

Labour Welfare Practices in Tea Industry: A Case Study of Hatticherra Tea Estate in Cachar District of Assam

Soumendra Bhattacharjee & Sunayana Roy

Abstract

Millions of people worldwide consider tea to be the most preferred beverage. Tea is one of the most widely consumed and affordable beverages in India. Beyond its popularity, it is also a major agro-based industry and one of the largest employers in the country, providing livelihood to a significant number of workers directly. Over the past few decades, tea has emerged as one of India's most important commodities. To understand the welfare conditions of tea workers, a survey was carried out at Hatticherra Tea Estate, covering a sample of 212 labourers. The study aimed to assess the availability and effectiveness of various welfare measures, while also examining the roles played by management, government, and labour unions in ensuring worker well-being. Particular focus was given to health, safety, and welfare provisions, as these directly influence workers' attentiveness, confidence, physical and emotional well-being, and overall productivity. Primary data for the study was collected through structured schedules and face-to-face interviews with the workers. Journals, newspapers, various research reports, periodicals etc. acted as a potential source for secondary data.

Keywords: Hatticherra Tea Estate, Plantation Labour Act, Welfare Measure.

Introduction

In a world where competition is fierce and factors like price, quality, innovation, and flexibility are highly competitive, labour is vital. India's social policy has always strongly emphasized labour welfare, demonstrating the nation's dedication to securing the well-being of its sizeable labour population. Robust welfare measurements are critical given the broad and heterogeneous labour market that spans industries from manufacturing and services to information technology and agriculture. In India, labour welfare programs seek to enhance the quality of life of the labourers by promoting their social, mental, and physical health as well as creating a motivated and productive workforce. The origin of labour welfare policies in the tea industry can be found in the colonial period when European owners built sizeable plantations and used native labourers in difficult working circumstances. As the necessity for decent working conditions became apparent, numerous social programs intended to raise the standard of living for tea workers were put into place. A variety of services and advantages, including housing, healthcare, education, sanitation, and recreational facilities, falls under the purview of employee welfare.

Labour Welfare in Tea Industry: The tea plantation is a large agro-based and labour intensive industry situated in remote rural areas. It is one of the largest employer in the country providing work to more than a million workers directly of which 50 percent are females. During the peak harvesting period it generates employment to temporary workers who are usually drawn from the permanent workers' families, which increases the total family earnings and improves their living standards in the remote areas where other employment opportunities are almost non-existent. Royal Commission on Labour, in its report published in 1931, observed that long before the question of introducing minimum wages had been conceived in other industries, wages had been regulated from time to time in tea plantation. The findings of the Royal Commission also revealed that while much needed to be done in the sphere of health and welfare of the workers, progressive planters were voluntarily providing several welfare amenities to

the workers' families which were not available to the working class elsewhere. Within one year of the publication of the report, a number of labour legislations were brought into being and the law that brought the plantation workers the largest amount of benefit was the Plantation Labour Act, 1951, which was promulgated largely on the basis of the findings and recommendations of the Labour Investigation Committee. It is a matter of pride for the tea plantation industry that it has worked efficiently for over a century with full cooperation from its workers and without any serious stoppage of work and has developed tremendously during this period. Therefore, their problems and difficulties should be dealt with greater understanding and compassion. Tea workers are happy and free from worries as all their basic requirements are guaranteed by the employing industry (Dhanuka).

Background of the Tea Industry in Assam: Assam is one of the most important tea-producing states in India that has a fascinating past when it comes to its tea production. The British East India Company was looking for ways to end the Chinese monopoly on tea at the beginning of the 1800s, which is when Assam tea first appeared. The possibility of commercial tea cultivation in Assam was realized as a result. The first successful tea plantation was established at Chabua in Upper Assam. Because of the growing environment for tea - fertile soil, copious amounts of rainfall, and a suitable climate in Assam- the industry expanded quickly. Due to the labour-intensive nature of tea production, workers from different regions of India, such as Bihar, Odissa, and Andhra Pradesh, were brought in to meet this demand. By the middle of the 1800s, Assam tea was well-known on the international scene for its strong flavour and unique qualities that set it apart from Chinese tea. The commerce and export of Assam tea were made easier in 1861 when tea auctions were first held in Calcutta, which is now Kolkata.

