospitals  |  |  |  |  |  |
| 5    | Availability of adequate medicines in the nearby hospitals  |  |  |  |  |  |
| IV   | HOUSING   |  |  |  |  |  |
| 1    | Availability of own land to build the house   |  |  |  |  |  |
| 2    | Availability of finance to build own house  |  |  |  |  |  |
| V    | OTHER PUBLIC SERVICES/GOODS   |  |  |  |  |  |
| 1    | Availability of service rendered by post office, library, transportation facility, financial institutions, Krishi bhavan, community welfare centres, etc. |  |  |  |  |  |
| 2    | The accessibility to utilize these services properly  |  |  |  |  |  |
| VI   | FOOD SECURITY   |  |  |  |  |  |
| 1    | Availability of food items with adequate nutritional content  |  |  |  |  |  |
| 2    | Accessibility to the Available of food items with adequate nutritional content  |  |  |  |  |  |
| VII  | SOCIAL RECOGNITION  |  |  |  |  |  |
| 1    | Scope for equal opportunity and recognition in the public place   |  |  |  |  |  |
| 2    | Accessibility to enjoy equal opportunity and recognition in the public place  |  |  |  |  |  |
| VIII | DEMOCRATIC PARTICIPATION  |  |  |  |  |  |
| 1    | The situation existing in the community towards the political and democratic participation  |  |  |  |  |  |

|    |   |  |  |  |  |  |
|----|---|--|--|--|--|--|
| 2  | Accessibility of the tea plantation labourers to participate meaningfully in the political and democratic discourse |  |  |  |  |  |
| IX | CREDIT  |  |  |  |  |  |
| 1  | The availability of credit facilities to meet the livelihood requirements   |  |  |  |  |  |
| 2  | The situation to make best use of the existing credit facilities  |  |  |  |  |  |

### 19. Constraints faced by tea plantation labourers

| Sl. No | Constraints   | Rank |
|--------|---|------|
| 1      | Low wages   |      |
| 2      | Non availability of credit                                      |      |
| 3      | Inadequate employment opportunities                             |      |
| 4      | Inadequacy and access to quality education                      |      |
| 5      | Inadequate drinking water facilities                            |      |
| 6      | Lack of health awareness and importance of personal cleanliness |      |
| 7      | Lack of housing facilities                                      |      |
| 8      | Lack of involvement in management                               |      |
| 9      | Unavailability of government financial institutions             |      |
| 10     | Lack of community welfare centres                               |      |
| 11     | Lack of recognition in the social sphere                        |      |
| 12     | Lack of rest period   |      |
| 13     | Carrying heavy loads of tea leaves                              |      |
| 14     | Wild animal menace  |      |
| 15     | Gender discrimination at work places                            |      |

**WOMEN PLANTATION LABOURERS OF TEA GARDENS IN IDUKKI  
DISTRICT: A MULTIDIMENSIONAL ANALYSIS**

*by*

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**ABSTRACT OF THESIS**

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## ABSTRACT

The present study entitled "Women plantation labourers of tea gardens in Idukki district: A multidimensional analysis" was conducted in three *panchayaths* of Idukki district. The objectives of the study were to identify the gender roles of women plantation labourers of tea gardens in Idukki district and study the livelihood constraints and the socio-economic deprivation of women labourers.

In this study, three *Grama panchayaths* namely Munnar, Pallivasal and Devikulam were selected and from each *Grama panchayath* one ward were selected and again from each ward 30 women and 10 men plantation labourers were selected randomly. Thus, resulting in a total sample size of 120 respondents.

A well-structured interview schedule was employed for data collection from the respondents. One dependent variable namely, socio-economic deprivation and 12 independent variables namely, age, educational status, marital status, age at the time of marriage, family size, monthly income, indebtedness, food security, alcoholism, health care seeking behaviour, discrimination and political orientation were studied and analyzed with the help of different statistical tools like mean, median, frequency, percentage, coefficient of variation, correlation, z test, and Kruskal Wallis test.

