

BACKGROUND TO STUDY

LOCATION AND SIZE OF ESTATE

The Tuan Mee and Caledonian Division are situated in the state of Selangor. The Tuan Mee Division is located about 32 km from Kuala Lumpur. Meanwile, Caledonian Division is 35 km from Kuala Lumpur and 10 km from Batang Berjuntai. The distance of both the estates from each other is about 3 km.

The Tuan Mee Division occupies a total area of 460 hectare and the Caledonian Division occupies 569 hectare. Oil palm is the only crop cultivated in both the estates. The following table shows land usage in both the estates.

TABLE 3.1

LAND UTILIZATION IN TUAN MEE
AND CALEDONIAN DIVISION, 1991

	TUAN MEE		CALEDONIAN	
	Hectare	Percent of Land Area (%)	Hectare	Percent of Land Area (%)
Mature ¹ oil palm	293.0	63.8	392.0	68.9
Immature ² oil palm	160.0	34.8	173.0	30.4
Roads, building	5.0	1.0	3.0	0.54
Hospital	0.5	0.1	0.5	0.08
Waste land	0.5	0.1	0.5	0.08
Nursery ³	1.0	0.2	-	-
Total	460.0	100.0	569.0	100.0

Source : Tuan Mee Estate Management

- 1 'mature' here refers to the state of the oil palm which is ready to be harvested.
- 2 'immature' refers to the crop which is still in growing stages.
- 3 'nursery' is where the plant is reared before being transferred to the field.

PRODUCTION

The total production from January to June 1991 for both the division is depicted in the table below.

TABLE 3.2

PRODUCTION FROM JANUARY TO JUNE 1991 FOR
TUAN MEE AND CALEDONIAN DIVISION

Month	Production (metric tonne)	
	Tuan Mee	Caledonian
January	480	698
February	619	746
March	609	831
April	681	892
May	669	1111
June	787	893

Source: Tuan Mee Estate Management

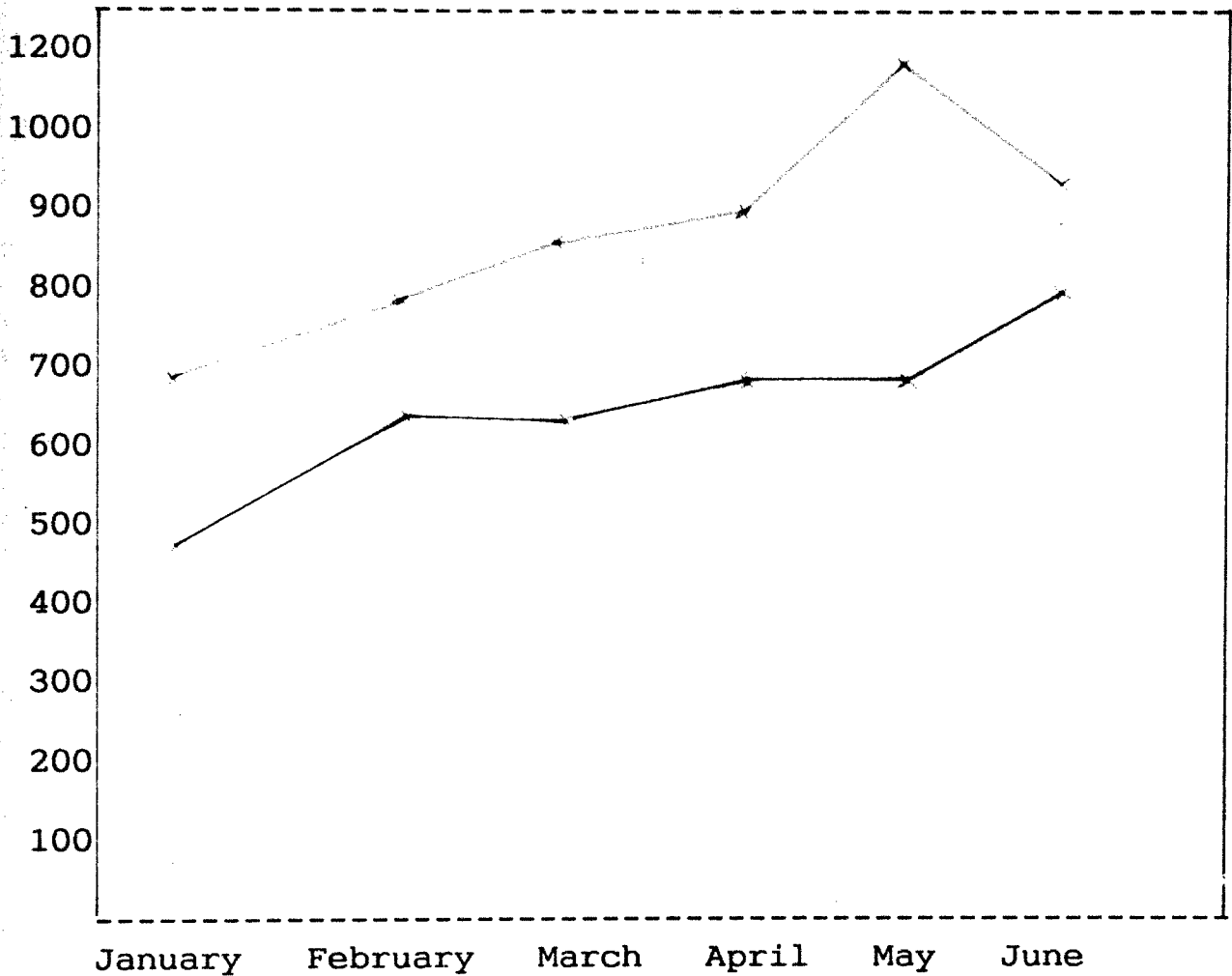
There is a seasonal variation in yields in both the division. This implies when the yield is higher the wages of the harvester, loader and driver will also be higher. Meanwhile, if the yield is at the lowest, the wages will also be at the lowest.

