

Chapter One

CHALLENGES TO SOCIAL SECURITY: A STUDY ON THE MANAGEMENT OF CRISIS IN THE TEA GARDENS OF DOOARS IN NORTH BENGAL

“The measure of a country’s greatness should be based on how well it cares for its most vulnerable populations”
- M.K. Gandhi

1.1. INTRODUCTION

Tea is a major beverage in India which occupies a predominant place in the national economy in general and economy of state (west Bengal) is particular. Tea industry is considered highly labour incentive where workers are being looked after well planned Plantation Labour Act (PLA, 1951). Despite, its export significance and popularity across the globe, tea industries have been suffering from internal as well external issues such as lack of quality production which is directly related from old buses plant and significant use of pesticide which ultimately create doubt for its consumption and quality. Besides, no proper marketing which paves the path for brokers who are usually in full control of price or manipulates the price of tea at tea auction.

Tea is the probably only industry which has become source of employment for large number of people across the region since the period of its (tea plantation) existence. Since tea requires huge number of employee for its production right from planting to plucking and final stage of preparing tea. Therefore, owner of tea and later management of tea have to depend upon them (labour). Consequently, it is none other than owner or management itself had realized to give them some facilities which binds them into the production and made them feel that they are also the key for production process. Hence, they started providing medicine, ration, and housing so that they cannot leave the industry and can be available for any type of work as the industry requires. Which ultimately pave the path of social security for the tea workers in days to come.

Over the time numerous legislations had been enacted to assist the needy either through charity or mutual aid which again compelled the government or us to think about the social assistance which later became wider under the name of social security. World War II was turning point of social security. Social security programme have been developed mainly in industrial countries. Since, the adaptation of social insurance scheme in Germany in 1883 which covered sickness and pension by Bismarck. The first unemployment insurance scheme was introduced in France in 1906. Initially there were separate schemes for different occupations and industries. Civil servants were among the first beneficiaries of social security schemes¹.

However, in later days a solid and comprehensive social security has been found or given its final shape in United States and United Kingdom. Hence, it can be said that Roosevelt administration of United States of America and Beveridge Report of United kingdom were milestone in the development of social security system in industrial countries in post world arena. Why industrial country only because the possibility of an accident has been increased in manifold. Since labourers were not very much skilled and equipped with new technologies and tools. Hence, compensation was offered in case of any undesired thing occurred in industry that was also very meager amount. Since then industrialization was being taken place rapidly across the globe and simultaneously the importance of social security has increased in manifold and country was either themselves adopted the measure of social security or through world organization such as International Labour Organization (ILO), United Nation, have adopted.

Since then it is International Labour Organization (ILO) has adopted numerous law that protects and secure the life and interest the labour and in 1944 resolution which pledged organization, ~~to~~ promote programme for extending social security measures to provide a basic income to all in need of such protection and comprehensive medical care².

¹ Srivastaba.A. & Mitra. P. 2009. –social security system in India” classical publishing company, new Delhi.

² Midgley. J. & Sirojudin. 2001. “Grassroots social security in Indonesia the role of Islamic Associations”.

The research problem is the workers of any organization are backbone and directly responsible for growth of the organization as well as growth of country indirectly. Hence, Tea Industry in north Bengal (West Bengal) is the principal industry and directly employed the lakhs of workers directly and people indirectly. Therefore, economically tea industry has become important and only source of income. The stakeholders such as owner, buyer, State Government, workers, management, and trade union are completely relying on it. Therefore, any fundamental changes may be positive or negative can have indelible impact on those stakeholders. However, a good number of Tea Gardens are being operated in this region. But they have been struggling for long time due to number of factors such as poor yielding, costing charge, poor market price, climate change which led the irregularity in wages or stagnant, withdrawing the entitlements which are exclusively meant for workers and eventually led the unrest in Tea Gardens. Results, either closure of Tea Gardens (such as currently Lanka Para T.E. of Alipurduar District, but still there were gardens which had been closed for long time such Dekhla Para T.E., Red Bank T.E. Carron T.E., Kathalguri T.E. and Totapara T.E.) or efforts have been made to just run the garden with compromise. Tea Gardens are organized industry and subject to Social Security Laws. In addition, Tea Gardens are also governed through Plantation Labour Act, 1951(PLA). The existent of Social Security Laws and Plantation Labour Act are to offer entitlements such as Provident Fund, gratuity, medical, housing, bonus, ration, creches along with the fringe benefits such as made tea, water, firewood, sleeper, tripol, etc. Last couple of decades, both Tea Gardens closure and even running are found in crisis. Therefore, the thrust of this research is even existence of Social Security and PLA, the proper implementation and monitoring of Social Security Laws and PLA, 1951 have to be ensured. Due to steady casualization of workforce over the time, workers are being excluded from the Social Security benefits. And often defaulter in PF (such Totapara T.E.), ignoring gratuity (Debpara T.E.) and medical (Totapara T.E., Grassmore T.E., Carron T.E. etc) have together create the problem. Therefore, the problems are becoming depressing and gloomy that has to be stopped. The chapter would deal with the social security and how it is being interpreted by various writers and how important it is. The whole segment is dedicated to background of social security, literature review, research question, research gap, statement of the problem, hypothesis, theoretical framework, research methodology.

1.2. BACKGROUND

Workers and employees in any kind of industry is an integral part of production and have become inevitable. Without the labour of workers an organization cannot be moved and even that organization or industry becomes living dead. Therefore, they (workers) must be looked after by the owner or its employers and their interests should be given first and foremost priority. It does not matter where they are working be it urban industry or rural areas or in agriculture etc. but the thing is that they all together will have strive to make the industry flourish where their life and livelihood also depends. Though the term from *coolie* to employee had been changed over time matching with time and modernization but the questions may be raised...

1. Have their (workers) lives really changed?
2. With the pace of development, are they able to cope up with new challenges?
3. Are they sufficiently or adequately paid?
4. Are they able to obtain the post retirement benefits?

In the light of above mentioned question the vulnerability and hardship of tea workers could be well understood and such vulnerability would have huge impact on them. The workers who are seriously engaged to manage the basic minimum requirement in their day to day lives. So in this juncture, how can they think for better life with modern amenities that make their life also secured in the event of uncertainty. Hence, it should be either employer or the legal authority is required to intervene the issues. Here, comes the role of industry, state, and NGOs who has authority and power to ensure their security. And how does social security meet the challenges thrown to it from different quarter of life.

In the tea industry, workers have been facing multiple problems since its journey during the period of Britishers and slowly and gradually, however, Indians became the major player of tea Industry. Since then numerous affords have been made to deal the problem of tea workers and eventually acts have been enacted to rescue the workers form colonial work environment. Subsequently, Plantation Labour Act, 1951 (PLA) was enacted to regulate the tea industry since then.

Tea workers which we have seen in earlier were more controlled and instructed by their managers and even they are solely indentified themselves with the garden and even for residents proof they had to depend upon the garden and were subject to the authority of managers. In one sentence their lives were in a great extent influenced by the management of the tea industry. But after the liberalization period and introduction of Panchayat at village with constitutional power and periodic election which enabled the tea workers to break that clutch of bondage and now they are equally connected with across the globe. Therefore, such paradigm shift at grass root level had definitely made them conscious enough to know his or her better place in the society by earning more and more with equal all facilities. Although the word –social security” has existed since the past and is still there but the need was felt tremendously all around the world particularly and tea sector is no exceptional.

It is the most probably only industry where numbers of female worker are greater. 93 per cent households of tea workers depend on the female members and only 7.0 per cent of the households depend on male members³.

Today tea industries which have been undergoing tremendous crisis and difficulties and its workers are more vulnerable to uncertainties and are being exposed as the day passes. Their future are bleak and most importantly the children of such gardens are being indirectly denied to access quality education, health services and are simply made to bear the unwanted consequences that are beyond their capacities.

Today across the globe the word inclusive growth and inclusive development is gaining currency from all quarter. At this juncture workers of tea industry are being excluded from the development agenda and remained less earner and more dependent upon the government.

Area of tea cultivation has increased manifold since 1938 where it was 5331 hectare in dooars and in 2012 it had become 72920 hectare. And 19589 hectare has been increased since 1938 and

³ Sharma. K. 2010 Sociology of north-East India,pp28.

each year 241.83 is being increased⁴. There are 150 tea gardens located in dooars region which comprised three sub divisions are Malbazar, Jalpaiguri and Alipurduar of North Bengal.

No doubt tea is still occupying a prominent place in national economy which is one of the sole sources of foreign revenue. But one should not forget the kind of life its labour are living is miserable and stuck in where they had begun.

Every person and every family requires protection from the risk and resulting insecurity. When this requirement is not satisfied for individual and households, the numerous adverse affect comes up. Thomas Hobbes in his “Leviathan” while people were insecure in the state of nature, then people themselves sought protection. Consequently, when such realization came into the mind of people, they finally escaped from the state of nature and form the “State”. Therefore, people urged the state to govern them and protect their lives from difficulties. Hence, the state has sole responsibility to take care of people within its territory. Consequently, it is the state whose prime function is to provide security irrespective of circumstances. While John Locke stated that right to life, liberty and property is something inalienable and therefore, creation of state is to uphold the rights of people. These rights are inherited by people naturally and never given up to the authority and again has beautifully stated that people should not have monopoly over the basic things such as water, health centre etc. because everyone is creation of God. Therefore, we should not harm our fellow men and if other could not generate wealth then charity is the best way of serving the people who are really in need. Social security is an economic and social policy which aims at people welfare by ensuring basic requirements. The term social security has been defined differently by various authorities and thus, there is no commonly accepted definition of the term.