Statement of the Problem: The Tea Industry in Assam has faced several difficulties, which also includes welfare issues of its employees. To protect the health and general standard of living of the workers, labour welfare policies are crucial. However, the federal and state governments have periodically developed

various labour welfare policies to safeguard employees at their places of employment and in their gardens; these policies have also been embraced by the tea estate. The problems that workers encountered remain unresolved till date despite the various labour welfare procedures that tea estates implement. The involvement of dormant labour unions and tea estate management is concerning in this context. In addition to this, another instance of deprivation is the incorrect local application of various act and regulation rules and ignorance of the various welfare benefits employers offer their employee.

Review of Literature: The literatures reviewed for the purpose of the present study are highlighted below:

Satyanarayana and Reddy (2012) conducted a study that attempted to ascertain the degree of employee satisfaction with labour welfare measures at KCP Limited. Findings of the study showed that most of the employees are happy with the welfare facilities made available by the company to them.

Pachoni, P. (2016) conducted a study that emphasized the crucial role played by tea workers throughout the plantation process. A sample of 100 respondents, who were either workers or consumers, was chosen for the study using a random sample method. It was concluded from the study that Tea workers are still in the industry's continued progress..

Chaubey & Rawat (2016) conducted a study to ascertain how labour welfare measures affected work satisfaction. The main focus area of the study covered Dehradun's small-scale industries. The findings showed that labour welfare measures had a considerable impact on job satisfaction

Shailshree, K. (2019) conducted a study with a sample size of 150 respondents to evaluate the various welfare programs available for coffee plantation workers and is based on the degree of workers satisfaction with the programs. The study revealed that the majority of workers were updated with all the well-being programs that the government and office boards have put in place.

Borgohain, J. (2020) conducted a study highlighting that any action performed by a company on behalf of its workers to increase or

promote their level of comfort is referred to as welfare. According to the study, most of the employees in unorganized sectors were ignorant about their industry's and their own voluntary and statutory welfare advantages.

Kalimuthu, M., & Megavarshini, N. (2021) conducted a study intended to evaluate working conditions, identify factors affecting wages and look at the socio-economic and demographic profile of plantation employees. The findings highlighted the miserable living conditions of tea estate workers. Government intervention, tighter laws and regulations and the protection of worker rights and welfare were all stressed in the report.

Research Gap

After reviewing the above mentioned literature it is quite evident that despite extensive research on labour welfare practices across various industries in India, significant gaps exist. Previous studies have underscored the positive effects of welfare initiatives on employee performance and productivity; however further research is needed to examine the effective implementation of these programs, particularly in relation to the diverse needs and demographics of workers. In the context of the Tea Plantation Industry, many social researchers have accounted for the factors of safety, health, welfare measures, and productivity of the tea workers in their vast studies on the plantation business and labour welfare in India, specific concerns such as the availability of the crèche facilities, quality of the working environment, and the state of infrastructure have not received adequate attention. Moreover, not many researchers have studied the welfare conditions of the labourers in tea estates of Barak Valley in particular, especially Hatticherra Tea Estate, which is located in the Cachar district of Assam and is chosen for this study.

Objectives of the Study:

1. To study the awareness of the tea garden workers regarding the various welfare facilities that can be availed by them.

2. To study the different labour welfare practices adopted by the management of the Hatticherra Tea Estate.
3. To know the satisfaction and dissatisfaction level of the respondents towards the welfare facilities provided and availed by them.

Methodology:

Research Methodology: This research is based on an Analytical research design for which data was collected from both primary and secondary sources. The analysis and interpretation of the data involve the analyzing of the collected data and interpreting it through tabular form. 212 respondents out of 450 workers participated in the survey, making up the sample size for this research.

Sampling Method: The sample size is picked up based on random sampling method from the total population of the proposed study. The sample size has been calculated by using the Taro Yamane Formula (Yamane, 1973) for the selected tea garden.

Sample Size: A total of 212 respondents from Hatticherra Tea Estate were selected as the representative sample. The sample size was derived following Yamane's (1973) sampling method, ensuring 95% confidence level and 5% margin of error.

Sources of Data Collection: For the study, primary as well as secondary information were employed. With the aid of an organized schedule and in-person interviews, 212 Respondents who works in the tea gardens at the Hatticherra Tea Estate provided the primary data. The secondary data was gathered from publications such as published books, magazines, and websites.

Tools for Data Analysis: In the present study, the collected data have been analyzed through systematic tabulation to draw appropriate conclusions and the analysis was carried out using MS Excel software.

Data Analysis and Interpretation

Table 1: Gender of the Respondents

Gender	No. of Respondents	Percentage (%)
Male	86	41.00
Female	126	59.00
Total	212	100.00

Source: Compiled from Schedule.

