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## **The Plantation Labour Act, 1951: A Social Security Measure for Tea Workers**

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### **Abstract:**

Social Security has now become a fact of life for millions of people throughout the world. India is a labour abundant country and many problems are associated with them. The research paper is focusing on the problems facing by the tea workers of Assam related with housing. In order to understand the situation, the researchers first look at the legal provisions of PLA and thereafter it's implementations in the tea plantation areas. However, the government of Assam has appointed 'Labour Commissioner' along with labour inspectors in every district to look after the implementations of the provisions of PLA strictly in the plantation areas to safeguard the interest of tea workers. So, the objectives of the paper are to know the 'Housing facility' provided by the tea employers/management to its workers under the provision of PLA during the last five years, to examine the satisfaction of the beneficiaries from the housing facility provided by tea employers/management under the provision of PLA during the last financial year and to offer some suggestions for the proper and suitable implementation of the provisions of PLA on the basis of the findings of the study. The research methodology adopted by the researchers is observation Method, Descriptive Analysis Method, Random sampling Method and Questionnaire/schedule Method for the study. However, the focus of the paper is given on the permanent tea workers of Dibrugarh district of Assam, who are legally eligible to avail the housing facility under the provisions of the Act. The study finds that the majorities of the sample tea workers are 'Less Satisfied' and 'Not satisfied at all' with the housing facility provided by

the tea employers/management. The paper also concentrates in understanding the problems related with the implementation of the provision of PLA as well as the condition in improving the quality of life of tea workers. It also provides some suggestions for improvement of industrial relation in the tea industry.

**Keywords:** *Concept of Social Security, Tea Garden Workers in Assam, Provisions for Social Security for Tea Workers Tea Industry, The Plantation Labour Act, 1951, Housing Facility under the provision of PLA.*

### **Introduction:**

The idea of social security is that the State shall make itself responsible for ensuring a minimum standard of material welfare to all its citizens on a basis wide enough to cover all the main contingencies of life. In the life of a man, there are two stages of dependency; childhood and old age, in the intervening years of adult life there are likely to occur spells during which he cannot earn a living. The social security system aims to help individuals in such times of dependency. It will be significant to consider as to what are those main risks of insecurity to which human life is liable and in relation to which organized society can afford relief to the helpless individual. There are incidents of life mainly sickness, maternity, invalidity, accidents, industrial disease, unemployment, old age, death of the bread winner and other such emergencies<sup>1</sup>.

### **Concept of Social Security:**

In the pre-industrial society institutions like joint family, caste, guild, village community, religious institutions etc provided security against various contingencies, but eventually the industrial revolution changed both the nature of insecurity as well as the remedies provided for it. Social security has been considered ‘a device provided by society against a number of insecurities arising out of natural, social, individual and economic causes.

According to a definition given in the ILO Publication ‘Approach to social security’ (1949), “social security is the security that society furnishes through appropriate organization against certain risks to which its members are exposed. These risks are essentially contingencies of life

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<sup>1</sup>Bhogoliwal, T.N. 1983. Economics of Labour and Industrial Relation, Agra: Sahitya Bhawan.

which the individual of small means cannot effectively provide by his own ability, or foresight alone or even in private combination with his fellows”<sup>2</sup>.

#### **Methods of Providing Social Security or Organize Benefits to Workers:**

Social security is a very comprehensive term. The two important means of providing social security are “social insurance and social assistance”<sup>3</sup>. Social insurance and social assistance may be said to be the two faces of the same coin. Both of them are integral parts of a social security system.

‘Social assistance’ refers to the assistance rendered by the society to poor and needy persons voluntarily, without placing any obligation on them to make certain contribution for becoming entitled to relief, such as workmen’s compensation, maternity benefits, old-age pensions, etc. ‘Social Insurance’ refers to a scheme of maintaining an insurance fund from the contributions made by prospective beneficiaries as well as others and to grant out of it such benefits as sickness, injury, maternity, unemployment, old-age pensions etc.

#### **The Tea Garden Workers in Assam:**

Assam's tea industry is dependent on about two million labourers almost all of whom are the descendents of those who were brought to Assam as slaves first by the East India Company and later by the British rulers and entrepreneurs from 1830’s through 1920’s, mostly from the Santhal Parganas district of Bihar (now in Jharkhand state).