International Labour Organization defines social security as “security that society furnishes through appropriate organizations against certain risks to which its members are exposed”,(ILO,1942 p.83) i.e., the security is furnished by society, to the members of the society¹⁰. The origin of society itself is an outcome of the fact that man is a social animal and he can survive only in the collective humane circumstances. Being a part of the society he expects

⁴ Tea Board of India

help from society when he faces a risk(World Bank), which is the most common factor in human life. ILO casts a duty on society to furnish that protection to its members when one is exposed to a risk in life. It is social as it represents a culmination of collective effort (Bhatnagar, 1984, p.46.).According to National Commission on Labour (I) (1968, para.13.1, p.162.), the concept of social security is based on the ideas of human dignity and social justice. Recently, some new concepts viz. social safety nets, social protection, and social funds relating to social security have emerged. Social safety nets are measures to mitigate the negative effects of structural adjustments mostly in form of cash payments. Broadly all these concepts are part of the all pervasive term social security‘. (Report of working group on Social Security, GoI, Planning Commission)

Social security comprises mainly two elements job/work and income securities. That is why social security is taken linked to work or economic security. As important as the work security is income security. Inadequate income resulting from unprotected and irregular employment is a direct threat to their lives and families. Their income needs to be protected against the vagaries of economy. Therefore, socially relevant minimum wages should be guaranteed. In addition to income security, certain other basic elements of social protection are also essential towards work security. These are health care, including maternity benefits (anti-natal and postnatal care), shelter, and education. (Report of working group on Social Security, GoI, Planning Commission)

World War II is considered as the turning point of social security. Social security programme have been developed in industrial countries since the adoption of social insurance in 1883 in Germany by Bismarck⁵. Since then, it is International Labour Organization which has adopted the resolution in 1944 which pledged organization ~~to~~ promote programmes for extending social security measures to provide basic income to all in need of such protection and comprehensive medical care⁶. According to Laroque, term social security was first used in the United States Social security Act, 1935. While for Perrin, social security was first embodied in the comprehensive New Zealand legislation of 1938.

⁵ Srivastava, A. & Mitra,P.(2009). Social Security System in India.

⁶ ILO.(2010).Extending Social Security to all: A guide through challenges and options.

Again, it is the Beveridge Report that presented comprehensive one that social security –from the cradle to the grave”, that goes beyond workers and embraced the entire population.

Social security nets are however contextual linked to the state of the economy of a country. Developed society have different concept of social security and their priority are different such as health care, unemployment allowances etc. but less developed society or developing society may have different concept of social security and hence their priorities are different such food, water, house, employment etc. therefore, social security is a contextual depends upon the circumstances and society. As the countries are progressing, inequality is getting wider and wider, apart from this need of social security is being felt and more number of people are required to be included in such safety net. Providing social security is one of the most effective policies that a state can implement to gain legitimacy and to provide stability in post conflict situations. (International Labour Organization, 2008).

1.1 Pre-Independence Period and Social Security of Workers

In India the evolution of social security measures can be traced to the pre independence period when in 1877, first labour unrest took place at –Empress Mills Nagpur” for improving their wages. In 1890 first Trade Union Bombay Mill Hands association was formed under the leadership of N.M. Lokhande. In 1885 the first Fatal Accident Act was passed. In spite of this workers were living under very poor inhumane conditions. There was no provisions of any measures for social security before 1920. In 1920 International Labour Organization gave a boost to labour welfare and social security schemes. In the convention of 1929 of ILO the workers social security schemes. In the convention of 1929 of ILO the workers social security was considered as of high importance. Then there came the appointment of strong recommendations on labour welfare and social security. After the first world war, due to Indian National Movement. British Government started thinking about the employees and accordingly (i) Workmen’s compensation Act, 1923 (ii) The payment of wages Act‘ 1936 (iii) Minimum wages Payment Act (iv) Maternity Benefits Act were passed from time to time Mr. B.R. Ambedkar was appointed as a _labour member of the victory’s council” after second world war. –The Whitley Commission” recommended that some suitable measures should be taken to restore health to the workers. On the recommendation of the commission and in the consultation with the –standing

Advisory Committee of Labour and Industries” the government agreed for a contributory Medical scheme in which both employer and employee will contribute towards a common fund. In 1937 a contributory Health Insurance scheme was formulated. At the same time , the Bombay Textile enquiry Committee also recommended the formulation of health Insurance Scheme in which the (I) employer (ii) Employee and (iii) The state Government contributed towards the fund. In 1940 during the first Labour Minister’s conference the need for sickness Benefit fund was felt. In 1943 Indian Government appointed a commission under the chairmanship of B.R. Ambedkar and its report was submitted in 1944.

B.R. Ambedkar commission strategy recommended the upper age limit of 60 years and employment was divided into three categories- permanent, temporary, and casual. The employer was required to pay contribution towards insurance schemes for all the workers, whereas only permanent and temporary workers were required to pay their contribution. In 1947, the Industrial dispute Act was enacted with the main objective was to make provisions for the investigation and settlement of industrial disputes. Most important contribution of employee’s State insurance Act 1923. On August 15, 1944, Professor Adarkar submitted a scheme of health insurance for workers to the Govt. of India for covering workers below a certain wage ceiling in three major groups of industries: Textile, Engineering and Minerals & Metals. The Scheme was intended to provide medical care and sickness benefit for insured persons.

In 1947 India got Independence and Indian Government intensified the labour welfare and social security measures. In 1948 employees state Insurance was duly modified and that was beginning of the era of Social Insurance of Indian labour.

–In 1952 international Labour Organization provided the expert advice of eight experts on social security for long six month for proper implementation of the schemes of employee state Insurance Act. They devised and advised the method of its administration, the development of the panel system of medical benefit and training of the necessary staff in order to extend the scheme throughout the country.”

In 1948 Indian government made certain important amendments in existing Indian factories act 1934 and came with an entirely new nomenclature –The factories act 1948” with a main purpose

of regulating conditions of work in manufacturing establishment for ensuring adequate health, welfare measures, hours of work and leave with wages.

In 1948 the Government enacted Maximum wages Act for prevention of exploitation of labour due to payment of unduly low wages.

In 1952 Government enacted Employee's Provident fund and miscellaneous provision act with a main objective of providing substantial measures of financial security and timely monetary assistance to industrial works and their families. Besides this,

(I)–The Assam tea plantations provident fund act 1955.” The personal injuries (Compensation Insurance) act, 1963.

(II)The payment of gratuity Act,1972

(III)The maternity benefit act,1961

(IV) The seamen's provident fund Act 1966

(V) The plantation labour Act 1951

(VI) The (central) maternity benefit Act, 1961

Were enacted for providing social security to weaker section of the society where there were more chances of exploitation and victimization. Measures related to social security can also be found in the Constitution of India in the following articles 21,24,38,39,41,42,43 and 43A17. Therefore, it is crystal clear that our constitution strives to protect each and every individual in general and particularly in the time of circumstances beyondan individual's control.

M.K. Gandhi said, –The measure of a country's greatness should be based on how well it cares for its most vulnerable populations”

Tea is a major beverage in India which occupies a predominant place in the national economy and is also a highly labour incentive. Tea production is mainly concentrated in the region of

Assam, West Bengal, south India mainly Tamil Nadu, Karnataka, and Kerala and north India mainly Himachal Pradesh, Uttar Pradesh, Jharkhand, Arunachal Pradesh, Tripura, Manipur, and Meghalaya etc. Despite its exports significance, it has been going through uncertainty in recent time which draws the attention from several quarters. Even Judiciary had to intervene into the matter while death was occurring one after another in tea industry through writ Petition 196/2001. Tea is not only the industry but is being regarded as large source of employment which requires a huge number of workers. These workers are both i.e. skill and unskilled and permanent and non permanent where women workers constitute the majority as their male counterpart.

1.2 Social security legislation in India that covers the Tea industry

Constitution of India through directive principles of state policy and some fundamental rights deal with the social security. On that basis, following legislation have been enacted successfully are The Employees State Insurance Act,1948, Employees provident fund and miscellaneous act,1952, The Dock workers (safety, health, welfare), Act, 1987, The mines act,1952 , Beedi workers welfare fund act, 1976 etc.

The child labour Act,1986, The contract labour (regulation and abolition) Act,1970 , Equal remuneration Act,1976 , Industrial disputes act,1947 , Maternity benefit act,1961 , Minimum wage act,1948 , Payment of bonus act,1965 ,Payment of gratuity act,197 ,Unorganized sector social security act,2008.

Employees liability act,1938, Factories act,1948, Personal injury(compensation insurance) act,1963, Personal injuries (emergency provision) act,1962, Plantation Labour Act,1951, , Trade union act,1926, Weekly holidays act,1942, Workmen's compensation act,1923, Bonded labour system(abolition) act,1976, The children (pledging of labour) act, 1938

2. Review of Literature

2.1. Review of Literature on Social Security

The book international labour organization (2010) has studied three group on the basis of that study reveal out that to what extent a person can urge for a social security. These groups are----i) Chronically poor (as an income level groups), ii) Agricultural workers (as an occupational groups) and, iii) children and elderly(as two age groups).Whereas income level has strong influence on exposure to risk, the poor are more vulnerable to risk than rich in terms of health care. According to World Health Organization (WHO), the difference in coverage gap, measured in 58 developing countries between poor and best-off quintiles is 33.9% maternal and neonatal care (which includes antenatal care and presence of a skilled attendant at delivery). In India and Philippines, the wealthiest groups are three times more likely to receive care than the poor (WHO, 2008) their figure is 320-443 million people by Chronic Poverty Research Centre.