Interpretation: The data presented in the table indicates that out of 212 respondents, 86 i.e., 41% of them were males, while the remaining 126 respondents i.e., 59% of them were females. Furthermore, the analysis shows that, out of the total respondents, female made up a slightly larger number (59%) than their male counterparts, this distribution of data on the gender can be essential for deciphering the sample's demographic makeup and examining gender-specific insights.

Table 2: Age of the Respondents

Age	No. of Respondents	Percentage (%)
18-30	49	23.00
31-43	105	50.00
44-56	58	27.00
Total	212	100.00

Source: Compiled from Schedule.

Interpretation: The above table reveals that out of 212 respondents, 49 respondents i.e., 23% of them are between 18-30 years, 105 respondents i.e., 50% of them are between 31-43 years, and the remaining 58 respondents i.e., 27% respondents are between 45-56 years. With fewer responses in the younger and older age groups, this age distribution shows that more than half of the respondents are in their early to mid-career stages.

Table 3: Educational Qualification of the Respondents

Educational qualification	No of respondents	Percentage(%)
VIII Passed	72	34.00
HSLC Passed	22	10.00
HS Passed	10	05.00
Others, specify	108	51.00
Total	212	100.00

Source: Compiled from Schedule.

Interpretation: The observations derived from the above table reflects that out of total respondents, 72 respondents i.e., 34% were VIII Passed, 22 respondents i.e., 10% were HSLC Passed, 10 respondents i.e., 5% were HS Passed, and the remaining 108 respondents i.e., 51% mentioned that they did not receive any formal education. There is a notable educational disparity since 51% of the respondents had never attended formal education, and 34% of respondents i.e., the second largest group have finished schooling to the VIII Standard.

Welfare Measures:

Canteen Services: The Royal Commission on Labour and the Labour Investigation Committee have laid considerable emphasis on the provision of canteen at the work place. The observation of the Labour Investigation Committee is: "The works canteen is increasingly recognised all over the world as an essential part of the industrial establishment, providing undeniable benefits from the point of view of health, efficiency and well-being."

According to the **Plantation Labour Act, 1951** in every plantation wherein 150 workers are ordinarily employed, one or more canteens shall be provided and maintained for the use of workers. The following is the condition of the Canteen facilities available in the Hatticherra Tea Estate:

Table 4: Canteen Services

Particulars	No. of Respondents		Percentage(%)	
	Yes	No	Yes	No
Availability of canteen	00	212	00	100
The meals served are affordable	00	212	00	100
Does the management has a system of providing food subsidy in the canteen	00	212	00	100
Do you have a canteen committee	00	212	00	100
Are you satisfied with the food quality being served at the canteen	00	212	00	100
Total	212		100.00	

Source: Compiled from Schedule.

Interpretation: From the above table, it can be revealed that out of 212 respondents, all of the respondents responded negatively to the provision of canteen services to the labourers. None of the respondents mentioned positively to the questions related to canteen services which shows negligency on the part of the authorities towards Canteen services which are basic and essential to the survival needs of the labourers and helps to motivate them to increase the work timing and productivity.

Creche Facilities: According to the **Plantation Labour Act, 1951:**

The employer of every Plantation wherein 50 or more women workers, including women employed by any contractor, are ordinarily employed, or where the number of children (below the age of 6 years) of women workers is 20 or more, shall provide suitable rooms for the use of children. The creche rooms shall be under the charge of women trained in the care of children and infants, shall be adequately lighted and ventilated, and maintained in a clean and sanitary condition. The following is the condition of the Creche facilities available in the Hatticherra Tea Estate:

Table 5: Satisfaction with the Creche Facilities

Particulars	No. of Respondents	Percentage(%)
Highly Satisfied	91	72.00
Satisfied	35	28.00
Neutral	00	00.00
Dissatisfied	00	00.00
Highly dissatisfied	00	00.00
Total	126	100.00

Source: Compiled from Schedule.

Interpretation: In order to obtain the feedback of the services of the crèche facilities, opinion of female respondents i.e., 126 out of 212 respondents. From the above table and chart, it can be revealed that out of 126 female respondents 91 i.e., 72% were highly satisfied with the creche facilities being provided in the estate, 35 respondents, i.e., 28% were satisfied. The Government and the Garden authority should continue to further improve the condition of creche facilities so as to satisfy the labourers which will lead to boosting the employee morale and increase productivity.