The following diagrams gives a clearer picture of the production which is subjected to seasonal variation.

FIGURE 3.1

PRODUCTION FROM JANUARY TO JUNE 1991

FOR TUAN MEE AND CALEDONIAN DIVISION



— | Tuan Mee Division

— | Caledonian Division

Source : Tuan Mee Estate Management

ORGANISATIONAL STRUCTURE OF THE ESTATE

Organisational and management form an intergral part of any social system. The organisational chart is depicted in Figure 2.2 and 2.3 respectively.

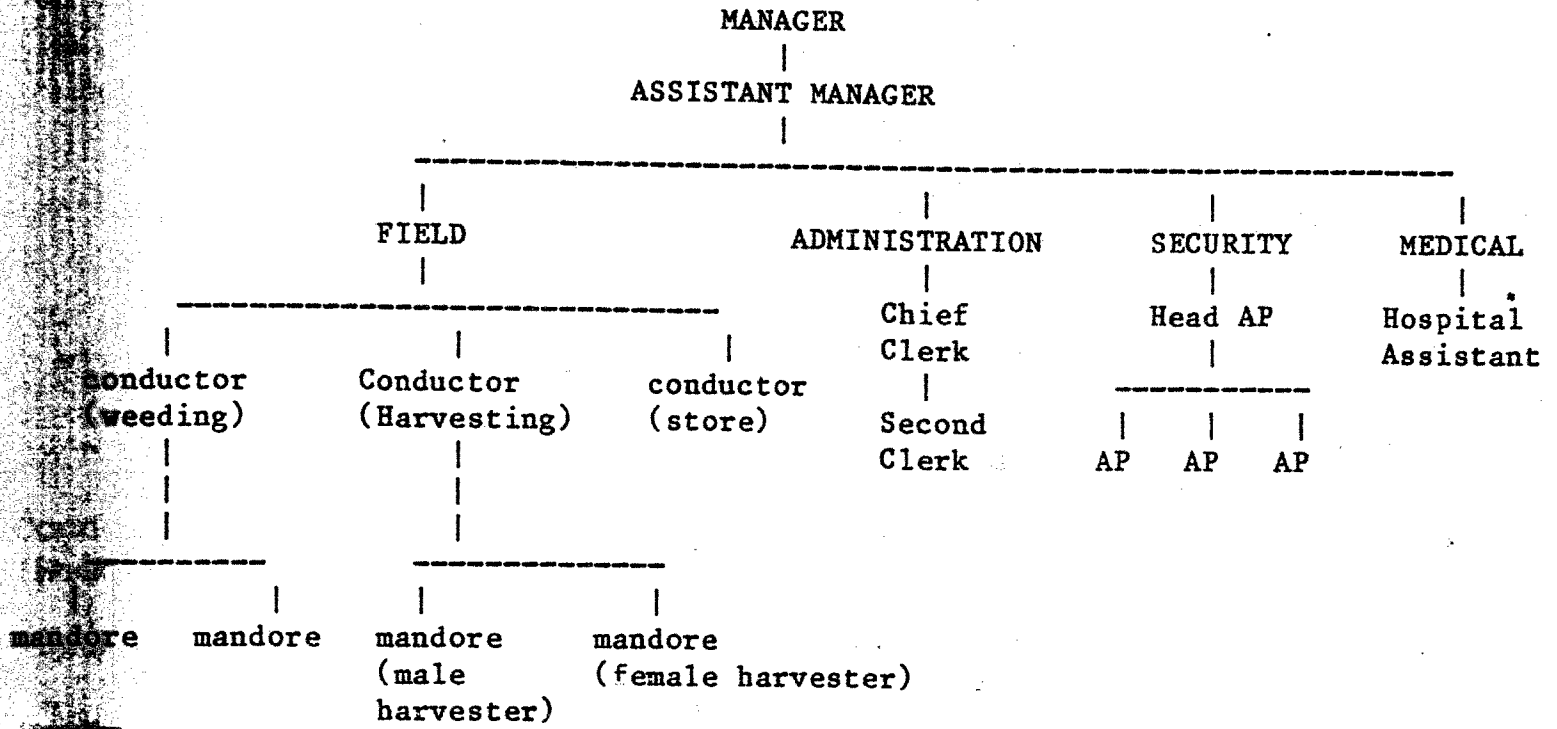
The figure shows a hierarchial form of organisation structure. The estate manager occupies the top position in the hierarchial pyramid. He is responsible for the proper planning and coordination of every aspect of estate work. Directly below the manager is the Assistant Manager who controls and supervises the chief clerk and his assistant in the clerical work. In turn, the conductors⁴ control and supervises the kanganies⁵ or mandores. At the lowest level of the hierachy are the workers. Thus, control and supervision are applied at every level of the hierarchy. Each level is managed by person or persons who are trained and qualified to perform the job. There is division of labour where each person is given a specific job to perform. Furthermore, there are rules and regulations governing the members of the staff and the workers in their daily work which affects the income of estate households. The organisational chart for Tuan Mee Division and Caledonian Division are shown in Figures 2.2 and 2.3, next page.