The book also highlighted that exposure to risk and capacity to cope with them varies from one stage to another stage of life. For example, death sooner or later becomes certain. Age, loss of health due to temporary illness or permanent disability during the passage of time is obvious and certain and another is disable at certain point of time is certain through work-related injury or occupational. Therefore, people cannot escape from the above uncertainties. According to United Nation International Children Emergency Fund (UNICEF, 2007) young children are more vulnerable to risk posed by the contaminated water, poor sanitation, and inadequate hygiene. These together contribute 88% death from diarrheal each year (more than 1.5 million). Some children more overloaded with work to assist their parents at house and around 218 million children laboring today (ILO, 2006). With young children, older people are also more vulnerable to specific risk, particularly to income insecurity when they are no longer able to work in the work related provision in state support. According to UN-DESA (2007) report 80% older people living in developing countries (342 million people) lack inadequate income security. Further, World Economic and Social Survey (UN) this figure could be 1.2 billion by 2050 if appropriate actions are not taken. Again this juncture, social security provision is constitutional mandate of International Labour Organization (ILO) had already been defined and accepted by the community of states in 1919 and 1944. Over the time International Labour Organization (ILO) has recommended the states about the importance and significance of these rights. Universal Declaration on Human Rights (UDHR) Art.22 lays down the Everyone as a member of society, has the right to social security and is entitled to realization through national effort and

international cooperation and in accordance with the organization and resources of each state of economic, social and cultural rights are indispensable for the dignity and free development of his personality. Again Art.25 –everyone has right standard of living adequate for health and wellbeing of himself and of his family including food, clothing, housing and medical care and necessary social services and right to social security in the event of unemployment, sickness, disability widowhood, old age or other lack of livelihood n circumstances beyond his control”. Here, what has been revealed out is the focus has been shifted from social security protection of workers to that of whole population.

Mahmood, (2010), strived to discuss social security schemes are indispensable for the unorganized sectors of workers. While addressing unorganized sector as negligible, scattered, and lacked knowledge, still comprise of more than 93% workforce.(NSS.400 million, 370 employed in unorganized sector comprising 79.79 million in agriculture and 44.35 million in non agriculture. Divided unorganized sector in four categorized such as Occupation, nature of employment, services, and special distress category. Though, government has several social security measures such as National Old age Pension Scheme, National Family Benefit Scheme, and national Maternity Benefit Scheme etc. Besides, Employment Assurance Scheme, Swaran Jayanti Gram Swarazgar Yojana, Scheme for Handloom Weavers, Social Insurance Scheme, Janashree Bhima Yojana, Krishi Shrami Shamajik Yojana, Individual Retirement Account, Welfare fund, Public Initiative etc. such as SEWA, Mathadi Boards, Samakhaya, SPARC, VHS, ASHWANI etc. these are all social security programmes aimed to collect the money and provide health care services to workers. But due low coverage. Illiteracy among the workers and does not have proper record to keep workers movement either SSN i.e. Social Security Number like in USA.

Jhabwala and Sinha (2002) portrait how liberalization has simultaneously brought opportunity as well as adverse affect on welfare measures by withdrawing or rolling back by the government as well private firm. This policy sought skill man powers by introducing the machine. Therefore, importance of skill workers has increased in manifold while the most workers have been replaced by the machine as well. The author focused on women workers in general. They shows how the how globalization has left impact on employment through following reasons such as loss of existing employment without creating the new employment, changes occurred due to

technology and skill, in formalization of workers, creation of new employment opportunities. While they said casualization causing increased employment for some workers and loss of jobs for others. As whole, informalization or casualization displaced the better paid, more protected worker and increases insecure and low paid workers i.e. trends from organized to unorganized.

Duggal (2006) try to universalize the social security to all. He examined the need of social security through the “Unorganized Sector Social Security Bill, 2006” which includes benefits such as hospitalizations, maternity benefit, sickness benefit to APL, old age pension for BPL and even extending the benefit to contract labour and casual labour etc. the previous social security benefits excludes the casual workers, therefore, earlier one is fragmented based on discrimination under organized and unorganized workers. But the question arises that casual labours, are also found even organized sector in a greater number, are denied from enjoying the benefits, despite performing the same work. He mentioned, our constitution uphold the equality and justice and also ratified the covenant on International Covenant on Economic, Social, and Cultural Right (ICESCR) and article 7, 9 11 and 12 states need of social security. He felt in India, a good number of social security schemes are there but irregularity, dysfunction nature of scheme have failed to achieve the desire goal. He states that segment basis social security should be removed and urged the extension of social security by removing the restriction such as wage limit, number employed etc.

Hirway (2005), also highlighted the unorganized social security Bill, 2005 and unorganized sector workers (condition of work and livelihood promotion) Bill 2005. The bill covers entire country and all workers in an unorganized sector’s worker with less income of 5000 or below. Central government has created Social Security Fund from the contribution of employee, employer and central and state government. The act will also provide the unique social security number and identity card enable them to withdraw the benefits like in United States of America. But the bill does not pay attention to heterogenous character of unorganized sector. Therefore, social security must be formulated on priority basis of employer and employee and different level of workforce and their different demand and requirement. At the same time workers earning capacity and employer paying capacity should be kept in mind.

Sirojudin and Midgley (2001) try to convey the message how an important social security is in time of risk or contingency which is beyond the control of individuals. And only through helping hand from each other or community or government or non government organization etc. can eradicate the contingency that individuals face. Over the time numerous organizations have come up to assist the people in need which has ultimately paved the path of social security measure development and again made everyone aware about the importance of it. Such organizations are LAZIS, BAZIS, SEWA, CARD etc. the book highlighted the grassroots social security in south Asian countries.

Sirojudin and James Midgley (2001), shows us how non formal social security can be instrumental in providing income security, health security in contingency. Role of Islamic organizations such as Lembaga Amil Zakat Infaq Shadaqah (LAZIS), Badan Amil Zakat Infaq and Shadaqah (BAZIS), initially begun through charity or contributing “ZAKAT”, who are economically enough to contribute. Gradually it has been serving the poor over the time and Indonesian government has recognized its role and made it governmental organization in providing the grassroots social security for the needy, destitute people.

Rudra (2002), she made comparison between less developing countries and organization for economic cooperation and development. The demise of welfare state is expected in two reasons:-

- a) Generous welfare benefits are not regarded as good market- disciplining devices on labour. Both resulting upward pressure on labour cost and dampening effects on work incentives are claimed to adversely affect export competitiveness
- b) Globalization discourages government from raising the revenues. “Footloose capital” or the capacity to withdraw and shift both productive and financial capital with greater ease, has made it increasingly difficult to generate revenues through tax.

At the same time, we have surplus labour with unskilled and weak labour institutions and less political leverage. They are large in number that's why they are just in search for employment not lobbying for the welfare benefits, whereas in rich countries they are small in size and skill one and have strong political leverage and always lobbying for welfare benefits.

89th session of international labour conference; report VI, Social Security: Issues, Challenges and Prospects, Some scholar foresee that tax competition will lead to further reduction in taxes which makes unable to finance to social security/ invested in the social security programme. Similarly due to make the market more competitive and capturing the market, the prices tea is being cut down which ultimately the owner of gardens to cut further in social services or make the wages remained low or goes for encroachment or shorting the labour or make the labourforce more casualization.

Roy Sainsbury (2005) in his "aims of social security" highlighted the how social security could play an indispensable role from income maintenance to numerous allowances which directly able the person to live a decent life. Over the passage of time the aim and goal of social security have been undergone vast changes from social support to contribution basis to mean tested to on the ground of economic as well as social and to great extent on humanitarian ground. Further through distribution such as from rich to poor, from employed to unemployed, from people of working age to retired people and from healthy to sick. It has become right based approach in present day context. In some point of time social security aimed the people who have low level of income and provide them additional support. He scanned the social security like earlier social security was designed to maintain the circumstances; hence it was passive in nature where people were becoming more dependable and so need to design in order to make people able to find work and therefore, so that social security should aim people to get work and helping them to stay there. Here, Roy made such attempt to unveil the social security's role and necessity with changing time and circumstances, which are more reliable then, make able somebody instead feeding them by providing such assistance.

Agarwala (1946) the social security movement in India" this article has focused on the social security to be made available for the workers in order to secure their life and living. It also stress on how international development of social security, awareness among the workers and of course Indian government to work hard to bring the relief for the workers through the social security. It reveals the condition under which social security has gained momentum. Though the articles did not address the specific anything but gave us enough to understand the social security.

2.2. Review of literature on Social Security and Tea Industry

Singh, Narain, and kumar (2006), have focused on tea workers of Barak Valley (Assam), have emphasized on women workers and their causes of illiteracy, poverty etc. their role in the development of the tea industry. Described the history women, how they were tortured and exploited to work in the garden. In nutshell, they had no control over themselves, as Britishers claimed everything and made compel to settle down there. How labour were recruited from different strata and type of labour recruitment under British colonial system and further how labours were died during voyage i.e. sea voyage due to inhuman attitude towards labour by planters. How different act in regard to labour ahs finally paved the way for plantation labour act, 1951 which has ultimately provide the social security for tea laborers through bonus, retirement benefits and provident fund etc. author also mentioned the role of Panchayat to act as a medium between laborer and management and trade union. Author also focused on women workers in terms of their regularity and seriousness towards work than the male. Women's work satisfaction is being portrayed and men's alcoholic side is depicted. Despite, no special treatment or no promotion, the women workers are committed.

