RESEARCH PAPER

A Study of Present Scenario of Women Participation in the Tea Industry in Shyamkhet, Nainital

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Abstract

According to World Bank estimates, female participation in the economy's labor force increased to 25% in 2020-21 from 18.6% in 2018-19. There is a notable rise in rural and semi-urban female labor participation. It further states that the female labor work group aged between (15–59) is showing an increasing trend. Women account for more than 50% of the total workforce in the tea plantation. Women workers are an asset and backbone of the tea industry. This paper studies the contribution of women's workforce and the impact on their socio-economic life in the tea garden of Shyamkhet, District Nainital. This paper is an attempt to examine the challenges and problems faced by women tea plantation workers in performing their duties, gender roles, health & hygiene conditions and giving recommendations for their upliftment and further development.

Keywords: Working conditions, Employment, Empowerment, Gender roles, Challenges, Assets.

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INTRODUCTION

Tea is the most consumed beverage found in India. Britishers introduced tea plantations in the country in the 19th century. India is one of the largest tea producers and produces various varieties. The major tea-producing states in the country are Assam, West Bengal, Tamil Nadu and Kerala. Himachal Pradesh, Uttarakhand, Meghalaya, Nagaland and Tripura are other states where tea is produced. The ideal conditions of tea plantations require a temperature between 21 to 29°C, rainfall between 150 to 200 cm, and fertile mountain soil mixed with lime and iron and rich in humus. Northern states of India are well-suitable for growing tea.

Uttarakhand is one of the states in the country where tea is being produced. Tea cultivation was introduced by Britishers in Uttarakhand in the year 1835 and production of tea started in 1837-

Till 1880 there were a total 63 big and small tea gardens in Uttarakhand, measuring about 10937 acres area. This glorious beginning collapsed, resulting in reduced tea gardens to 20 (2120-acre area) in 1911 from 63 in 1880. With the implementation of a hill development project in March 1994 the development of tea estate again started. At that time the responsibility of the implementation of the project was given to Kumaon Mandal Vikas Nigam and Garhwal Mandal Vikas Nigam. About 380 hectares of land are currently under plantation in the state. Van Panchayat, Gram Panchayat and farmers' land has been taken in lease for 30 years for the plantation of tea.

In Uttarakhand, Champawat, Shyamkhet (Bhowali, Nainital), Jakholi (Rudraprayag), Nauti (Chamoli), Pauri is the famous organic tea garden of Uttarakhand and Kausani (Almora/Bageshwar), Jaurasi (Almora) are the inorganic tea gardens. Shyamkhet Tea Garden is situated in 29'38" north latitude to 79' 28" east longitude in the Nainital district of Uttarakhand. Shyamkhet (Ghorakhal) tea factory was established in 2007-08. Shyamkhet tea garden has an area of 200 hectares. This garden started with a 12-hectare land area. The Tea Development Board of Uttarakhand hired 105-hectare land in lease from Sainik School Gorakhal for 30 years for tea cultivation. Around 11000 kg tea is produced by the tea estate annually and generates 25 lakh income annually. Tea plantation is a labor-intensive industry that employs a huge workforce involving both men and women. In Shyamkhet tea garden total 50 people are working presently, of which 30% are male and 70% are female. These workers work on daily wages and earn 230 rupees per day.

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Tea garden workers are an integral part of the agro-based tea industry in Shyamkhet and play a vital role in the country's tea production. This study has made an attempt to explore the living conditions of the tea garden workers. This study investigates the socio-economic status of women workers and examines the working conditions, problems and challenges faced by the women workers.