Housing Facilities: According to the **Plantation Labour Act, 1951** Every employer must provide and maintain necessary housing accommodation (a) for every worker and his family residing in the plantation and (b) for every worker and his family who is residing outside the plantation and who have put in 6 months of continuous service in the plantation. Housing facilities should be provided as per the rules. The following table and diagram show the condition of housing facilities of the Hatticherra Tea Garden.

Table 6: Housing facilities provided by the Management and Government

Particulars	No. of respondents	Percentage(%)
Yes	212	100.00
No	00	00.00
Total	212	100.00

Source: Compiled from Schedule.

Interpretation: The above table explain the fact that out of 212 respondents, all the respondents, i.e., 100% of the sample size responded positively that they received the housing scheme provided by the Management of Tea Garden and Government of Assam.

Hours of Work: According to the Plantation Labour Act, 1951:

Working Hours: The working hours of an adolescent worker shall not exceed 27 hours a week and that of an adult worker shall not exceed 48 hours a week. An adult worker may work overtime so that the working hours do not exceed 9 hours on any day and 54 hours a week. Besides, no woman worker should be assigned to work between 7 A.M. and 6 P.M.

Table 7: Satisfaction Regarding Working Hours in Factory

Particulars	No. of Respondents	Percentage(%)
Highly satisfied	57	27.00
Satisfied	48	23.00
Neutral	71	33.00
Dissatisfied	20	09.00
Highly Dissatisfied	16	08.00
Total	212	100.00

Source: Compiled from Schedule.

Interpretation:- From the above table, it can be revealed that 57 respondents i.e., 27% of the sample size were highly satisfied with the working hours in the factory, 48 respondents i.e., 23% were only satisfied and 71 respondents i.e., 33% of the respondents were neutral regarding the working hours and 20 i.e., 9% of the workers were dissatisfied and the remaining 16 respondents (8%) were highly Dissatisfied.

Health Provision: The Plantation Labour Act, 1951, mandates that every plantation provide and maintain readily available medical facilities for workers, as prescribed by the State Government. This includes ensuring that workers receive medical check-ups regularly, typically every 90 days, by a certifying surgeon.

Furthermore, the Act emphasizes safety measures, particularly for workers handling hazardous substances, requiring employers to provide training, protective clothing, and access to health records. The following is the condition of the health facilities provided in the Hatticherra Tea Estate:

Table 8: Rating the Satisfaction Level Towards Medical Facilities provided by the Management of the Hatticherra Tea Estate.

Medical Facilities	Highly Satisfied	Satisfied		Neutral		Dissatisfied		Highly Dissatisfied		Total	
		%		%		%		%			
Routine checkups	100	47	90	42	10	05	10	05	02	01	212
First-aid	212	100	00	00	00	00	00	00	00	00	212
Medicine supplied	86	41	50	24	32	15	30	14	14	06	212
Ambulance Service	212	100	00	00	00	00	00	00	00	00	212
Hospital Service	33	16	54	25	89	42	22	10	14	07	212

Sources: Compiled from Schedule

Interpretation: The above table shows that 100 respondents, i.e., 47% are highly satisfied with the Routine check-up facility, 90 respondents, i.e., 42% are only satisfied with the same facility, 10 respondents, i.e., 5% are dissatisfied and the remaining 2 respondents, i.e., 1% are highly dissatisfied with the routine check-up facility. Again, it is observed that 212 respondents, i.e., 100% are highly satisfied with the First-Aid facility provided. About 86 respondents, i.e., 41% are highly satisfied with the supply of Medicine in the hour of need, 50 respondents, i.e., 24% are satisfied, 32 out of 212, i.e., 15% have neutral opinion, 30 respondents, i.e., 14% are dissatisfied and the remaining 14 i.e., 6% are highly dissatisfied with the Medicine supply facility. It is observed that total 212 respondents, i.e., 100% are highly satisfied with the Ambulance service. It is observed that 33 respondents,

i.e., 16% are highly satisfied with the Hospital service, 54, i.e., 25% respondents are satisfied, 89 respondents, i.e., 42% are neutral, 22 respondents, i.e., 10% are dissatisfied and 14 respondents, i.e., 7% are highly dissatisfied with the hospital service of the estate.

Sanitary Facilities: The Plantations Labour Act, 1951, mandates that tea garden owners in Assam provide sufficient latrines and urinals, separately for males and females, in a clean and sanitary condition, accessible to workers. The Act also emphasizes the provision of essential services like water supply, medical facilities, and education for tea garden workers and their families.