Kar (2009) writer has given a kind of general picture about the tea garden. Through Plantation Labour Act, what they could receive and how PLA had become an instrumental in post independence era that has slightly improved the life of tea workers. At the same time most gardens are reluctant to follow the Plantation Labour Act by showing the example high cost of welfare activities. The author in fact is deeply concerned with the child's involvement in plantation work which ultimately has become barrier for their bright future as because tea workers do not have sufficient amount to educate them or facilities for availing in this regard. Though the author is eager to rectify or bring the changes in the existing Plantation Labour Act. But author has failed to show the area which is required to be rectified. Therefore, he has lacked any discussion about their security under the changing circumstances which I have been looking for. Hence, his work instigates me to think seriously about social security under transition phase which perhaps Plantation Labour Act has failed to resolve problem. And they i.e. workers have simply become victim of miserable life of tea gardens.

Griffiths (1969) deals with various aspects of tea industry, the book content details study of initiation tea cultivation in Indian, labor related problems and also plantation related and the problem related with trade unions. Most section of the book deals with tea plantation of north India. Therefore, his work on tea plantation in south India is limited in scope and details. The information related with plantation of tea, marketing, and expansion of tea exports is discussed in confine manner. However, author fails to provide any separate logical discussion on industrial relations and trade union. There is also no attempt has been made by the author to investigates management style, function or the condition of lives of working class or labor of tea plantations.

Mitra(2010) try to cover various aspects of tea garden life and he emphasis more on trade union and changing role in globalized world and also talk about shift of preference among peoples from natural drink to artificial manufactured drinks in form of coca cola. The book also through some light on the removal of trade barrier in the era of post globalization .and the book slight undermine the role of government in providing the basic security to the workers. And book completely ignore the welfare management role in relation to providing of security .book also fails to cover in details about the multifarious government sponsored social security programs in the tea garden belts.

Sharma (2009),shows that book conventionally discussed about tea plantation in the globalised era specially the book deals with emerging several challenges for the tea plantations workers of north-east region of India during the last two decades of implementation of LPG and it also look at on the government policies in various industries of country. Book in fact studies about the intact of the so-called “globalization” among the workers. It elucidated the both the positive and negative sites of Globalizations process in the tea plantations(industries) The book consists of nine chapters and all the chapters deal with the various separate but interlink issues related with tea plantation and workers.

Bharali (2007) deals with the problem of health security of plantations laborer of one of the country’s largest tea producing states i.e. Assam. Paper consists of VI sub topics and deals with all the health related issues. The paper started with background of tea plantation in Assam and health problem of region as whole. Writer try to give a systemic presentation by narrating all the, while clarifying the issues of health. Writer mainly concentrated on the management role to

provide the basic health care facilities. But she fails to give considerable emphasis on the role of government on these issues because government is primarily responsible to look after the basis health care system. She just touches the Labor Welfare officer's function but on the basis of questions raised by the worker but she did not place her view in regard to labor welfare officer- What role he must play.

Sharma (2000) attempts to study sociology of tea plantation workers of the eastern Himalayan. Book highlights socio-economy conditions of workers, trade union movement in tea industry, worker's participation in trade union activities, ethnicity, and trade union movement and history of recruitment of workers. Book also highlights the attitude and aptitude of workers towards the tea industry and its survival in future, considering the challenges brought about by the post-nineties policy of liberalization of economy. The author is more interested in discussing the details of sociological part of the workers but slightly mentioned the certain welfare measures which worker used to enjoy. Author has not sought solution of the prevailing problem.

Joseph (2009) has accepted and highlighted the dual role of women workers at home and outside the home. This dual role has posed the serious challenge to maintain the both sphere. But despite overcoming all the difficulties, the women workers are ready to give themselves a new status or identity. For which they are still striving for and tea is one of the industry where women have to do a lot. Some time, and some instances, they are the sole earner and run the family. According to author, life of women worker could have been made better if the proper implementation of PLA would have been taken but that is not happened rather casualization is being taken place instead. This casualization has made them ineligible to withdraw the benefit.

Baruah (2009), the author has focused on health of workers which is an essential part in any production or organization. Because good healths always yield high which poor health cannot give us desire goal? Therefore, health should be first priority irrespective of people, be it worker, and be it manager and be it sweeper any one. Because once somebody employed then he or she is expected to give a better result.

Author quoted WHO definition –health as a state of a complete physical, mental, and social well being and not merely the absence of diseases or infirmity”. He is concerned about

unhygienic condition of tea workers, bad drainage and unclean premises, cattle breeding at premises which might carry on transmitted diseases through infection, insects and mosquitoes, for which tea labourers are unaware. Authors also cited the reason of wrong food habit and traditional practices like sanitations. Therefore, they suffer from anaemia and other water born diseases. At this ground he offers his suggestion by saying that they have to change their habit and for this end they need to be educated. But my question is the kind of medical care is received by only permanent women worker even not up to the mark and where casuals are being denied including maternity benefit. The number of such worker is being increased tremendously day after day. Perhaps this large number of exclusion from social security net has not been addressed and became silent.

Baruah (1998) has described about health problem of munda workers specifically in Assam of North East India. He has confined his studies on responses of mundas' behavior towards health programme and modern treatment based on two gardens (Chalkhhoa and Athbari). This is a kind of ethnography narration of munda workers. He has mentioned that housing facility is concerned, recommended by whitely commission and Rage omission, (1944-45). As far as social security is concerned the author has discussed about the hygiene in which sanitation is occupied an important place. He has given some facts such medical advisory board consists of three members (including one chairman, one representative from employer and one from employee). This board advises the state government in terms of medical facility is to be provided to workers. Further, he said one medical officer for every 1750 workers, one midwife for every 1700 workers, and trained nurse for every 300 workers, pharmacist for every 1750 workers, and health assistant for every 2100 workers. In simple words, author is more interested in portraying the lives of munda people particularly. But he has failed to make any serious attempt towards social security programme. How social security can be a panacea for workers arising problem. He just showed the glimpses of health and sanitation munda people. Above all, the book has confined only on two gardens of Assam which offers in depth analysis of munda workers. Though the book was published during 1990s when author did not really feel the necessity of social security net.

Sarmah (2009), focuses on the recruitment of tea labourers for the purpose of tea cultivation. How labourers toiled for making this drink a world famous but the condition of these workers rather are deteriorating day after day. I do agree with the author about the evolution of labour

laws from time to time to protect the interest of labour such as PLA, 1951 and Assam Tea Plantation Provident Fund which guaranteed the security for the workers. But the question might arise that is sufficient? Or we should think differently at present context. Because, the way gardens are getting shut down and people are dying for starvation, mental disturbances which have come out from the unemployment due to closure of gardens and lack of any strong support from government during crisis.

Patel (2009) has while discussing the issue has pointed out that, the women are under constant pressure from various quarter. She quoted Amartya Sen, “burden of hardship falls disproportionately on women” due to following types of inequality are;-

1. Mortality (due to gender bias in health care and nutrition)
2. Natality (sex selective abortion and female infanticide)
3. Basic facility (education and skill development)
4. Special Opportunity (higher education and professional training)
5. Employment (promotion)
6. Ownership (home, land and property)

As far as skill development is concerned, women workers could be imparted skill through which they can earn or can have alternative even in addition to tea garden work. And promotion is concerned, women completely victimized in tea garden. Despite, their contribution they are not being promoted, result remained daily wage earner. From here another think revealed out is education that means they are still uneducated that’s why they can be easily exploited by management. Which further creates the dependency upon the tea garden?

Tirkey (2015),has raised some sensitive issues which could be a game changer for tea workers. He emphasized the alternative cultivation besides tea gardens where spares land could be utilized for that purpose. This alternative cultivation helps the tea workers not only enhancing their income but becomes independent or less dependent on tea plantations. He has beautifully connected the livelihood security in the time of crisis. By livelihood security, he is trying to cultivate other crops in place of tea but in waste land. Where tea has not been grown but the problem is that waste land is being transformed into commercial land i.e. for tea cultivating.

Therefore, tea workers are again deprived from using that land for such cultivation. He talked about the Common Pool Resources which could play an important role by cultivating the other crops but either the land has been transformed to tea purpose or protected for public purpose or some river hit those land. Therefore, they have nothing but have to work in tea garden. His main thrust is especially in crisis period, if they could have land and perhaps they could have cultivated the crops there that obviously could have saved them financially. Even in running tea garden tea worker could do it. But due such lack of ownership they have to leave the garden in search of job in neighboring states. Often they are caught by agent and become trafficked. Though Lalit Tirkey has slightly touched the issue of social security by citing some facilities and working condition but did not offer the remedies besides his focus on livelihood. He showed us during closure 25 gardens were closed (2007-2009) where around 36000 thousand workers become jobless. And only in dooars 571 people were died. Hence my point is without strong social security programme even his idea about livelihood security hardly worked out. Livelihood work requires land and money and that can be brought by social security measures by offering them financial allowances or encourage them to make such work where government can become sole caretaker. At least workers gets time to settle or begin their new business and this transition phase social security could help them to come out from hardship by ensuring either medical care, or providing financial aids.

And all the above mentioned government schemes or social security programme can be possible to implement properly by abolishing the office of the labour commissioner. In place of labour commissioner, the Labour Welfare Officer has to be appointed by the government in each garden with separate office from the company's office. Then only social security programme or schemes whatever existing or new one can be directly implemented and workers get the full benefit of that. From this another good thing will come is the vigilance of the government is to be ensured. That means government can understand the need of both the workers permanent and casuals as well as can work with the collaboration of Tea Company. Therefore, Tea Company can not violate Labour Plantation Act and cannot deprive them from taking the benefit as they deserve being a labour. And whenever the garden is going through crisis or gets closed down then the labour office remains open to look after the labour through other means. Therefore, situation like migration, trafficking, starvation death, malnutrition, employment problem can be resolved

which comes under the social security net. Therefore, social security can become panacea under the institution of Labour Welfare Officer.