The tea workers form the backbone of tea industry in Assam. Tea workers are found mainly in the districts of Darrang, Sonitpur, Nagaon, Jorhat, Golaghat, Dibrugarh, Cachar, Hailakandi, Karimganj, Tinsukia and almost all the districts of Assam<sup>4</sup> (Wikipedia). The workers, in a way, have to live with the basic facilities provided by the tea-planters. The tea-planters, usually exploit the tea workers in every possible way. Violence and agitation of labours against the management is common, where the state machinery normally protects the tea-planters. Non-education, poverty, poor standard of living and health facilities is the problems in their life. The welfare

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<sup>2</sup>I.L.O. 1949. Approaches to Social Security, Pp1

<sup>3</sup>Mamoria, C.B. 1964. Principles of Social Security. Allahabad: Kitab Mahal pvt. Ltd.

<sup>4</sup>Griffiths, Sir Percival 1967: The Indian Tea Industry History of the. London: Weidenfeld and Nicolson.

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officer' appointed in every tea-estate due to compulsion from Govt. of India, are mostly show-pieces than of any good<sup>5</sup> (Kar, 1975, 2001).

#### **Provisions for Social Security for Tea Workers:**

The main statutory provision that has been provided so far in the country in the direction of social security<sup>6</sup> is in respect of:

1. Compensation in case of industrial injury and diseases,
2. Maternity benefits to women workers and
3. The recent schemes of Health Insurance, Provident Funds, old age and Family Pensions, Gratuity etc.

The social security of a country in order to complete must provide an adequate security against all the well-known contingencies from which the workers or the people generally might suffer and which may deprive the workers of the opportunity to earn. Such risks may arise out of temporary inability due to sickness, accidents, unemployment, maternity etc or permanent inability due to chronic invalidity, old-age etc. Unfortunately, these risks have not been fully covered in India, although a beginning was made significantly by passing the following legislations by the Central and State Government for the welfare of the workers who are working in various industries, plantations, mines, oil fields etc –

1. Workmen's Compensation Act, 1923
2. Employees' State Insurance Act 1948
3. The Plantation Labour Act, 1951
4. Employees' Provident Fund Act, 1952
5. The Assam Tea Plantation (PF) Act, 1955
6. The Assam Plantation Employees' welfare Fund Act, 1959
7. Central (Maternity Benefit) Act, 1961
8. Group Insurance Scheme, 1963
9. Employees' family pension scheme, 1971

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<sup>5</sup> Kar, R. K. (1975, 2001) "Anthrop - historical Appraisal of a Migrant Population in Assam, North-East India", Sectional Presidential Address, Anthropology and Archaeology Section, Indian Science Congress, the 88th Session, New Delhi.

<sup>6</sup>Mamoria, C.B. 1991. "Dynamics of Industrial Relations in India", Himalaya Publishing House, Bombay.

10. Gratuity Act, 1972
11. The Mines Act, 1952
12. The Factories Act, 1948
13. The Minimum Wages Act, 1948
14. The Contract Labour (Regulation and Abolition) Act, 1970

**The Plantation Labour Act, 1951:**

In the case of tea plantations, the British rulers had made some limited provisions for labour welfare. The Government of India revised them in the *Plantation Labour Act of 1951* (PLA), thus entrusting the responsibility for the welfare measures including health to the management. The Government of Assam gave it a concrete shape<sup>7</sup> in the *Assam Plantation Labour Rules*, 1956. Scope of the existing social security provisions in India<sup>8</sup> particularly ‘The Plantation Labour Act, 1951’ is given below: The object of the Act is to provide for the welfare of the labour and to regulate the condition of work in Plantations. It covers all Tea, Coffee, Rubber and cinchona Plantations measuring 25 acres or more and wherein thirty or more persons are employed or were employed on any day of the preceding twelve months.

**Provisions of PLA:** The main provision of the Act deal with –

- i) A canteen, if employing 150 or more workers;
- ii) Crèche, if employing 50 or more women workers.
- iii) Recreational facilities for workers and their children.
- iv) Educational arrangements on the estates for the children of workers, if there are 25 workers children between the ages of 6 to 12.
- v) Housing facilities for every workers and his family residing on the plantation, in accordance with the prescribed standard lay down by state government.
- vi) Medical aid to workers and their families; sickness and maternity allowance to the women workers.

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<sup>7</sup>Bharali, G. (2007), “The tea crisis, Health Insecurity and Plantation Labourers, Unrest” a seminar paper presented in the Deptt. of Sociology, North Bengal University, 11<sup>th</sup> – 13<sup>th</sup> April, 2007.