Table 9: Satisfaction with the Hygienic Conditions of the Working Place

Particulars	No. of Respondents	Percentage(%)
Highly Satisfied	35	17.00
Satisfied	53	25.00
Neutral	74	35.00
Dissatisfied	32	14.00
Highly Satisfied	18	08.00
Total	212	100.00

Sources: Compiled from Schedule

Interpretation:- An analysis of the above findings shows that 35 respondents i.e., 17% of them were highly satisfied with the Hygiene of the workplace, 53 respondents, i.e., 25% were satisfied with the conditions, 74 out of 212 respondents, i.e., 35% which comprises of a significant portion of the sample size were neutral of their opinion, 32 respondents, i.e., 14% were dissatisfied about the hygiene of the place, and the remaining 18 respondents, i.e., 8% of them were highly dissatisfied with the conditions of the working place.

Recreational Facilities: Plantation Labour Act, 1951:

Under Section 13, empowers the State Governments to formulate rules that require employers to provide recreational facilities for plantation workers and their children. These facilities are designed

to enhance the health, well-being, and leisure of the workers. The following is the condition of the Recreational facilities available in the Hatticherra Tea Estate:

Table 10: Availability of Recreational Facilities

Particulars	No. of Respondents	Percentage(%)
Yes	212	100.00
No	00	00.00
Total	212	100.00

Sources: Compiled from Schedule

Interpretation: The given table highlights that all the 212 respondents, i.e., 100% of the sample size positively confirmed the availability of recreational facilities in the estate. Thus, the authorities should continue take steps to make aware that labourers about the existing recreational facilities to make them feel relaxed and stress-free and spend quality time with their friends and families.

Other Facilities: According to the Plantation Labour Act, 1951:

The employer required to provide the workers with umbrellas, blankets, raincoats, or other like amenities for the protection of workers from rain or cold as may be prescribed under the rules. The following table show the condition of other facilities provided of the Hatticherra Tea Estate:

Table 11: Intramural and Extramural Facilities

Facilities	Highly satisfied	%	Satisfied	%	Neutral	%	Dissatisfied	%	Highly dissatisfied	%	Total
Seating Facilities	50	24.00	129	61.00	20	09.00	07	03.00	06	03.00	212
Transport Service	30	14.00	150	71.00	32	15.00	00	00.00	00	00.00	212

Washing Area	30	14.00	30	14.00	100	47.00	40	19.00	12	05.00	212
Rest Room Service	20	09.00	29	14.00	58	27.00	62	29.00	43	20.00	212

Sources: Compiled from Schedule

Interpretation: It is evident from the tabulated results that 50 respondents, i.e., 24% of them mentioned that they were highly satisfied with the seating facility available to the labourers, 129 respondents, i.e., 61% of them were only satisfied with the facility, 20 respondents i.e., 9% were neutral about their opinion. On the other hand, 7 respondents, i.e., 3% of them were dissatisfied with the facilities, and the remaining 6 respondents, i.e., 3% were highly dissatisfied with the facility. Again, it is observed that 30 respondents, 14% of them were highly satisfied with the Transport service, 150 respondents, i.e., 71% of the respondents were satisfied, 32 respondents i.e., 15% were neutral about their opinion, and no respondents were dissatisfied or highly dissatisfied. It is also observed that 30 i.e., 14% out of 212 respondents were satisfied with washing area, 30 respondents, i.e., 14% were highly satisfied with the washing area facility, 100 respondents, i.e., 47% were neutral about their opinion, whereas 40 respondents i.e., 19% of them were dissatisfied and the remaining 12 respondents i.e., 5% were highly dissatisfied. It can also be revealed that out of 212 respondents, 20 i.e., 9% of them were highly satisfied with the restroom service provided for the respondents, 29 respondents i.e., 14% were satisfied, 58 respondents i.e., 27% of them were neutral about their opinion, 62 respondents i.e., 29% were dissatisfied and the remaining 43 respondents i.e., 20% were highly dissatisfied with the service.

Table 12: Welfare Facilities provided by the Hatticherra Tea Estate.

Particulars	No. of Respondents		Percentage(%)	
	Yes	No	Yes	No
Umbrella, Raincoat, blanket, Chappal to the workers for protection against rain and cold	212	00	100	00

Ration provided to the workers	212	00	100	00
Is there a Welfare Officer in the garden	212	00	100	00
Total	212		100	

Source: Compiled from Schedule.