Mukherjee (1997) Dooars Plantation economy: evolution and pattern, the author visualized the dooars economy through tea industry and how did dooars tea plantation come into map of Bengal. On the basis of tea economy which is being regarded as the major source of foreign revenue and which had ultimately paved the path of development specially transport, financial institutions as well as became the centre of revenue for British Bengal. Before plantation economy there was natural economy and this natural economy was converted into monetized economy through structural changes (S. Mukherjee, page 21, Dooars Plantation Economy: Evolution and Pattern, Plantation Labours of North-East India, 1997, edited.). Further booming of tea economy that led the path of financial institutions to manage the money that were flowing in the area, therefore, such institutions were inevitable. Dooars witness the demographic changes where migrated workers came to occupy area for job purpose and remained settled there. Here authors beautifully said the attitude to occupation, desire for social establishment and intention to acquire land ownership- all these kept the plantation labourer from turning into full fledged industrial proletariat. As because industrial workers are free and mobile and wage is the only income but where is plantation labour was basically agricultural labour. When the contract was over they settled on arable waste land and turned into cultivators (S. Mukherjee, page 28, Dooars Plantation Economy: Evolution and Pattern, Plantation Labours of North-East India, 1997, edited.) On such ground plantation workers are being treated not industrial workers and the wage was kept low. Authors here tried to focus on how dooars plantation came up with the map of Bengal and which way it has changed the scenario of dooars by making and establishing tea industry, transport such railway and demographic changes by replacing local people who gradually had become inhabitant of the plantation industry generation to generation.

Bhadra (1997) here, author analyzed the participation of women workers in all profession such as textile, tobacco, mine, plantations such tea, rubber and coffee etc. how technological advancement in manufacturing process and improvement have reduced their number in one sector such as textile, jute and mine but on the other hand participation increased in tea, rubber and coffee and specially in tea industry their number constantly is being increased. Though author at that time wrote and said suitability and no technological improvement and

advancement has been introduced in this field which kept their number increasing. But another reason could be cited here is low salary and high living cost which has forced their male counterpart to move another state in search for job. In addition, regularly turmoil and shut down of tea industry is rampant which again made them compel to think for future therefore, they offered their job their female counter left the place. Here, Bhadra also highlighted that women are more loyal and accepting this profession without much interference with management. Further job has become family profession which passes one generation to another generation. Which can be another reason for their number is so high in tea industry. Main thrust of this paper is despite having getting down their number in other field where no doubt skill, dexterity, and knowledge required for performing the job but such thing are missing in the tea industry and women are considered as sincere and loyal to their work which further boost their number in industry like tea. (Bhadra. Mita, Women workers in the organized sector with special reference to tea plantation in India, 1997, Plantation Labours of North-East India, 1997, edited.)

Chakravorty(1997), highlighted the benefits which could be derived by the tea workers out of the packages of training programme of the Central Board of Worker's Education. Since workers are the backbone of any industry or the country as a whole but the question is how this vast no of ill tea states and ignorant workers especially workers in tea plantations, can cross over their –Four We Force, i.e. the long journey of their mission in fulfillment of their obligations as workers of the industry, members of the families and their own organizations without proper education and training? The achievement of worker's education scheme in bringing about a favourable change in the behavioral pattern of the tea workers is it in their social life or service life or their mode of action in trade union affairs.

Sharma (2003), described the historical background of the Temi tea estate which issituated in Himalaya region of South Sikkim. He gave a brief study of the workers of that tea garden, like their migration, social living, economic life, culture etc. He show the nature of Hindu-Tribal relationship of the workers in tea garden as it was found as the Hindu-Buddhist contact zone of Sikkim. He also portrays the custom and traditions of the workers, problems and relations, caste-tribe continuum and changes etc. etc.

Kaniampady (2003) highlights the status and role of the women, working in the tea gardens of Assam. She also focus on the position of women in her social life like, in family, society, at work place as well as in political life and also in economic life, health and education and community life. Also it deals with different system of labour recruitment and most part of the book has focused on relation with husband and their responsibilities. The book mainly focused on Assam labourer's social life and women position in that life.

Choudhury (2000) focusing on the existing tea management system and its crisis divided the book into five chapters. In first introduction chapter he describes growth and development as also challenges before the industry have been discussed besides methodology and scope of the study. In second chapter he deals with the discussions of the spread of the industry and in third chapter, organizational structure of tea management, challenges before the industry, projection and issues and functions. In chapter four he elaborated the need for changes in the tea management at twenty first century. And last chapter contains conclusions and generalizations of the study.

Dutta (2017) main thrust of his enquiry is how low wages and unavailability of essential services made the workers of tea garden of dooars compromise in the dietary. For low purchasing power they cannot afford to avail the minimum quality food from the market. Through food habit consumption of tea workers, author has pointed out some close tea garden such as Dhranipur tea garden and Kathalguri tea garden where workers unable to have even pulses in their meal and milk and other protein is far away from them. Even the income generating or supporting job that is MGNREGA is not regular in nature which could have improved the purchasing power of the workers apart from the tea wages. Above all the problem like which wide spread such health issues which directly related to food habit, education, water, sanitations, low wages which all combined lead to the importance of social security in tea belt particularly. Further employees are being denied gratuity. Author highlighted the how arduous task they will have to undertake when they will have to depend for water. In Kathalguri tea garden almost 6727 workers and their families depend on the single source and most of them use water from near (jhora) river which carried the dolomite from the Bhutan.

Kothari (2014), focuses on how social security has been priority and which makes everyone important in country development. How government has successfully initiated the programme to reach to individual since past one decade. Not only that Kothari, mainly focus on livelihood programme, Specially MGNREGA which is considered world's largest employment programme and how the people became self-reliant and free from the clutches of money lenders or where they had work on very low wages. Therefore, those who used to make them work for meager amount and facing challenges from these MGNREGA work which provide minimum wages. Kothari said Country like India where number of problem existed which need to be abolished through such programme and where we cannot focus only economic programme like in western countries. Here, still water and food makes huge difference in person's life. So government must have holistic look before taking any action or programme.

Bhadra (1997) here, author analyzed the participation of women workers in all profession such as textile, tobacco, mine, plantations such tea, rubber and coffee etc. how technological advancement in manufacturing process and improvement have reduced their number in one sector such as textile, jute and mine but on the other hand participation increased in tea, rubber and coffee and specially in tea industry their number constantly is being increased. Though author at that time wrote and said suitability and no technological improvement and advancement has been introduced in this field which kept their number increasing. But another reason could be cited here is low salary and high living cost which has forced their male counterpart to move another state in search for job. In addition, regularly turmoil and shut down of tea industry is rampant which again made them compel to think for future therefore, they offered their job their female counter left the place. Here, Bhadra also highlighted that women are more loyal and accepting this profession without much interference with management. Further job has become family profession which passes one generation to another generation. Which can be another reason for their number is so high in tea industry. Main thrust of this paper is despite having getting down their number in other field where no doubt skill, dexterity, and knowledge required for performing the job but such thing are missing in the tea industry and women are considered as sincere and loyal to their work which further boost their number in industry like tea. (Bhadra. Mita, Women workers in the organized sector with special reference to tea plantation in India, 1997, Plantation Labours of North-East India, 1997, edited.)

De (2015) highlights the plight and exploitations of tea workers throughout the entire period. They are being simply hired for labour work and they are made compelled to stay back over the garden. De said, at individual level as well at family level the exploitations was existed due to job promise for family members. they were asked to retain at garden for minimum wages. This article also highlights how workers are being made to work in the garden through the Act like 1859 workman breach of contract Act, and Inland Immigration Act,1863 have made workers to work for specific period at garden. Even fine was being imposed if the workers ever trying to go outside the garden. Hence, it gives a picture of enslavement or bondage labour despite their will they need to work in the garden. Above all their work highlights the how through recruitment process either through contract or through sardar system labours are being brought to garden and cruelty practice was used to treat them badly (De. A : 280) .They had no freedom of movement at all beyond the gardens. And here the actual picture came out that workers are so disconnected till today or we can say that outsiders are simply not allowed to enter the garden for information related purpose. But thanks to Panchayati Raj System for which there is free flow for information can be gathered.

It is very clear that the tea workers are simply made to work only for the benefit of the tea industry. Hence, their voices are not sound enough to reach the owner and government to resolve the issue like minimum wages, no DA and VDA and all.

Sutradhar (2018) highlighted the importance of labour movement, it was labour movement that could bring them relief and success unless and until they had protested they were being denied the even basics wage and bonus along with the other benefits such as health, quarter and new recruitment. The labours of Dooars were not organized and were detached even from nationalist movements. Therefore, it was the leftist party organized the tea labourers for their demand. Since left came to power new post and 20 per cent bonus was offered to labours. Therefore, the movement is to be organized and designed to achieve the goals but that has to be for the interest of the labour.

3. Research gap and necessity for present research

After having scanned the above mentioned work on social security, tea industry and tea workers, it can be said that much of the work that have been done has either highlighted the history of tea industry with the labour settlement in this region or just have strived to unveil the condition of socio economic of day to day lives of tea workers. Apart from this most of the study just had touched the Plantation Labour Act, 1951 cautiously, particularly basic amenities that have been provided to the tea worker as fringe benefit. We could say that those studies would have been an order of the day that cannot at all be relevant at present challenges that the tea industry going through and workers who are solely dependent on tea industry since 19th century. Although those studies cannot be ignored which do give us insight on that basis we can explore the present crisis and try to develop/suggest some solution that would aim at bettering the social security net for the workers in the tea industry.