4 Conductor is a supervisor of higher standing than the kanganies.

5 Kangany means junior supervisor amongst the estate labour force. He is responsible to ensure that duties allocated to workers are carried out efficiently and within the stipulated time.

FIGURE 3.2

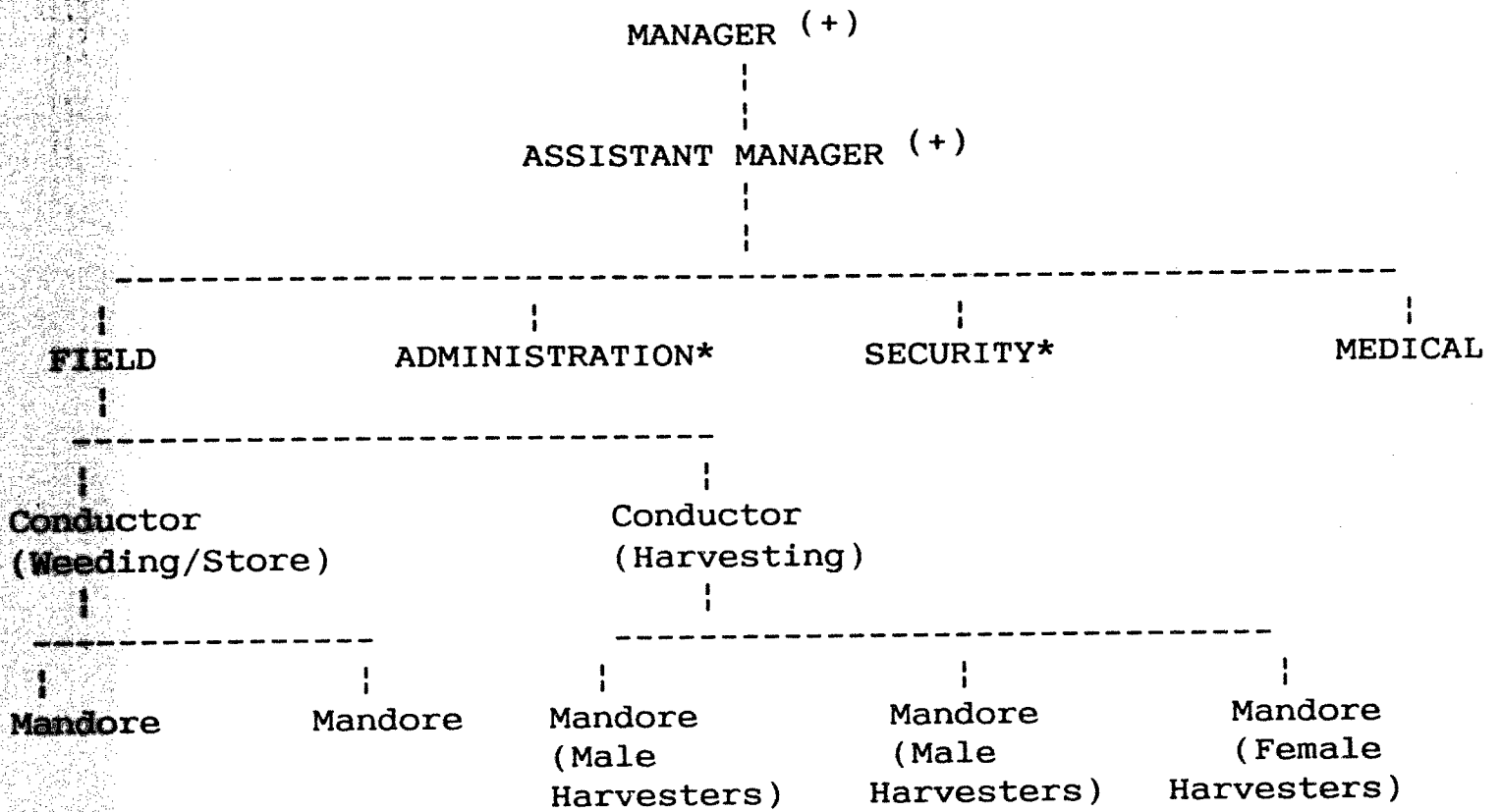
ORGANISATIONAL CHART FOR TUAN MEE DIVISION, 1991



Notes AP = Police

FIGURE 3.3

ORGANISATIONAL CHART FOR CALEDONIAN DIVISION, 1991



Notes: * = Centralised in Tuan Mee Division

+ = The same person as in Tuan Mee Division

EMPLOYMENT

Tuan Mee Division has a total of ninety workers including the manager and members of the clerical staff. The Indians make up seventy two percent (72%) of the total work force.