Review of Literature

- Pradip Kurmi [2014][1] Investigated the determinants of household demand for children's education in tea garden areas. The sample is collected by using simple random sampling from the 59 households living in Derby Tea Garden. Statistical tools like; Mean, standard deviation, and regression are used to analyse the data. It is found that a mother's education has a vital role in children's education as well as economic status of a household has an impact in attaining children's education in tea-garden areas. Hence, steps should be taken to teach girls as today's girls are future mothers and the wage rates should be increased to improve the economic status of households.
- Md. Kamruzzaman [2015][2] conducted a study to ascertain the survival strategies adopted by women in the tea workers to sustain their livelihood. Numerous socio-economic variables like age, formal education, experience, household, size, number of dependent members, income, access to credit, and communication media exposure were taken as independent variables, and survival strategies adopted by women tea

workers were dependent variables. Further adopted strategies were classified into five categories: food, housing, health and hygiene, financial and immediate incidence. The results show that the women workers follow different survival strategies and scuffle a lot. arrange food for their family. They are also engaged in extra income as the tea garden salary is not enough to sustain their livelihood.

- Satyajit Sarkar [2016][3] stated that women are the industry's prime labor source and backbone. The study has divided women workers as permanent and temporary employees. Basically, the women working in the tea industry temporarily face many challenges, like poor health facilities, maternal mortality, epidemics of various diseases, scarcity of drinking water, early marriage, child labor, Alcoholism, illiteracy and superstitious belief. Beside this their economic condition is also marginalized in society and they get very low wages per day Rs. 141 and 132. They recommended that tea boards should enhance their wages so that their socio-economic status could be enhanced in society.
- Manoj Kumar Sarman [2017][4] studied the socio-economic status, and economic backwardness and suggested measures to improve the condition of the tea garden women workers of the Bokakhat sub-division of the Golaghat district of Assam. He found thatthe women workers in garden are the victims of circumstances and struggling for theirexistence. They are also culturally and economically backward. Most women workers are illiterate and primarily work for the family's livelihood. Hence, it is suggested that government agencies should try to stabilize their economic statusin society.
- Arti Parihar [2018][5] conducted a study on tea cultivation and sustainable development on the Ghorakhal organic tea estate. She tried to study the role of tea cultivation in sustainable development and discussed the ecological and economic impact of tea cultivation in Ghorakhal Tea Estate. She concluded that organic farming is a complex operation that involves high risk and technical and economic challenges. Its an expensive process as it involves laborers and workers for doing the work manually organic cultivation is good for sustainable development as it increases soil quality and sustains biological production. As the organic tea market is expanding, Uttarakhand tea's future scope is vast.
- Mamta Gurung and Sanchari Mukherjee [2018][6] said women's labors are a strong pillar of the tea industry. Despite this they are treated as the cheapest labour force instead of counting them as important source. Lack of education, unavailability of training and limited scopes for promotion confined the abilities of women workers in the tea industry. Through the tea industry still the management is unable to address the basic needs of the workers working in tea industry. Very little has been done for the welfareof the workers and their status is still poor in society. These workers are still working on temporary basis. Trade unions should come forward and put efforts to regularise these women workers and uplift their status in the industry by making them specializedworkers.
- Mridusmita Duara and Sambit Mallick [2019][7] studied the present study of tea industry in Assam on the sexual division of workers, the role of trade unions, sexual abuses and sub-ordination (marginalization of women in tea industry). Female workers face mental as well as physical assault at the workplace and at their home. Work has beenallocated to workers on the basis of their gender and basically, cultivation, plucking and clearance are considered to be women's work of tea gender workers but still their statusis marginalised in the society. Contribution of women in the functioning of trade unionis also limited due to their household and social responsibilities.
- Meenakshi Tiwari and Rakesh Kumar [2020][8] studied the history of Uttarakhand tea production and the present scenario of tea production practices in Uttarakhand. They stated that Uttarakhand's agro-climatic conditions are suitable for the production of tea. This paper was an attempt to inspire creative farmers and financers to develop tea gardens in Uttarakhand so that the root cause in the development of eco and tea tourism industry, the livelihood of farmers, dilapidated tea gardens, barren land and environmentalprotection could be addressed.
- Prerna Kujur et al. [2021][9] conducted a study on women workers working in tea industry of Chhattisgarh, the problems faced by them and search solution to ameliorate their working situation. Their study found that poor sanitation and hygiene facilities in the tea garden are major issues women workers face. They recommended improving the working environment by providing proper health and hygiene facilities to women workers.