Above scholars have not mentioned the kind of social security in which maximum number of workers can be included. Now the problem that has emerged is, the trend of casualization of workers along with recruitment of women as casual labourers, leading to a feminization of workers. Here, the uncertainty and danger lies in the fact that by recruiting the casual workers or casualizing the workforce, they (management) are no longer can be held responsible to liability of the workers. This mandates special social security needs and demands pertaining to the present scenario. The research gap as has emerged from the review of literature and the government documents on tea can be identified as i) there is an absence of information on social security situation based study focusing the condition of the tea workers in the region of Dooars, and ii) in response to the present situation of tea industry operating on the basis of casualization of workers and instead of running the estate management themselves and operating as buyers of tea leaves only from the small tea growers, the situation has become all the more critical. In fact except few studies in Kerala, there are no studies on this new trend that may be adopted in the near future in the region in response to the closure of tea gardens in Dooars. The proposed Study situates the research gap in this and aims to focus on the new social security challenge as fallout of the practice.

4. Definition, objective and scope of the study

4.1. Definition

A comprehensive service of social security is designed to compact the five giants in the path of social progress—want, disease, ignorance, squalor and idleness. Thus it is a programme of protection provided by security against those contingencies of modern life, sickness, unemployment, old age, dependency, industrial accidents and invalidity against which the individual cannot be expected to protect oneself and one's family by one's own ability or foresight. The study is on the social security measures that have been implemented by the government of India. The proposed study strives to trace their successful implementation in the tea industry as well as the social security measures that have been offered by the management in tea industry earlier and in the present period. The study will look at the implementation of the social security measures by both of the management and the government of India and the government of concerned states of India in general and West Bengal in particular.

4.2. Objective of The Study

Faced with a crisis presently, the workers of tea industry in Dooars are one of the worse sufferers faced with a fear of losing the job any time or tea garden can be shut down by the management and subsequently bereft and denied of any social security coverage. They, then are registered as workers of a particular garden and recipient/or supposed to be the recipient of social security benefits from the garden management and in the situation of closure/abandonment they are left with none of the benefits and are forced to wait till a settlement comes up. Therefore, the rationale of the study is to trace out the problem and challenges to social security, and provide suggestions to overcome the emerging challenges.

The proposed study will have the following objectives;

- a) The nature of social security coverage both in the organized and unorganized sector, and the scale of investments in social security made in India by the government;

- b) Present the nature of social security challenges within the tea gardens of Dooars in North Bengal where both categories, organized/unorganized workers exist;
- c) Probe how the challenges affect the women workers in particular in the tea gardens of Dooars in North Bengal;
- d) Provide in the process new strategies to meet the problem.

4.3. Scope of the study

The study will be conducted in the Dooars region of North Bengal which is constituted of three districts of Jalpaiguri, Alipurduar, and Coochbehar in West Bengal. In doing so we would employ an intensive study of the Documents, both government reports on Tea sector and Reports furnished by the selected tea gardens that would be covered for the field study as well as a field study will be conducted wherein on one side, the management responsibility will be tested in providing the social security to the workers, and on the other side, we would look into the scale of investment made by the government in social security that how far is effective in cope up the problem of tea workers in this region. Not only that the worker's opinion and kind of social securities are being enjoyed by them included in the study. Further, whether the existing social securities are adequate enough to meet the crisis that also would be dealt. In doing so, since every study has its limit and this one is not an exception and study will be confined in the form of open and closed tea garden from the three districts.

5. Research problem/ Research question and Hypothesis

5.1. Research Problem

Although in India a good number of schemes both initiated and run by the government and voluntary organizations exist, for e.g., pension schemes for the widows, insurance schemes for the poor, health services and care through centres set up in the rural areas, etc., however, the access to these support systems are dependent on diverse other factors that finally determine the effectiveness and inclusivity of the social security net. The eleventh plan has placed special emphasis on corporate social responsibility and has called in for partnerships between the

government and the corporate houses in matters of support related to infrastructure and service delivery as well as monitoring. This strategy for more inclusion of the people within the social security net as one of the priority area of the government can be very well gauged by the increase in budget expenditure and emphasis put both in the eleventh plan and the approach paper to the twelfth plan.

Since 1990 the tea sector in India has been affected adversely as they are pointing to low price and failure in securing good production due to climate change. The new circumstances have affected the tea economy in India and women tea garden workers to be specific, in North Bengal as a good number of tea gardens are getting closed down and in the absence of adequate social security support, the tea workers especially the women, who work as permanent as well as casual labourers are faced with a grim reality. The starvation deaths and steep rise in the number of missing women/trafficking is a pointer to the situation as it stands today. Women workers are doubly vulnerable because of their economic and social position. Even those tea gardens which are in operation are faced with crisis. The right to social security offers protection to the most vulnerable members of society. It guarantees that everyone will be provided with the minimum goods and services required for a dignified life. It is the duty of the state to make sure that everyone in its territory is afforded protection against accidents, hardship, and sickness. Governments should set up schemes that provide relief for the unemployed, ensure that the elderly are provided with proper care, and guarantee that people with disabilities do not suffer undue adversities. The law should guarantee that employers provide their workers with healthcare, compensation in case of work injuries, and retirement benefits. Special care should be given to pregnant women and young children. It is the obligation of the state to make sure that they are provided with adequate food, healthcare, housing, and are protected against adversities. Governments should enable all sectors of society, including youth, the elderly, and ethnic and religious minorities to have their needs met and achieve self-sufficiency. Since Indian tea sector is being regarded as large source of employment generation. Not only that tea industry is one of the large organized industries with labour intensive where labourers are being looked after through well planned **Plantation Labour Act, 1951**. With stiff competition and aggressive marketing by other countries, the Indian tea industries have not been able to retain its monopoly. Consequently, the effect of losing market directly hit the labour force in terms of cutting

benefits, stagnant of wages, encroachment of labour force and even withdrawing the social security measures such maternity benefit by casualizing the labour force and pending the retirement benefit such as provident fund, gratuity, and this situation implementation of minimum wages (which is also part of social security) has become a distant dream etc, The workers of tea garden are placed in such position neither they belong to garden nor they belong to other authority i.e. state government. They fall in between the line, as because once the garden close down that will have adverse affect on basic amenities provided to workers. At the same they are not entertained at outside of the garden. For example, ration for which they are enlisted in the garden's roll but not in the roll of Public Distribution Shop (PDS) shop, once the garden closes/abandoned, they would lose is entitled ration. During this transition phase even the government will not stand with them immediately for the required services. Another unemployment allowances are Financial Aid to the Workers of Lock out Industry (FAWLOI) is given to workers is Rs.1500/ which is not regular. Whereas FAWLOI is given only to permanent workers and not to casual who are also the part of production while the garden is in operation. Even the tea gardens which are in operation are not in a position to provide the entitled benefit.

Against this, the study situates the problem in the nature of existence of the social security measures in the tea gardens that are operating within the Dooars region of North Bengal.

5.2.Research questions

The proposed study intends to investigate and seek answer to the questions:

1. What has been the Social security coverage in organized and unorganized sectors in India and what has been the emerging challenges with regard to social security in tea sector workers in India and for the Tea Garden Workers working in the tea gardens of Dooars region which falls under the northern part of West Bengal?
2. What has been the nature of social security measures that exist in closed and open tea gardens in Dooars?
3. Are they implemented? If not, then why the existing social security measures in the tea gardens is not properly implemented?

4. Why they have not been sufficient in meeting the needs of the people?
5. What kind of institutional arrangement should be available to make the social security net inclusive and easily available to all category of workers working in the tea gardens?
6. et inclusive and easily available to all category of workers working in the tea gardens?
7. What should be the role of government vis-vis tea industry/ management during crisis?

5.3.Theoretical framework

Introduction

The word Social Security has been widely used in the welfare programme and of welfare policy of any country across the globe. There are words such as Social Security, Social Protection, Social Safety nets, which carries the similar meaning and aim to minimize the shocks or absorb the shocks as caused by invalidity, sickness, unemployment, closure, death etc. and can interchangeably be used. The benefits will be provided to those who are entitled for. The aim of Social Security are multiple as to reduce the inequality and alleviate the poverty in any form. Further, Social Security would provide the income support for those are unable to work.

Today's Social Security concept has emerged from the long back in the form of relief in case of British Poor Law system, Social Insurance scheme in Germany as introduced by Bismark in 1883 to cover sickness and pension⁷. Again, unemployment insurance scheme in France, 1906 (Social security system in India, 2009, p.13). Social Assistance was also seen in the form ZAKAT in Indonesia where needy people was given relief⁸ And the most important landmark in the path of Social Security was Social Security Act of America under Roosevelt Administration⁹ and Beveridge report in UK. Although, earlier Social Security programme was low in coverage and very specific. Apart from this, New Zealand was the first country adopt the universal pension programme (Gordon,2009,p.43). Later, through the regular intervention of ILO, the coverage Social Security has been broaden and at the same time, it has become "rights". Currently, the target groups are workers or employees including their family members of formal and informal sector i.e. organized sector and organized sector. There are some definition of

⁷ Srivastava.A, & Mitra.P.(2009), Social Security System in India.

⁸ Sirojudin & Midgley. J.(2001), Grassroots Social Security in Indonesia.

⁹ Srivastava. A, & Mitra.P.(2009), Social Security in India.

Social Security that can be helpful to know the broader concept of Social Security. These are as follows;

ILO Social Security Convention No.102 (Minimum Standard) define Social Security is the protection which society provides for its members through a series of public measures against the economic and social distress that otherwise would be caused by the absence or substantial reduction of earnings resulting from sickness, maternity, employment injury, unemployment, invalidity, old age or death; the provision of medical care; and, the provision of subsidies to families with children(Social Protection for All Men and Women,ILO,2006, p.7).