There are five main category of workers in the Tuan Mee Division as shown below

TABLE 3.3

ESTATE WORKFORCE ACCORDING TO OCCUPATION AND RACE
IN TUAN MEE DIVISION, 1991

Types of work	Number of Workers			
	Malay	Chinese	Indians	Total
Mandore	2	-	2	4
Harvester	12	-	11	23
Driver	1	-	5	6
General Worker	6	-	31	37
Loader	1	-	7	8
Total	22	-	56	78

In Caledonian Division the total number of workers is seventy four. Indians make up eighty nine percent (89%) of the total workforce.

TABLE 3.4

ESTATE WORKFORCE ACCORDING TO OCCUPATION AND RACE
IN CALEDONIAN DIVISION, 1991

Types of work	Number of Workers			
	Malay	Chinese	Indian	Total
Mandore	-	-	5	5
Harvester	8	-	22	30
Driver	-	-	5	5
General Worker	-	-	27	27
Loader	-	-	5	5
Total	8	-	64	72

SETTLEMENT PATTERN: THE LINESITES

Estate settlement has been the dominant form of Indian rural settlement from the latter half of the nineteenth century and all of them have been connected with rubber and oil palm.

The settlement pattern of the Tuan Mee and Caledonian Division are characteristics of a large agricultural - industrial system with a resident labour force. They have their own roads, houses, school, temples and clinic.

The settlements of the estates are situated within walking distance from the Kuala Lumpur - Kuala Selangor main road for both the divisions. From the main road a laterite road leads to the linesites and to the interior of the estates. The location of the linesites and other premises of both the divisions are shown in Figure 3.4 and Figure 3.5.

We will now consider the settlement pattern of Tuan Mee Division. This is because the main characteristics for both divisions are more or less the same.

When coming from Kuala Lumpur, at about twenty metres after the entrance to the estate linesites, is an entrance that leads to the Assistant Manager's house and another twenty metres away there is the entrance to the main office. This office is made of bricks with a tile roof and consists of four rooms, one occupied by the manager, the other by the assistant manager, the third one is occupied by the chief clerk and clerk. The other room is used as a waiting room for the visitors and workers. At the back of the office is the nursery. Here various experiments are conducted with oil palm seedlings in order to increase the output of the plant. Here, young seedlings to be planted are also kept.

The school is situated at the back of the Assistant's bungalow. All estate children attain their primary education in this Tamil school. Further up the road, is the manager's bungalow and oil palm trees are planted on both sides of the roads.

The houses in the linesites are all situated parallel to the network of estate. There are two different type of houses. The workers quarters are constructed in rows parallel to each other. It has a living room, two bedrooms, a kitchen, a bathroom and a toilet.

Other buildings in the settlement are the shops which supply the basic necessity to the workers, the creche which is a nursery where the worker's children would be taken care of while the workers are working and the dispensary for the treatment of minor illnesses. A playing field can be found beside the linesites.

Many of the features above are also possessed by the Caledonian division.