<sup>8</sup> Bare Act, “The Plantation Labour Act, 1951”.

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vii) Making available to workers such number and type of umbrellas, blankets, raincoats or other like amenities for their protection against rain or cold, as prescribed by the state government.

viii) Welfare officer, if 300 or more workers are employed.

### **Statement of Problem:**

Many Social Security Legislations passed in favour of workers during pre-independence and post-independence period in India. Particularly, 'The Plantation Labour Act, 1951' was passed by the Central Government of India to provide basic facilities to the plantation workers inside the area of plantations. The State Governments are responsible to enforce it by appointing 'Labour Commissioner' with adequate number of Inspectors in every district. Though, the implementations of this Act, is mandatory for all plantations measuring 25 acres or more and wherein 30 or more persons are employed. But the living conditions of tea workers are beyond the expectation even after 65 years of enactment of the aforesaid Act.

### **Significance of the study:**

It has been recognized that human resource is one of the greatest resource for all the industrial organization. Without the development of workers, overall organization development is not possible. Tea industries in Assam have been operating successfully since the British rule without considering the satisfaction of the tea workers. The management of tea industries of Assam has not been considered intellectual development of the tea workers. Their mental satisfaction is totally ignored though it is one of the major social responsibilities of the organization towards the employees. Realizing the importance of social security of tea industrial workers the present study is tried to understand the problems associated with the implementation of PLA as well as the condition in improving the quality of life of tea workers with special emphasis to Dibrugarh district of Assam.

### **Review of Literature:**

In the course of reviewing the related literature with regard to small tea growers, various opinions are derived there from –

Sarma (2007) in his paper, "A study on the Socio economic conditions of labourers in the tea gardens of Jorhat District., Assam mentioned the proposed investigation regarding the socio

economic conditions in this context encompass the status of the community as a collectivity vis-à-vis other communities with regard to different aspects of life such as education, health, employment, income, gender equality, access to and realization of opportunities of participation in various activities of general significance, command over means of well being, feeling of security and integrity to the social environment<sup>9</sup>.

Baishya (2015) carried out a research to know the satisfaction levels of workers about 'Employees State Insurance Corporation (ESIC) in Assam region. He says that tertiary, especially privately provided care can be extremely expensive and can lead to serious medicalisation of health care leading to unsustainable cost-escalation. For long term fiscal sustainability, strengthening public health system appears to be the only option for the governments. However, in the short and medium run, as governments grapple with shortages of skilled specialist and critical infrastructure bottlenecks, it may choose the option of purchasing tertiary care from the private sectors. A robust regularly system for quality and price control, supported by periodic technical and social audits, would be needed to ensure that the imperfect market mechanisms of private health care provision do not lead to inappropriate or unduly expensive care, if the government chooses to purchase privately provided tertiary care<sup>10</sup>.

### **Research Gap:**

The foregoing review of research and literature on social security, it is found that there is a research gap in the field of private sector organizations for the implementation and effectiveness of social security measures, particularly, The Plantation Labour Act, 1951 for providing facilities under the provisions of the Act for the workers mainly in tea industries of Assam.

### **Research Questions of the Study:**

In the context of problems as discussed under the statement of problems, the following research questions framed and which were examined during the study to mitigate the housing problems of

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<sup>9</sup>Sharma, Gadapani.2007. A study on the Socio economic conditions of labourers in the tea gardens of Jorhat District., Assam, Ph.D. synopsis submitted in the department of economics, NEHU, Shillong, dated 3<sup>rd</sup> August.

<sup>10</sup> Baishya, B.B. 2015. 'An assessment of the workers of Employees' State Insurance Corporation (ESIC) with special reference to Assam region, Ph.D thesis submitted in the department of commerce, Assam University, Silchar, in February, 2015.

Tea-workers under the provisions of PLA:-

1. Has 'Housing facility' been provided by the tea employers/management to its workers under the provision of PLA?
2. What is the level of satisfaction of tea workers from the housing facility provided by tea employers/management under the provision of PLA?

**Objectives of the Study:**

More specifically, the objectives of the study are -

3. To know the 'Housing facility' provided by the tea employers/management to its workers under the provision of PLA during the last five years.
4. To examine the satisfaction of the beneficiaries from the housing facility provided by tea employers/management under the provision of PLA during the last financial year.
5. To offer suggestions in the light of the study.