Objectives of Study

1. To know the association between age of the respondents and their monthly incomefrom tea garden.
2. To know the association between age of the respondents and their working hours.
3. To know the association between income of the respondents and their working hours.
4. To know the association between educational qualification of the respondents andtheir income level.
5. To know the association between family type and income level among therespondents.
6. To know the association between work experience and income level among therespondents.

Hypothesis

1. There is no significant association between age of the respondents and their incomefrom tea garden.
2. There is no significant association between age of the respondents and their workinghours at tea garden.
3. There is no significant association between income of the respondents and theirworking hours at the tea garden.
4. There is no significant association between the education qualification of the respondentsand their income.
5. There is no significant association between family type of the respondents and theirincome from tea garden.
6. There is no significant association between work experience of the respondents andtheir income from tea garden.

Research Methodology

The present study was conducted in the Shyamkhet Tea garden which is located inthe Nainital district of Uttarakhand. For the study, 29 respondents were taken on a random basis. The study is based on primary tools such as surveys, personal interviews, investigations, questionnaires, observations, telephonic conversations etc), for secondary data, offline, online publications and research journals were also used for the study. Statistical Tools such as frequency percentage and chi-square test wereused to interpret the data and draw a logical conclusion.

Result of first hypothesis Crosstabs

The result of the first hypothesis crosstabs is shown in Tables 1 to 4

Results for second hypothesis Crosstabs

The result of the second hypothesis crosstabs is shown in Tables 5 to 8.

Results for third hypothesis Crosstabs

The result of the third hypothesis crosstabs is shown in Tables 9 to 12.

Results for the fourth hypothesisCrosstabs

The result of the fourth hypothesis crosstabs is shown in Tables 13 to 16.

Results for the fifth hypothesis Crosstabs

The result of the fifth hypothesis crosstabs is shown in Tables 17 to 20.]

Results for sixth hypothesis Crosstabs

The result of the sixth hypothesis crosstabs is shown in Tables 21 to 24.

Major Findings of the Study

- Large segment of the women worker(31%) are belongs to the age group 25-35 and36-45 years respectively.
- The respondents are more in "Below matriculation category", in education background. 62% respondents are of below matriculation there is only 10% aregraduated.
- Most of the women workers have been working for more than 5 years (68%).
- Majority of women workers are married (65%).

Table 1: Case Processing Summary

Valid Cases			*Missing*		*Total*	
N		*Percent*	*N*	*Percent*	*N*	*Percent*
Age * Income monthly	29	100.0%	0	0.0%	29	100.0%

Table 2: Age * Working hour Crosstabulation

Working hour					*Total*
8 hours			more than 8hours		
Age	Below 30	Count	1	0	1
		Expected Count	.7	.3	1.0
	30-40	Count	6	3	9
		Expected Count	5.9	3.1	9.0
	41-50	Count	5	4	9
		Expected Count	5.9	3.1	9.0
	Above 50	Count	7	3	10
		Expected Count	6.6	3.4	10.0
Total		Count	19	10	29
Expected Count			19.0	10.0	29.0

Table 3: Chi-Square tests

Value		*df*	*Asymptotic Significance (2-sided)*
Pearson chi-square	8.345[a]	6	.214
Likelihood ratio	8.144	6	.228
Linear-by-linear association	3.458	1	.063
N of valid cases	29		

a. 12 cells (100.0%) have expected count less than 5. The minimum expected count is .24.

Table 4: Symmetric Measures

Value			*Approximate Significance*
Nominal by nominal	Phi	.536	.214
	Cramer's V	.379	.214
N of Valid Cases		29	

Interpretation: As the p-value is 0.214, which is more than 0.05, we don't have enough evidence to reject the null hypothesis.