FIGURE 3.4

SETTLEMENT PATTERN OF TUAN MEE DIVISION

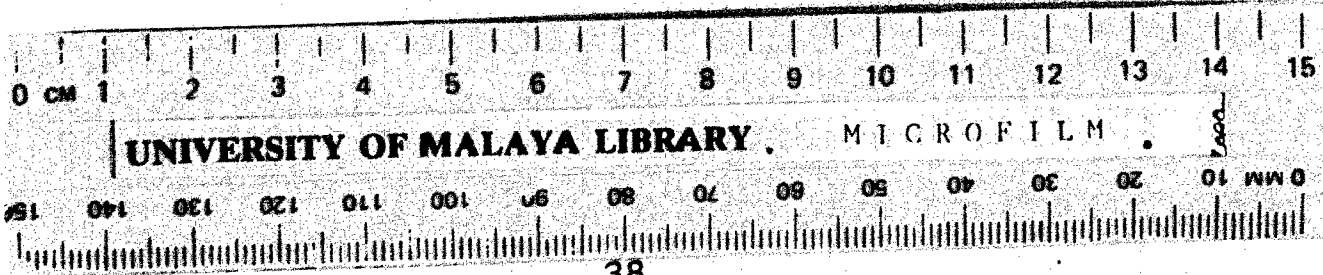