Interpretation: The data collected from 212 respondents reveals a highly positive picture of the welfare measures adopted by the tea garden management:

Out of 212 respondents all of them have reported that the garden authority provides essential protective items such as Umbrellas, Raincoats, Aprons, Blankets, and Chappals in harsh weather conditions like rain and cold, indicating a strong commitment towards welfare of the workers. It is also revealed that all the 100% of the respondents confirmed that weekly ration such as Rice, Wheat, Sugar, Salt is provided by the garden authority. Lastly, all the 212 respondents also stated that there is a welfare officer in the garden which signifies the Hatticherra Tea Estate's effort to address worker needs, grievances, and overall well-being through a designated authority figure.

Findings and Suggestions:

- Canteen services should be provided in the garden for all the workers as it is a compulsory requirement stated under the Plantation Labour Act, 1951.
- Garden workers must be provided with adequate health and sanitary facilities as per the provisions mentioned under the Plantation Labour Act, 1951.
- Medical staffs should be adequately increased so as to deal emergency cases.
- The concerned authorities should take steps to improve the existing recreational facilities to make employees feel relaxed and stress-free.

Conclusion

The tea industry of Assam, which employs the maximum labour workforce in the state, has always lagged behind other

labour communities in terms of development. Since the tea industry is still in its most developing stages, its workers must be empowered to maintain the industry's steady growth. One of the major reasons for the under development of workers is the lack of awareness about various welfare schemes framed by the Government. Women are mostly not aware of the maternity and childcare benefits, especially those implemented for the labourers. In addition to these, certain essential facilities such as canteen facilities, transport services, and infrastructure facilities are not improved, which should be taken into consideration. Workers are also disappointed with the present wage system and they find it difficult to maintain their livelihood properly. Awareness campaigns can be organized to empower people about their social, economic, and political rights. Therefore, efforts should be made by the competent authorities to provide welfare facilities workers to improve their quality of life.

References

- Baishya, D. (2016), History of Indian Tea Industry and Status of Tea Garden Workers of Assam. *International Journal of Applied Research*, 2(9), 522-556.
- Borah, N. (2013), The rights of women workers in the tea gardens of Assam. *The Clarion International Multidisciplinary Journal*, 2(2), 128-131.
- Chaubey, D.S., & Rawat, B. (2016), Analysis of Labour Welfare Schemes and is Impact on Job Satisfaction: An Empirical Study, *Journal on Management Convergence*, 7(2)2016,45-53.
- Dhanuka, C.K. (1991) Labour Welfare & Social Obligations: *E.T.Tea, an extensive survey of tea industry*.
- Ekere, O.A., & Onuoha, B.C. (2021). Impact of Staff Welfare Scheme and Skill Development on Employee Productivity: A Study of Anambra State Civil Service. *International Journal of Research Publication and Reviews*, 4(7), 338-348.
- Gonji, D. & Reddy, E. (2024), A Study on Employee Welfare Measures in Chassis Industry, *International Journal of Research Publication and Reviews*, 5(5), 3081-3088 May 2024.
- Hassan, M.A. (2014). Employee welfare programmes: Panacea towards improving labour productivity in the service sector in Nigeria. *Mediterranean Journal of Social Sciences*, 5(10), 78.

- Jeganathan, A., & Palanichamy, K. (2015), A study on small tea growers satisfaction level and problems with special reference to the Nilgiris district of Tamil Nadu. *International Journal of Science and Research*, 6(6), 809-812.
- Krishnamoorthy, M., & Sekar, P. 2017. A Study on the socioeconomic working conditions of workers leading to job satisfaction in tea plantations with special reference to Nilgiris. *International Journal of Applied Research*, 3(11),301-303.
- Mahanta S.N. (2000), "Labour Welfare Measures in Tea Industry in Assam with Special Reference to Dibrugarh District". *IOSR Journal of humanities and social science*, 6(2),366-388.
- Pachoni, P. 2016). Labour Welfare Practices in Tea Industry with Special Reference to Harmutty Tea Estates of Assam. *Pratidhani the Echo*, 5(1), 75-83.
- Sayanarayana & Reddy (2012), Labour Welfare Measures in Coment Industries in Tindia, *International Journal of Physical and Social Sciences* 2(7) 257-264.
- Shailshree. K (2019). Impact of Welfare Measures among coffee plantation workers: A Study concerning Kodagu District. *International Journal of Applied Research*, (8), 252-255.