Table 5: Case Processing Summary

Valid			*Cases Missing*		*Total*	
N		*Percent*	*N*	*Percent*	*N*	*Percent*
Age * Working hour	29	100.0%	0	0.0%	29	100.0%

Table 6: Age * Working hour Crosstabulation

Working hour					*Total*
8 hours			more than 8 hours		
Age	Below 30	Count	1	0	1
		Expected Count	.7	.3	1.0
	30-40	Count	6	3	9
		Expected Count	5.9	3.1	9.0
	41-50	Count	5	4	9
		Expected Count	5.9	3.1	9.0
	Above 50	Count	7	3	10
		Expected Count	6.6	3.4	10.0
Total		Count	19	10	29
Expected Count			19.0	10.0	29.0

Table 7: Chi-Square Tests

Value		df	Asymptotic significance (2-sided)
Pearson Chi-Square	1.016[a]	3	.797
Likelihood Ratio	1.323	3	.724
Linear-by-Linear Association	.022	1	.882
N of Valid Cases	29		

a. 5 cells (62.5%) have expected count less than 5. The minimum expected count is .34.

Table 8: Symmetric measures

Value		*Approximate significance*	
Nominal by Nominal	Phi	.187	.797
	Cramer's V	.187	.797
N of Valid Cases		29	

Interpretation: As the p-value is 0.797 which is more than 0.05 it can be said that we don'thave enough evidence to reject the null hypothesis.

Table 9: Case processing summary

Valid Cases			*Missing*		*Total*	
N		Percent	N	Percent	N	Percent
Income monthly * Workinghour	29	100.0%	0	0.0%	29	100.0%

Table 10: Income monthly * working hour crosstabulation

Working hour					*Total*
8 hours				*More than 8 hours*	
Income monthly	Below 5000	Count	6	6	12
		Expected count	7.9	4.1	12.0
	5000-10000	Count	8	2	10
		Expected count	6.6	3.4	10.0
	Above 10000	Count	5	2	7
		Expected count	4.6	2.4	7.0
Total Expected Count		Count	19	10	29
		19.0	10.0	29.0	

Table 11: Chi-Square Tests

Value		*df*	*Asymptotic significance (2-sided)*
Pearson chi-square	2.316[a]	2	.314
Likelihood ratio	2.343	2	.310
Linear-by-linear association	1.220	1	.269
N of valid cases	29		

a. 4 cells (66.7%) have expected count less than 5. The minimum expected count is 2.41.

Table 12: Symmetric measures

Value			*Approximate significance*
Nominal by Nominal	Phi	.283	.314
	Cramer's V	.283	.314
N of Valid Cases		29	

Interpretation: As the p-value is 0.314, which is more than 0.05, we don'thave enough evidence to reject the null hypothesis.

Table 13: Case processing summary

Valid cases			*Missing*		*Total*	
N		*Percent*	*N*	*Percent*	*N*	*Percent*
Education *Income monthly	29	100.0%	0	0.0%	29	100.0%

Table 14: Education *Income monthly crosstabulation

Income monthly					
Below 5000				*5000-10000*	*Above 10000*
Education	Below Matriculation	Count	9	4	5
		Expected count	7.4	6.2	4.3
	Matriculation	Count	0	3	1
		Expected count	1.7	1.4	1.0
	Intermediate	Count	1	3	0
		Expected count	1.7	1.4	1.0
	Graduate	Count	2	0	1
		Expected count	1.2	1.0	.7
Total expected count		Count	12	10	7
		12.0	10.0	7.0	

Table 15: Chi-square tests

Value		*df*	*Asymptotic Significance (2-sided)*
Pearson Chi-Square	9.500[a]	6	.147
Likelihood Ratio		12.236	6	.057
Linear-by-Linear Association		.007	1	.933
N of Valid Cases		29	

a. 10 cells (83.3%) have expected count less than 5. The minimum expected count is .72.