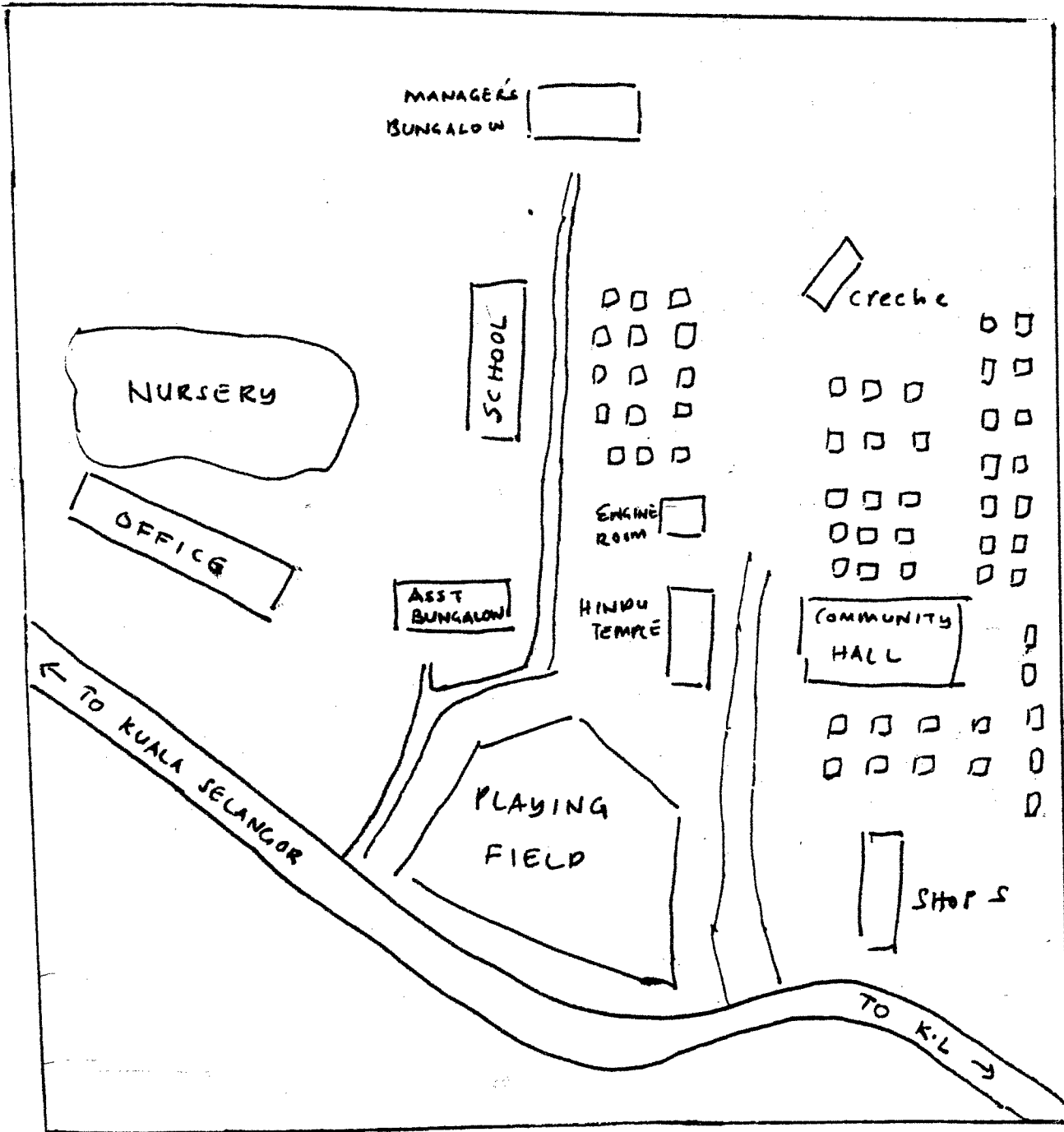
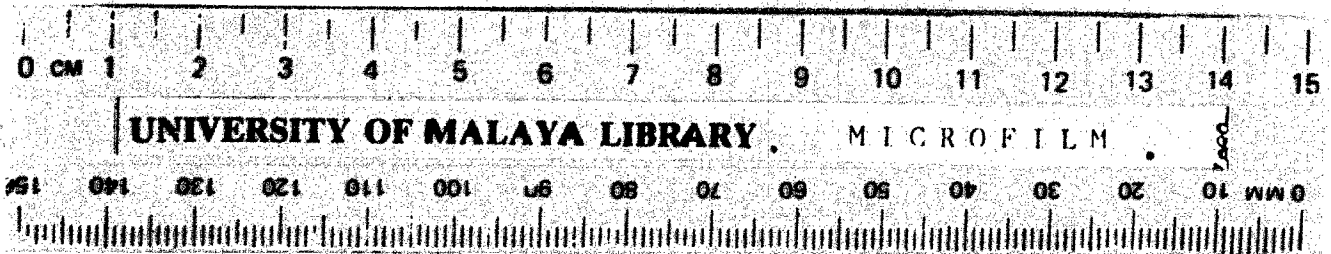
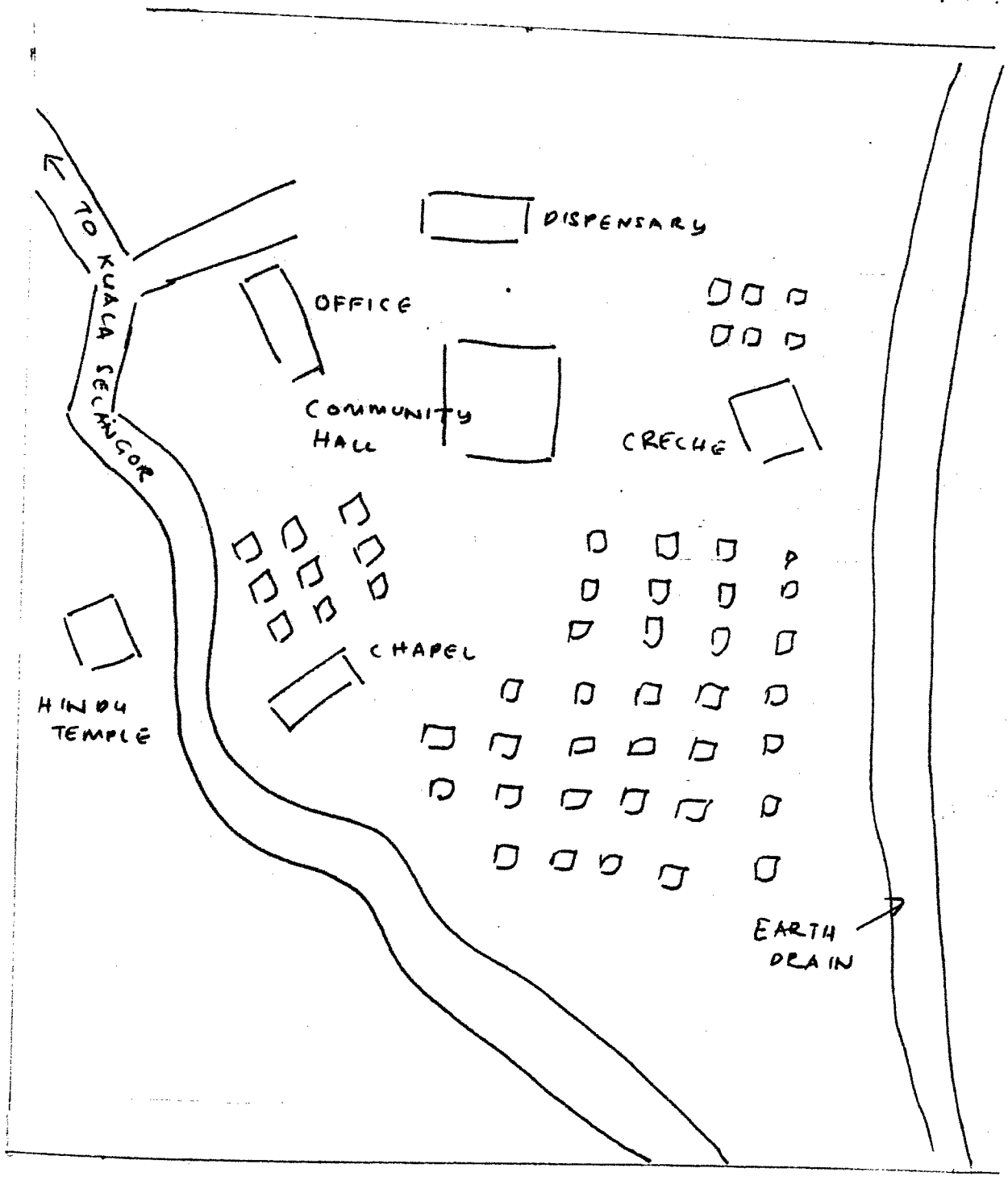