**Research Methodology:**

As the methodology is descriptive, in-depth interviews are also being conducted with the targeted groups for a clear understanding of the research problems. To interview the targeted groups a set of questionnaire and schedule is prepared with a view to draw inferences on the research questions framed.

**Methods Adopted:**

Questionnaire and schedule-cum-questionnaire Method, observation method and descriptive analysis method is adopted for the study.

**Population of the study:**

For the purpose of the study the tea estates, those are recorded in the office of “**Labour Commissioner, Dibrugarh, Assam**” is the prime consideration because these tea estates have been following the provisions of PLA strictly. As per the information collected from the aforesaid office total **137** Tea Estates both big (having >100 hectares plantation area) and small (having <100 hectares plantation area) recorded up to 31<sup>st</sup> December, 2015 those have been following all the provisions of PLA. Besides it, as per the information collected from the office total 95,543 permanent workers including staff and 37,350 Temporary workers have been working in the total 137 tea estates up to 31<sup>st</sup> December, 2015. Tea estates have been providing the facilities only to



the permanent workers under the provision of PLA. Hence, the temporary workers have been excluded from the study.

**Area covered for the Research:**

The research was conducted within the geographical territory of Dibrugarh District of Assam.

**Manner for selecting sample unit:**

Based on the size of population, **total 383** permanent workers are randomly drawn as sample out of **10,383** permanent workers from **14** sample TEs for the study keeping in view that these are becoming representative and a cross section of all **95,543** permanent workers working in all **137** tea estates in the selected area of study depending upon the table based on the formula used by **Krejcie & Morgan** in their 1970 article “Determining sample size for Research Activities” (Educational and Psychological Measurement, # 30, pp- 607-610).

**Period of study:**

The research work is covered a period of **5** years i.e., from **2012-2013 to 2016-2017** by collecting the required information based on secondary data from the different sources. Again, primary data is collected from the targeted group of permanent workers only for 1 year that is the current year.

**Sources of Data:**

- a. Primary Sources:** Field Survey, Using questionnaire and schedule-cum-questionnaire to accumulate data from the information, Discussion with the officials of ‘Labour Commissioner Office’ Dibrugarh, Assam, Discussion with the leaders of ‘Tea Labour Unions’ is also done in due course of time, Discussion with tea estates employer/management.
- b. Secondary Sources:** Library works reading books of references, visiting residential area of tea garden, collecting information from internet sources, consulting persons of related matters, attending workshops and seminars etc.

**Collection of Data:**

The data collected by using ‘Sampling with Probability Proportional to Size’ and ‘Simple Random Sampling’ method keeping in mind the nature, objectives, the scope, the time, finance and degree of accuracy aimed at in the final result. An attempt is also made to eliminate the collection of irrelevant and unnecessary data and to ensure that important or essential information is not omitted.

**Analysis of Data:** Collected data is duly tabulated first in a master table and there from need based tables are formulated so that it became easy to examine the facts and findings.

### **Use of Statistical Technique:**

For the purpose of analysis, statistical tools like average and Arithmetic Percentage are used to draw the inferences based on the objectives of the study.

### **Analysis and Interpretation of Data:**

Collected primary data is duly tabulated first in a master table and there from need based tables are formulated to get the inferences. The data then are to be brought under applicable and meaningful statistical treatment in order to synthesize and to categorically conclude for better justifications.

**Table:1**

#### **Information Regarding Availability of Housing Facility**

<b>Availability of Housing Facility</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Yes	383	100%
No	0	0
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 1 is representing the information regarding availability of ‘Housing Facility’ provided by Tea-Employers/management to the workers. From the table it is clear that 100% Sample Tea-workers are responding ‘yes’ regarding availability of housing facility i.e. all of them they are availing housing facility, which has been providing by their employers/Management.

**Table:2**

#### **Information Regarding Category of Houses**

<b>Category of Houses</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Pucca	383	100%
Kuchcha	0	0

*Source: Primary Data compiled from field survey*

Table 2 represents the information about category of houses provided to the tea-workers by the employers/Management. From the table it is very clear that only Pucca houses are provided to the tea- workers. No any kuchcha house is there in the residential area of tea-workers.

**Table:3**

#### **Information Regarding Availability of Rooms in Houses**

<b>Availability of Rooms in Houses</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Two Rooms	383	100%
More than Two Rooms	0	0
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 3 is indicating the information regarding availability of rooms in the houses of Tea-workers. The table is forecasting that only 2 rooms are there in each and everyhouse of tea-workers. There is no any separate kitchen-room in the houses of tea-workers.