Article 22 and Article 25 (1) and (2) Universal Declaration of Human Rights (UDHR) can be summarized as that person being member of society has the right to realization of Social Security and that is essential for one's personal development and for his dignity¹⁰. Again, International Covenant on Economic, Social and Cultural Rights(ICESCR), Article 9 stated that State Parties to present covenant recognize the right of everyone to Social Security, including Social Insurance¹¹.

From the above, it can be concluded that Social Security is programme that can facilitate means to come out from the poverty and uncertainties. Moreover, Social Security programme can be found in the form of Social Assistance¹² where needy is to be provided assistance may be kind, cash by the state whereas Social Insurance¹³ where one has to contribute in order to get financial assistance, other benefits by state or any establishment such as EPFO. The earlier the Social Security aimed to respond the circumstances of one's live but not to influence them¹⁴. Therefore, the journey of Social Security from Social Assistance programme to Human Rights of people irrespective of colour, race, religion etc. can support people to come out from the contingencies and uncertainties caused by employment injury, unemployment, sickness or death. Therefore, the role and an importance of Social Security policies and programme of any government be advanced nation or developing can have positive and constructive impact on its population that can turn into human asset and can be equally responsible for growth of country.

¹⁰ ILO.(2010),Extending Social Security to All: A guide through challenges and option. see article 22 and 25 of UDHR.

¹¹ ILO.(2010),Extending Social Security to All: A guide through challenges and option.

¹² Khan. A.(2014), Law relating to Social Security in India.

¹³ Ibid,p.59-60.

¹⁴ Ditch,J.(Ed.).(1999).Introduction to Social Security: Policies, benefits and poverty.Routledge.

Social Security and ILO

Since, an inception of International Labour Organization (ILO) in 1919. International Labour Organization (ILO) has enacted numerous convention and recommendation in making the Social Security –human Right”. Despites the significant progress in making Social Security accessible to everyone. Global population, 55 percent, or 4 billion are left still left unprotected¹⁵. Only 29 percent global populations are covered by Social Security that includes the benefits from child and family benefit to old-age pensions¹⁶. Moreover, 71 per cent or 5.2 billion people are either not or partially protected¹⁷. In such circumstances, role and importance of Social Security cannot be undermined rather the above coverage gap should be reduced and those people should be brought under the Social Security benefits.

ILO has adopted the number of convention related Social Security are Convention No. 100 for equal Remuneration for work of equal value, convention No. 111 concerning Discrimination(Employment and Occupation) 1958.¹⁸

Convention related to Maternity benefits such Convention No.3 of 1919 concerning maternity protection, revised Convention No103, and 183 of 1952 and 2000¹⁹,

Convention concerning Employment Injury Benefits such as Convention No 12 of 1921 concerned Workmen’s compensation (agriculture), convention no.17, Convention No.18 of 1925 workmen’s compensation for occupational disease, convention no. 42 (revised), and convention no. 121²⁰.

Convention related to an Unemployment Benefits such as convention No 44, 168²¹. Convention related to medical care and sickness benefits such convention No.24, 25, and 130²².Convention concerning old age, invalidity, and survivor’s benefits such as convention no. 35 to 40 and 128.

¹⁵ World social protection report 2017/19, ILO

¹⁶ World social protection report 2017/19, ILO

¹⁷ World social protection report 2017/19, ILO

¹⁸ Khan, A.(2014). Law relating to Social Security in India.

¹⁹ Khan,A.(2014). Law relating to Social Security in India.

²⁰ Khan,A.(2014). Law relating to Social Security in India.

²¹ Khan ,A.(2014). Law relating to Social Security in India.

The convention no.102 concerned for minimum standard of social security²³. Apart from this, declaration of Social Security as a Rights, Sustainable Development Goals in 2015²⁴ (SDGs) and Millennium Development Goals to achieve 2030 (MDGs) has ever widen the scope and coverage of Social Security. Consequently, International Labour Organization (ILO), national government i.e. member countries, and NGOs are committed to eradicate the poverty in all form and ensure the basic requirement and decent work to all.

In India, Labour is a subject would fall under the concurrent list of the constitution of India²⁵ where both centre as well as states are competent to enact the legislation in related to labour. The Prime Minister(current) has termed the workers as “Nation Builders”, further giving importance of worker’s power. Shramev Jayate is being equated with that

of Satyamev jayate²⁶. For growth of any nation, labour is essential and inevitable. The total number of workforce in India is 50 crore comprising both organized and unorganized sector where 90 per cent are in unorganized sector²⁷. Such as huge workforce is to be protected under the Social Security which seems more challenging for the country. Although, workers in organized sector are being protected under the well designed Social Security Act.

Social Security programmes may vary from country to country. It cannot be the same of advanced nation like western world and developing country like India where the poor, unprotected workforce are still working without having Social Security. In this juncture, Social Security can be instrumental if it is being rightly implemented and monitored regularly.

Social security is not only a form of income maintenance; it also constitutes a major element of the provision of welfare within many countries, and, no less important, a significant aspect of their economic structure. (Spicker, 1993:103)Held et al (1999: 6) describe globalisation as a

²² Khan,A.(2014).Law relating to Social Security in India.

²³ Khan,A.(2014).Law relating to Social Security in India.

²⁴ World Social Protection Report 2017/19, ILO.

²⁵ Annual Report 2021-2022, Ministry of Labour & Employment, Gol.

²⁶ New Labour Code For New India, Ministry of Information and Broadcasting, Gol. <https://www.pib.gov.in> retrieved 07/03/2023.

²⁷ New Labour Code For New India, Minister of Information and Broadcasting, Gol., <https://www.pib.gov.in> retrieved 07/03/2023

process which embodies a transformation in the spatial organization of social relations and transactions, assessed in terms of their extensively, intensity, velocity and impact, generating transcontinental inter-regional flows of activity, interaction and the exercise of power. All sub-systems exist within a larger state and international political economy. This state centred approach understands the state as a powerful actor which must satisfy internal political demands while carefully managing international economic participation. Since states are intrinsically Janus-faced, standing at the intersections of transnational and domestic processes, their structures, capacities and policies are always influenced by identifiable aspects of the particular world circumstances in which they exist (Evans et al , 1985 350). Welfare state who believed in taxes, grants claims, entitlements and the role of trade union on behalf of workers whose voice can find the place in social policy whereas the capitalist state believed in minimum role of state, profits and flexible labour market that can encourage the investor²⁸. Therefore, Social Security can be more priority area of welfare state and capitalist see it as product that has to purchased. But Social Security as human rights in both welfare state and capitalist regime can be useful and capitalist regime is no longer think to undermine it.

However, there are certain inalienable rights in the form of social security guaranteed to workers in every sector, and the tea sector is not an exception to it. Although the tea gardens in India trace their history to the colonial period and the colonial mechanic still operate in the gardens in the form of subject-master relations existent between the tea garden owners and the tea workers, of course varying in degree from garden to garden. In the Tea gardens taken up for the study, the relation seem to exist in varying degrees , however, the question of welfare of the tea workers especially post-independence has been taken up as a part of social security coverage entitlement for the workers. The entitlement stands in the form of rights, as conditions necessary for the development of the individuals, providing them basic welfare guarantees in the form of social security rights. The right to social security is recognized as a human right and establishes the right to social security assistance for those unable to work due to sickness, disability, maternity, employment injury, unemployment, or old age. Social security systems provided for by states consist of social insurance programs, which provide earned benefits for workers and their families by employment contributions, and/or social assistance programs which provide non-

²⁸ Keane.J.(Ed.).(1984),Contradictions of the Welfare state,Hutchinson.

contributory benefits designed to provide minimum levels of social security to persons unable to access social insurance. The right to social security is interrelated and interdependent with other economic, social and cultural rights, in particular the right to an adequate standard of living, including the right to food and the right to housing, the right to work, and the right to protection of the family.

The study against this understanding of social security as a right, would focus on the rights that should be enjoyed by the tea workers on the one hand and on the other explore the nature of rights existent in the tea gardens in the form of social security measures provided either by the tea company or the government if the tea gardens are closed or abandoned.

5.4 Hypothesis

1. The existing social security measures are not enough to improve the condition of women workers in the tea gardens.
2. The social security policies have taken a backseat with globalization and the structural reforms in the economy.

5.5 Research methodology

The area selected for the study is the tea garden located in the region. The gardens have been stratified on the basis of size and the number of workers it employs. Then an individual's garden are randomly selected from each strata and data was collected through interviews conducted with managements and workers on one hand and mapping of the social security net provided to the workers of selected gardens on the other.

The study employed a combination of method and techniques to gather the required information. This included an analysis of documents, an existing literature, structured questionnaires, observation, and interview techniques for relevant persons. First-hand information was gathered through interviews from members of the tea garden, community, political leaders, party workers and knowledgeable persons including local inhabitants.