The female dominated gender roles identified under productive roles were tea picking/plucking (81.67%) and food decisions (73.33%), and under reproductive roles were cooking (69.17%), childcare (65%) and elderly care (66.67%). While male dominated gender roles identified under productive roles were weeding (94.17%), pesticide application (100%), fertilizer application (100%), post-harvest techniques (89.17%), money management (54.17%), education of children (55.83%), and under reproductive roles were fetching of water (56.67%) and collection of fuel wood (58.33%). Under community roles 100 per cent of women respondents participated in *Kudumbasree* and 100 per cent men in *Seva sangam*.

The overall socio-economic deprivation index was calculated as 2.165. Among the nine dimension of socio-economic deprivation income, housing, other public services, social recognition, democratic participation and credit were found to be deprived with deprivation score of 2 for income, other public services, social recognition, democratic participation and credit and



for housing deprivation score calculated was 1. There was significant difference between women and men in the dimension of education and other public services. In the Devikulam panchayath, education and health (deprivation score 2 for both education and income) were also found to be deprived since this particular ward was not close to the city. Also 55.56 per cent of the women tea plantation labourers and 53.33 per cent of men tea plantation labourers were highly deprived of the dimensions while 44.44 per cent women tea plantation labourers and 46.67 per cent men tea plantation labourers had low level of deprivation of the dimensions.

The profile characteristics of the female labourers such as family size and indebtedness showed a positive and significant correlation with the dependent variable socio-economic deprivation while political orientation showed a negative and significant correlation. In the case of male labourers the profile characteristic, age at the time of marriage showed negative and significant correlation while indebtedness showed a positive and significant correlation with the dependent variable socio-economic deprivation.

The top five constraints faced by the women tea plantation labourers were low wages, lack of housing facilities, lack of involvement in management, inaccessibility of government financial institutions and lack of rest period. Amongst men these were low wages, inadequate employment opportunities, lack of housing facilities, lack of involvement in management and inaccessibility of government financial institutions.

From the findings it can be concluded that housing was the most deprived dimension among the nine dimensions followed by income, other public services, social recognition, democratic participation and credit. Under gender roles tea picking is dominated by women. The female dominated gender roles were tea picking/plucking, food decisions, cooking, childcare, elderly care and *Kudumbasree*. Male dominated gender roles were weeding, pesticide application, fertilizer application, post-harvest techniques, money management, education of children, fetching of water, collection of fuel wood and *Seva sangam*.



സംഗ്രഹം

**ഇടുക്കി ജില്ലയിലെ തേയിലത്തോട്ട കൃഷിയിൽ സ്ത്രീ തൊഴിലാളികളുടെ പ്രാമുഖ്യം: വിവിധ ഘടകങ്ങളുടെ ഒരു അവലോകനം**

തേയിലത്തോട്ട കൃഷിയിൽ സ്ത്രീ തൊഴിലാളികൾ വളരെ പ്രധാനപ്പെട്ട ഒരു ഘടകമാണ്. ഇടുക്കി ജില്ലയിലെ മൂന്ന് പ്രധാന പഞ്ചായത്തുകളായ മൂന്നാർ, പള്ളിവാസൽ, ദേവികുളം എന്നിവിടങ്ങളായിരുന്നു പഠനത്തിനായി തിരഞ്ഞെടുത്തത്. സ്ത്രീ തൊഴിലാളികളുടെ പ്രാമുഖ്യം, അവർ നേരിടുന്ന അടിസ്ഥാന സൗകര്യങ്ങളുടെ ലഭ്യതക്കുറവ്, സാമ്പത്തിക സാമൂഹിക പ്രശ്നങ്ങൾ എന്നിവയായിരുന്നു പഠനത്തിന്റെ പ്രധാന ഉദ്ദേശലക്ഷ്യങ്ങൾ.

പ്രസ്തുത പഞ്ചായത്തുകളിലെ തിരഞ്ഞെടുത്ത വാർഡിലെ 30 സ്ത്രീകളും 10 പുരുഷന്മാരെയും പരിഗണിച്ചായിരുന്നു പഠനം. അഭിമുഖസംഭാഷണ രീതിയിലൂടെയായിരുന്നു വിവരങ്ങൾ ശേഖരിച്ചത്. ആശ്രിത പരിവർത്തിത വസ്തുതയായ സാമ്പത്തിക - സാമൂഹിക പ്രശ്നവും 12 സ്വതന്ത്ര പരിവർത്തിത വസ്തുതകളേയും അടിസ്ഥാനമാക്കി നടത്തിയ പഠനത്തിൽ തോട്ടം തൊഴിലാളികളായ സ്ത്രീകളുടെ പ്രാധാന്യവും അവർ നേരിടുന്ന പ്രശ്നങ്ങളും മനസ്സിലാക്കാൻ സാധിച്ചു.