FIGURE 3.5

SETTLEMENT PATTERN OF CALEDONIAN DIVISION



BASIC AMENITIES/SERVICES

A. Road

Both Tuan Mee and Caledonian Division are very well served by laterite roads. The two estates are both situated within walking distance of the Kuala Selangor main road. These routes are served by the Selangor Omnibus Company. For the convenience of school children, school buses are operated by outsiders. In Caledonian Division, the management gives a subsidy of 50 percent per head for each children who travel by school bus.

One implication of the improved transport and communication system is that accessibility to towns like Sungai Buloh, Ijok, Batang Berjuntai and so forth. This enables household members to commute daily to work at nearby factories, shops or houses. Furthermore, urban influence among estate residents are widespread therefore ladies are no longer forbidden to go to towns to seek employment. In fact, due to the improved transport system, members are encouraged to commute in search of better employment with higher income.

B. Accommodation

Both Tuan Mee and Caledonian Division provide relatively good housing for their workers free of charge. Therefore the real income of the households is higher because housing is subsidised.

The only problem is the insufficient space especially for large households. The average size of household in Tuan Mee and Caledonian Division is six and seven each but each house has only two bedrooms. Figure 3.6 and 3.7 depicts the house plan for Tuan Mee and Caledonian Division respectively.

FIGURE 3.6

HOUSE PLAN FOR TUAN MEE DIVISION

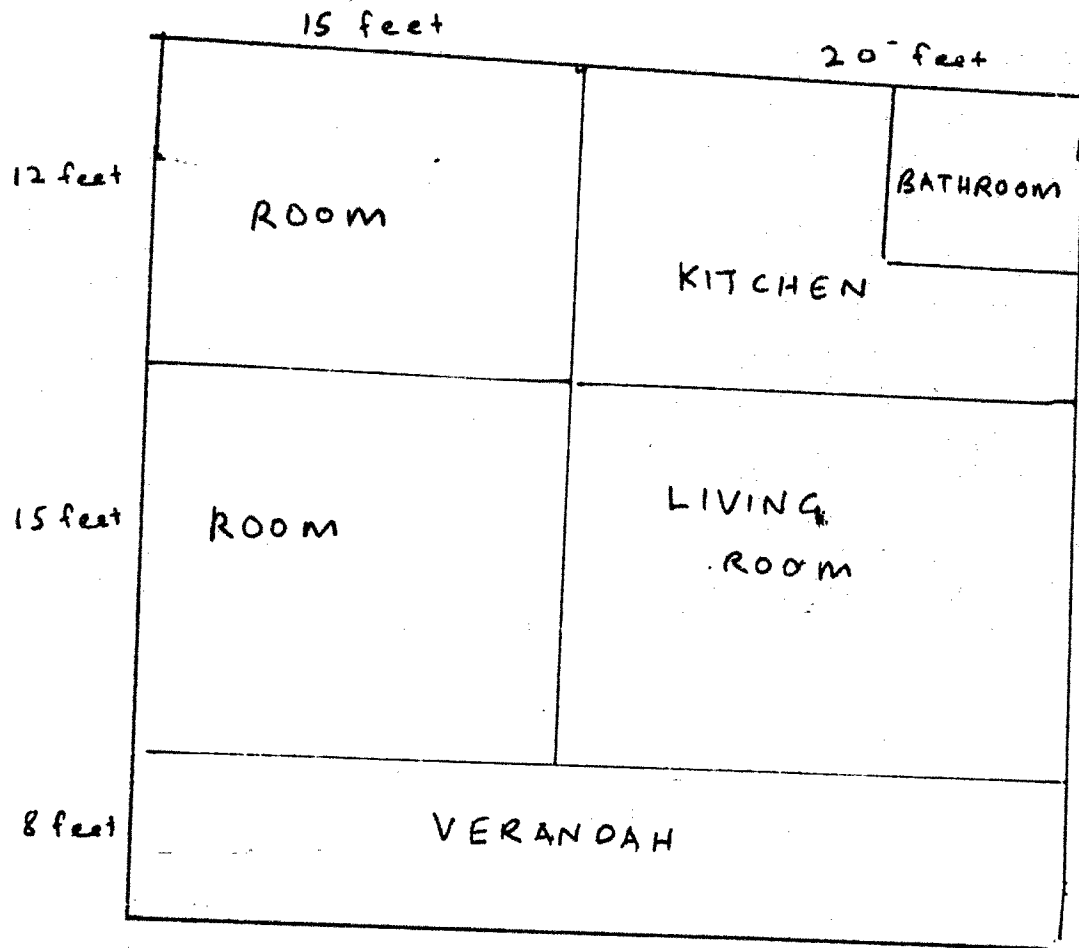
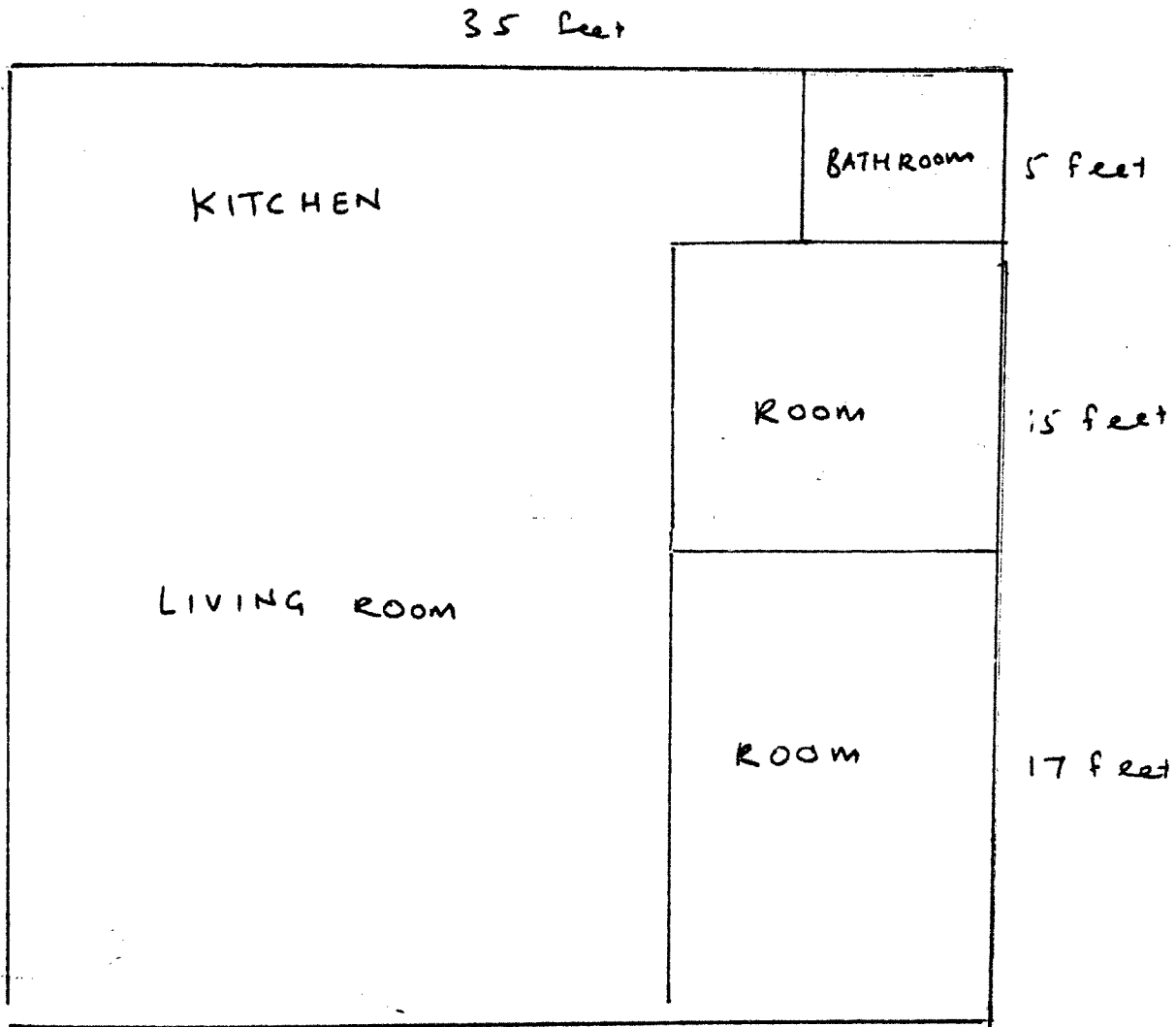