**Table:4**

**Information Regarding Sources of Domestic Water**

<b>Sources of Domestic Water</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Garden Supply	383	100%
Local Authority Supply	0	0
Govt. Deptt. Supply	0	0
Own Arrangement	0	0
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 4 is representing the information regarding sources of domestic water in the residential area of tea-workers. From the table it is clear that all the respondents are saying that domestic waterfacility is provided by their employers/management by installing hand-pump nearby their houses. .There is no any other source of domestic water in and around their residential area.

**Table:5**

**Availability of Sanitation Facility**

<b>Availability of Sanitation Facility</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Available	0	0
Not Available	383	100%
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 5 is indicating about the information regarding availability of sanitation facility in the

residential area of tea- workers. From the table it is clear that no any sanitation facility is available in the residential area of tea-workers. The sanitation problem is creating unhealthy environment basically during the raining season due to water blockage, which is affecting the health of the family members of tea-workers.

**Table:6**  
**Information Regarding Disposal of Effluent/Garbage**

Way of Disposal	Number of Respondents	Percentage
Disposed to a Pre-determined Field	79	20.63%
Disposed to a Wild Disposal Area	203	53%
Disposed Irregularly	45	11.75%
Disposed to the River/Lake	11	2.87%
Burning	45	11.75%
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 6 is representing the information regarding the way of disposal of effluent/garbage, which are coming out from the houses of tea-workers. From the table it is found that 20.63% sample tea-workers are disposing the effluent to a Pre-determined field, 53% sample tea-workers are disposing to a wild disposal area, 11.75% sample tea-workers are disposing irregularly, 2.87% sample tea-workers are disposing in the river/lake and 11.75% sample tea-workers are burning the wastage coming out from their houses..

**Table:7**  
**Provision of Electricity in Houses**

Provision of Electricity in Houses	Number of Respondents	Percentage
Yes	259	67.62%
No	124	32.38%
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 7 is indicating the information regarding provision of electricity in the houses of tea-workers .From the table it is clear that 67.62% sample tea-workers are getting electricity connection in their houses which are provided by the employers/management side, whereas 32.38% sample tea-workers have their own electricity connection.

**Table:8**

**Information Regarding Types of Fuel used for Cooking**

<b>Types of Fuel</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Fire-wood	93	24.28%
LPG	40	10.44%
Fuel-oil	0	0
Fuel Allowance from T/E	250	65.28%
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 8 representing the information regarding types of fuel used by the tea-workers for cooking purposes. From the table it is found that 24.28% sample tea-workers have been using fire-wood, 10.44% sample tea-workers have been using LPG, no any sample tea-workers are using fuel-oil for cooking purposes, whereas 65.28% sample tea-workers are getting ‘Fuel Allowance’ from the employees/management for cooking purposes.

**Table:9**

**Level of Satisfaction of the sample Tea-workers from ‘Housing Facility’ provided by Employer/Management**

<b>Level of Satisfaction</b>	<b>Number of Respondents</b>	<b>Percentage</b>
Highly Satisfied	0	0
Less Satisfied	156	40.73%

Moderately Satisfied	0	0
Averagely Satisfied	71	18.54%
Not Satisfied at All	156	40.73%
<b>Total</b>	<b>383</b>	<b>100%</b>

*Source: Primary Data compiled from field survey*

Table 9 is indicating about the level of satisfaction of sample tea-workers from ‘housing facility’ provided by Tea employers/management. From the table it is clear that no any sample tea-workers are ‘highly satisfied’ and ‘moderately satisfied’ from the housing facility provided from the employers/management. Whereas 40.73% sample tea- workers are found that they are ‘Less-satisfied’ and ‘Not satisfied at all’. Only 18.54% sample tea-workers are found ‘Averagely-satisfied’ from the housing facility provided by the employers/management.

### **Observations and Findings:**

The major observations of the study are mentioned below:

1. During the time of data collection it is observed that there was no plinth in the houses of tea-workers.
2. It was also observed that there was no floor in the room of tea-workers.
3. There were no ceiling provisions in the houses of tea-workers.
4. There were no any provisions for filtering of drinking water in the houses of tea-workers, their family members are drinking the water directly taking from the hand pump.