വിദ്യാഭ്യാസ നിലവാരം, വയസ്സ്, കുടുംബാംഗങ്ങളുടെ ഏണ്ണം, മാസ വരുമാനം, ഭക്ഷ്യസുരക്ഷ, ആരോഗ്യസംരക്ഷണം, വിവേചനം, രാഷ്ട്രീയ ഇടപെടലുകൾ, തുടങ്ങിയ ഘടകങ്ങളായിരുന്നു സ്വതന്ത്ര പരിവർത്തിക വസ്തുതകൾ. തേയില നുള്ളലിൽ 81.67% സ്ത്രീകളാണ് കൈകാര്യം ചെയ്യുന്നത്. എന്നാൽ കളപറിക്കൽ (94.17%), കീടനാശിനി തളിക്കൽ (100%), വള പ്രയോഗം (100%) തുടങ്ങിയവയിൽ പുരുഷ തൊഴിലാളികൾക്കാണ് മുൻതൂക്കം. പാചകം (69.17%), ശിശു പരിപാലനം(65%), വാർദ്ധക്യ പരിചരണം (66.67%) എന്നിവയ്ക്ക് സ്ത്രീകൾ മുൻതൂക്കം നൽകുമ്പോൾ സാമ്പത്തിക ഇടപാടുകൾ (54.17%), കുട്ടികളുടെ വിദ്യാഭ്യാസം (55.83%), വെള്ളം-വിറക് ശേഖരണം (58.33%) എന്നിവയ്ക്ക് പുരുഷന്മാർ മുൻതൂക്കം നൽകുന്നു. കുടുംബശ്രീ സേവാസംഗമം എന്നിവയിൽ 100% സ്ത്രീകളുടേയും പുരുഷന്മാരുടേയും സാന്നിധ്യം കാണുന്നു.

സാമൂഹിക സാമ്പത്തിക ക്ലേശ സൂചിക 2.165 ആയിട്ടാണ് നിർണ്ണയിക്കപ്പെട്ടത്. വരുമാനം, ഭവനസൗകര്യങ്ങൾ, പൊതുസേവന സൗകര്യങ്ങൾ, സാമൂഹിക പ്രാമുഖ്യം, ജനാധിപത്യ സംവിധാനങ്ങൾ, വായ്പ എന്നിവ താരതമ്യേന കുറവായിട്ടാണ് കാണപ്പെട്ടത്. വിദ്യാഭ്യാസം, പൊതുസേവന സൗകര്യം എന്നിവയിൽ സ്ത്രീ- പുരുഷ വ്യത്യാസം വളരെ കൂടുതലായി കാണപ്പെട്ടു. സ്ത്രീ തേയില തോട്ട തൊഴിലാളികൾ അഭിമുഖീകരിക്കേണ്ടിവന്ന പ്രധാന പ്രശ്നങ്ങൾ- കുറഞ്ഞ സമ്പദ് നിരക്ക്, വിശ്രമവേളയുടെ കുറവ്, കുറഞ്ഞ ഭവന സൗകര്യങ്ങൾ, ഭരണ പ്രാമുഖ്യ കുറവ്, ഗവൺമെന്റ് സ്ഥാപനങ്ങളിൽ നിന്നുള്ള സാമ്പത്തിക ലഭ്യതക്കുറവ് എന്നിവയായിരുന്നു.

തേയിലമേഖലയിലെ തൊഴിലാളികൾ പ്രത്യേകിച്ചും സ്ത്രീകൾ, അവരുടെ പ്രശ്നങ്ങളെ കുറിച്ച് ബോധവധികളാണ്. തൊഴിൽമേഖലയിലും ഗൃഹത്തിലുമുള്ള പുരുഷമേൽകോയ്മ സ്ത്രീകളെ ബാധിക്കുന്നതിനാൽ അവരുടെ പ്രശ്നങ്ങൾ പരിഹരിക്കപ്പെടുന്നില്ല.