Survey Area:

Two tea producing district of West Bengal have been selected randomly through lottery method, namely, Jalpaiguri and Alipurduar. Out of the two districts 4 blocks from Jalpaiguri and 3 blocks from Alipurduar districts were randomly selected for survey. The two round survey has conducted one was in the month of April, 2018 to June, 2019 and after Covid-19 again the data had been checked and necessary action was taken, (mostly over the phone with concerned person) whatever found that was incorporated into the study. Every care has been taken in order to revise and check the data. `

Jalpaiguri

1. **Dhupguri block (currently Dhupguri block was divided into Banarhat block)**
Banarhat Tea Garden, Totapara Tea Garden, Debpara Tea Garden, Moraghat Tea Estate, Gandrapara Tea Garden.
2. **Nagrakata block** : Carron Tea Estate, Grassmore Tea Garden,
3. **Matiali Block**: Samsing Tea Garden, Nageswari Tea Garden.
4. **Malbazar sub division** : Bagrakote Tea Garden, Damdim Tea Garden,

Alipurduar District

1. **Madharihat block** : Nangdola Tea Garden, Dimdima Tea Garden,
2. **Kalchini block** : Kalchini Tea Garden, Bharnobari Tea Garden,
3. **Alipurduar block** : Kumargrame Tea Garden,

Fieldwork occupies an important place in the study. Fieldwork was conducted in Sixteen Tea Gardens (16 Tea Gardens), scattered in the Dooars region of North Bengal along with the foot hills of Darjeeling, viz., Moraghat Tea Garden, Gandrapara Tea Garden, Totapara Tea Garden, Banarhat Tea Garden, Debpara Tea Garden of Dhupguri block(Presently Banarhat Block), Carron Tea Garden and Grassmore Tea Garden of Nagrakata block, Samsing Tea Garden and Nageswari Tea Garden of Matiali block, Bagrakote Tea Garden and Damdim Tea Garden of Malbazar sub-division. And Tea Garden also selected from Alipurduar district as well such as

Dimdima Tea Garden and Nangdola Tea Garden of Madharihat block, and Kumargram Tea Garden of Kumargram block, Kalchini Tea Garden and Bharnabari tea gardens of kalchini block.

Various methods are employed to gather relevant informations during the fieldwork including participant and non-participant observation, individual and group interviews and administration of questionnaires to the workers. Informal discussions in labour lines, tea shops, and weekly markets yielded a significant amount of information. Since recording of observations on paper seemed to put people on guard and made them less forthcoming in their views, paper works was avoided in the field and the writing was done immediately after words. As questions demanded some degree of maturity, only adults (above 18 years were selected as because they are also worker of tea garden according to law) were included in the sample and gender parity was maintained to the extent possible in each garden. Interviews in the labor lines were conducted with the help of interpreters, usually the Panchayat members whose approval was necessary to visit the line or households. For collecting the data I used the stratified sampling by separating the garden into 16 parts and therefore, use the random sampling so that probability of inclusion of every worker is greater. Since, the thesis would deal with the worker; therefore, we have collected the sample of 640 workers out of which 40 workers from each Tea Garden. With questionnaire, we also collected their grievances in paper and views regarding the present situation of garden as well as their valuable suggestion for making the management and government more attentive in look after their matter without undermine their interests and their child, which I have included in my conclusion and recommendations in the end of thesis.

5.7 Organization of Thesis

The research work entitled –Challenges to Social Security: A study on the Management of crisis in the Tea Gardens of Dooars in North Bengal” The research work strives to see the tea industry and workers in the light of social security where social security has become the order of the day to secure the life and dignity of people in general and tea workers in particular. This research work highlights how the tea industry is gradually undermine social security measure whether it is backed by constitutions, enacted by the state, or adopted by the tea industries. The Social Security seems to be crisis resolved and the Social Security have been designed in such way, so

that it can be more inclusive, sustainable, dynamic and more holistic in the event of crisis. the My thesis is organized into six core chapters.

Chapter one

The first chapter would deal with the short of introduction, review of literature, research gap, research questions, and research objective, theoretical framework, Hypothesis, methodology, plan of work, organizations of thesis and summery of chapters. It would eventually give us the overall idea of thesis that enables people to understand the problem and how such problem is being addressed through the scientific investigation.

Chapter two

Social Security and Labour are important aspect of tea industry or Tea Garden where labour forces are backbone of any industry and tea industry is particular. Since tea gardens are labour intensive industries and tea workers are being offered basics entitlements. Tea industry, being organized industry, therefore, the workforce is being regulated well set of laws. In addition, Plantation Labour Act, 1951 would also have to offer to the tea workers. Since, tea is commercial crops and largely agriculture based with very scant part is mechanical. In chapter one, we had examined why social security is indispensable in relation to tea industry and had identified problem and their solution too. In this chapter, we will examine how and in which way Social Security has been evolved over the times and have become fundamental rights of the people in general and workers in particular across the globe. This chapter will also focus on the evolution of Social Security programme and highlighted those cause which given the shaped of present form of Social Security. Besides, this chapter also examines how important the Social Security is in the time of uncertainty. Apart from this, we will also look into how the concept of Social Security is being changed with the time and has become even more important and relevant.

Apart from this, we would also come across the major Social Security policies that the Government of India has adopted from the beginning for workers and its citizens. Subsequently, numerous Social Security laws have been enacted by the Government of India.

Chapter three

In chapter two, we have come to know about the social security policies and measures that greatly matters to workers and vulnerable section people. We also have examined the series of enactments and their positive impact on labours. Therefore, this chapter examines and analysis the crisis of tea industry and also have critically examined responsible factors which pave the path for even closure. Consequently, Tea Industries have been suffering from the multiple problems such as high cost of production, low quality of tea, low price of tea in world market, slowly falling down in term of export of tea in world market, domestic consumption has been increased tremendously, lack of creativity and frequently change of ownership further no reinvestment and lastly lack of knowledge in tea plantations, Therefore, no Planter are found in tea industry rather the owner are known as simply entrepreneur. They have low motive behind the tea industry only extract the profit and profit.

Chapter four

After knowing and analyzing the crisis of tea industry which was directly and indirectly related to number of reasons and factors which were required intervention of stakeholders. But continuous factors were left unnoticed and remain problems at present. Therefore, in this chapter, we shall look into the Tea Gardens of dooars (North Bengal) and their condition in terms of social security entitlements. And doing so, Tea Gardens have been scanned through structured questionnaires where managements were asked to provide the possible details of respective Tea Gardens. Hence, the efforts have been made to know the status of Tea Garden, their size, whether agency house run garden or private limited.

Chapter five

In chapter four, we have gone through the Tea Gardens and have strived to know the Tea Gardens that are giving entitlements and other facilities. In this chapter, we shall look into the data that had been collected from the field. Proper care and caution was taken while compiling the data and interpreting them. This chapter is meant for the focus and prime area of research and it would deal with the survey of selected tea gardens of Dooars (North Bengal) consisting of two districts namely Jalpaiguri district and Alipurduar district. The Tea Gardens were selected block

wise namely Dhupguri block (presently divided into Banarhat block), Nagrakata block, Malbazar block, Madharihat block, Kalchini block and Kumargrame block. The collected data have been interpreted through pie chart, bar chart, and line etc.

Chapter Six

This chapter is to be the last chapter of Thesis and it would certainly be dealing with the Findings that are the outcome of thesis, such outcomes are being offered through the major Policy Recommendation, and Suggestions. The findings would pave the path for further research and help the researchers as well policy maker in order to know the problem of Tea Industries and the workers who have been working for ages. The study also would be helpful for future research and study would guide and provide the scope for future research.

5.8 Limitation of Research of Present Research

Everything has its own limits; similarly my thesis is also subject to certain limit. My thesis is focusing on the social security measures in the Tea Gardens whether it covers all the workers of garden or not which is tough itself. Since, I have collected the sample of 16 Tea Gardens of North Bengal where small and big (in size) Gardens existed where sample that I have collected from each garden is just 40 respondents. Therefore, much information could not be incorporated in the study as because Tea Garden is varied to each other in nature, size, workforce, company, so that proper information from all Tea Garden is not possible to incorporate in it.

5.8 Significance of the study

The proposed work tries to focus on the workers in tea gardens especially daily rated workers who are mainly employed in the field of plucking, pruning, and wedding. Standing long hour in a day under sunlight, rain etc. without having minimum protection. But constantly working in the there and shall receive meager amount of payment and whatever they receive is found often irregularity. Due to increase in producton cost and availability of tea from other countries in Indian market with at minimum price where India tea is simply facing challenges. As result, withdrawing the social security measures from the garden and irregularity has been noticed in rationing, medical, payment which throws the workers including organized and unorganized,

permanent and non permanent in darkness. Which further compel them to look at governmental intervention in their life to survive. In this juncture what should be the responsibility of government to look after their problem and to ensure basic needs such as food which has been ensured, apart from this medical, housing, maternity, child care, no treatment of retired workers and even their child working as an employee in respective garden, no extra benefit or care for those who differently able even though their parents being employee of the garden, etc.. Hence, all mentioned factors and reason together make workers life vulnerable and hardship, they are also part of social security programme which nations across the globe are concerned for the such group or group of people and therefore is the matter of great concerned.

Conclusion

Since the country has huge workforce and organized sector is very small one compare to unorganized sector where workers are left with minimum. But Tea industry is one of the organized sector and it has its own Plantations Labour Act, 1951(PLA, 1951), through which it is governed. Besides, Social Security laws are equally applicable and are protective in nature and ensure the worker's right in the industry. Since, tea industry are struggling and facing multiple problems. In such situations, questions are being posed how and what way crisis can be resolved. Therefore, Social Security which is designed to absorb the shocks and uncertainties, have become important. Protection and Security is required, be it individual level, be it family level or be it for community level. When such protection and social security unfulfilled then the adverse effects are numerous and multiple. As far as workers and their family is concerned, they should be covered economically and physically through wages, medical, other benefits. Even Honorable Prime Minister of India, shri Narendra Modi equates workers as "nation builder". Further, he emphasized that power of "Shramev Jayate for the growth of country was equal to that of "satyamev Jayate". Declaration of Philadelphia in 1944 characterized Social Security as Universal Right. The multiple efforts have been made to ensure the social security as rights of workers. Studies have shown that tea labourers are worse affected in terms of their living standard. Tea Industries have been passing through closure, abandonment, sick and many more.