Table 16: Symmetric measures

Value			***Approximate significance***
Nominal by nominal	**Phi**	**.572**	**.147**
	Cramer's V	**.405**	**.147**
N of valid cases		**29**	

Interpretation: As the p-value is 0.147, which is more than 0.05, we don'thave enough evidence to reject the null hypothesis.

Table 17: Case processing summary

Valid cases			*Missing*		*Total*	
N		*Percent*	*N*	*Percent*	*N*	*Percent*
Family type * Income monthly	29	100.0%	0	0.0%	29	100.0%

- Nuclear (55%) as well as joint (45%) family pattern are observed.
- Majority of the women workers in the study belongs to General category(51%),while (13%) belongs to OBC, (20%) belongs to SC and (13%) belongs to ST category.

Table 18: Family type *Income monthly crosstabulation

			Income monthly			*Total*
			Below 5000	*5000-10000*	*Above 10000*	
Family type	Nuclear	Count	6	6	4	16
		Expected count	6.6	5.5	3.9	16.0
	Joint	Count	6	4	3	13
		Expected count	5.4	4.5	3.1	13.0
Total		Count	12	10	7	29
Expected count			12.0	10.0	7.0	29.0

Table 19: Chi-square tests

Value		df	Asymptotic Significance (2-sided)
Pearson chi-square	.235[a]	2	.889
Likelihood ratio	.235	2	.889
Linear-by-linear association	.124	1	.725
N of valid cases	29		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is 3.14.

Table 20: Symmetric measures

Value			Approximate significance
Nominal by nominal	Phi	.090	.889
	Cramer's V	.090	.889
N of valid cases		29	

Interpretation: As the p-value is 0.889, which is more than 0.05, we don'thave enough evidence to reject the null hypothesis.

Table 21: Case processing summary

Valid cases			*Missing*		*Total*	
N		*Percent*	*N*	*Percent*	*N*	*Percent*
Work experience *Income monthly	29	100.0%	0	0.0%	29	100.0%

- They paid on the basis of per day work done by them. 347rs is the amount for aday.
- Majority of the women workers travelled by walk (86%).
- The working hours for the women workers are fixed at eight hours per day. Theyare entitled to various leaves such as half-day leaves, Maternal leaves and sick
- leaves but they are not getting any of them.
- It is found that the women workers are not availing social security benefit. And also they are not registered under any scheme such as Plantation labour act 1951, tea Board and Labour union.

Suggestions

On the basis of the findings of the present study, certain suggestions are made for the socio-economic upliftment of the tea garden women workers.

Table 22: Work experience * Income monthly Crosstabulation

			Income monthly		
			Below 5000	*5000-10000*	*Above 10000*
Work experience	Less than 1 year	Count	1	1	2
		Expected count	1.7	1.4	1.0
	1-5 years	Count	5	8	1
		Expected count	5.8	4.8	3.4
	More than 5 years	Count	6	1	4
		Expected count	4.6	3.8	2.7
Total		Count	12	10	7
Expected Count			12.0	10.0	7.0

Table 23: Chi-square tests

Value		*df*	*Asymptotic Significance (2-sided)*
Pearson chi-square	8.539[a]	4	.074
Likelihood ratio	9.363	4	.053
Linear-by-linear association	.373	1	.541
N of valid cases	29		

a. 8 cells (88.9%) have expected count less than 5. The minimum expected count is .97.

Table 24: Symmetric measures

Value			Approximate Significance
Nominal by nominal	Phi	.543	.074
	Cramer's V	.384	.074
N of valid cases		29	

Interpretation: As the p-value is 0.074 which is more than 0.05 it can be said that we don'thave enough evidence to reject the null hypothesis.

- Transport facilities should be provided to them.
- There should be proper restrooms provided.
- The amount of wages is low, Per month criteria should be followed
- Leaves should be provided, Such as half-day maternal and sick leaves.
- Employment provident facility should be given to them.
- There must be registration under the Tea Board and Labour union act.
- Additional benefits should be provided to those who have been working for morethan five years.
- While working in Tea garden there should be security given them from wildanimal and insects.

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