### **The major findings of the study are mentioned below:**

1. All of the sample tea-workers are availing housing facility provided by the employers/Management
2. It is found that only Pucca houses are provided to the tea- workers.
3. Only 2 rooms are there in each and every house of tea-workers. No any separate kitchen-room is found in the houses of tea-workers.
4. Domestic water facility is provided by the employers/management by installing hand-pumps nearby their houses. No any other source of domestic water is found in and around the residential area of tea-workers.
5. It is found that no any sanitation facility is available in the residential area of tea-workers.
6. 53% of sample tea-workers are disposing the garbage, which are coming out from their houses to a wild disposal area.

7. 62.62% sample tea-workers are getting electricity connection provided by the employers/management side, whereas 32.38% sample tea-workers have their own electricity connection.
8. It is found that only 10.44% sample tea-workers have been using LPG connection. Whereas, 65.28% sample tea-workers are getting 'Fuel Allowance' from the employees/management for cooking purposes.
9. It is found that no any sample tea-workers are 'highly satisfied' and 'moderately satisfied' from the housing facility provided from the employers/management. Whereas, 40.73% sample tea-workers are found that they are 'Less-satisfied' and 'Not satisfied at all'. Only 18.54% sample tea-workers are found 'Averagely-satisfied' from the housing facility provided by the employers/management.

### **Suggestions:**

The following suggestions are forwarded for improving in the housing facility provided to the workers:

### **Suggestions to tea employers/management:**

1. Tea employers/management should inspect the condition of houses of workers regularly through 'Labour welfare officer'.
2. The damaged portion of the houses should be repaired immediately to avoid the incidents.
3. Floor and ceiling I the houses of the workers should be constructed as much as possible to improve the living condition of the family members of the workers.
4. New houses should be constructed with appropriate plinth to remove the dampness from the houses.

### **Suggestions to Tea-workers:**

1. Tea workers should do the demand to improve the housing facility to the employers/management through their 'Labour-welfare officer'.
2. They should approach to the employers/management for providing the required facilities in their houses through 'Labour Union'.
3. They should do the demand to the employers/management for the construction of separate kitchen-room in their houses.
4. They should do the demand to the employers/management for providing filtered tap water for drinking and cooking purposes in their houses.

5. They should do the demand to the employers/management for providing sanitation facility in and around their houses.

**Suggestions to Tea-workers Union:**

There is an association of tea workers i.e., ‘Labour Union’ to protect their interest, the following suggestions are forwarded to the officials of ‘Labour Union’:

1. The officials of ‘Labour Union’ should take the keen interest to improve the housing facility, which are provided by the tea employers/management under the provisions of PLA.
2. They should fight with the employers/management to meet the demand of tea workers related with housing facilities.
3. On behalf of tea workers they should also do the demand to the government to modify in the housing facilities to fulfill the present requirements.
4. They should also consult with the ‘Assistant Labour Commissioners’ of the concerned district for doing the regular monitoring upon the employers/management regarding implementation of the provision of housing facility of PLA.

**Suggestions to Labour Commissioner, Govt. of Assam:**

1. The Labour Commissioner with Assistant Labour Commissioner should do the regular visit of the residential area of tea workers to know about the implementation of the provisions of PLA.
2. They should make a contact with the tea employers/management to come to the conclusion that how better housing facility should be provided to the workers under the provisions of PLA.
3. They should always be ready to protect the interest of the tea workers under the provisions of PLA.
4. They should also think for improving in the housing facilities, sanitation facility and safe drinking water facility to the workers under the provision of PLA.

**Conclusion:**

It can be said that the working conditions are the part of workers’ happiness in an industry. A good working environment with all the required facilities available at the work place encourages the workers to perform well by removing their irritation. However, the tea workers of Assam have been facing many industrial and attitudinal barriers, which are creating mental dissatisfaction of the workers and affect their performance adversely. Though providing the housing facility to the workers by the employers/management under tea plantation area is mandatory under the provision of PLA and is also implemented throughout the country under the supervision of ‘Labour Commissioner’. But the real picture is beyond the expectation, from the present study it is found



that the tea workers are not satisfied from the housing facility provided by the employers/management. So, it is the right time to look into the matter by the Central/state Government by doing amendments in the provisions of PLA for providing better facilities to the workers. It will be a good initiative for making them satisfy by removing the unrest from their part and also become helpful to maintain a good industrial relationship between employers/management for increasing industrial productivity..

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