FIGURE 3.7

HOUSE PLAN FOR CALEDONIAN DIVISION



Due to size of these houses, most household members are forced to leave after marriage. This affects the household income because some of these members no longer contribute a portion of their income to the household concerned. Unfortunately the expenditure is not affected much since only a member has left, the household usually maintain its previous expenditure level. This affects their standard of living since income level has dropped meanwhile expenditure level remains the same.

C. Clinical Facilities

Medical facilities are provided by both estates to cater only for minor illness. This service is free of charge and offered to the workers and their family members. Any illness of a grave nature is referred to public hospitals such as Elmina Group Hospital, Pusat Rawatan Kusta Sungai Buloh or the General Hospital which is within easy reach of residents.

The estate dispensaries are well equipped with staff and medicine to cater minor illness. Therefore the household members of both estates can receive medical attention and medication free of charge. However, only the Hospital Assistant is available all the time.

The average turnout is quite good. It is about ten persons per day in Tuan Mee Division and eight persons per day in Caledonian Division. Most residents prefer to be treated in estate clinic because it is also within walking distance. Therefore there is no transport expenses.

There is a Visiting Medical Officer in both the estates every alternative week.

D. Electricity Supply

Electricity at Tuan Mee is supplied by the management from a diesel powered generator that has a limited capacity. Limited supply is made available to the households from five o'clock to seven o'clock in the morning and from seven o'clock to eleven o'clock at night. This gives about six hours of supply of electricity per day. It is free of charge. Each household has two power points and five bulbs. If there are any faulty wiring that needs to be repaired, the estate foreman is called upon. This service is also free of charge.

Meanwhile in Caledonian Division, electricity is supplied by the Tenaga Negara. The cost of electricity is about \$20 to \$25 per month for each household. As in Tuan Mee Division, each household is connected with two power points and five bulbs. Since electricity is supplied by Tenaga Nasional supply is on twenty four hour basis.

E. Water Supply

In both the divisions water is supplied by the management. In Tuan Mee Division the water is treated at a mill located in the division itself. In Caledonian Division there is a clerification tank run by the management with the approval of the medical department. Tests are carried out every week. Supply is for two hours from four o'clock to six o'clock in the evening in both the estates. It is free of charge. The residents usually store up water for usage at other time.

F. Education

Education facilities are provided by Tuan Mee Division for the worker's children. Most children from Caledonian Division attain their primary education in this school too.

This school is funded and operated by the Tuan Mee Estate Management. The teachers are paid by the government. There are some subsidies granted by the government for the school maintenance.

CONCLUSION

The amenities supplied by the management of the estates are implicit subsidy. It is also a form of income. These amenities are provided to upgrade the standard of living of the residents. The value of these amenities will be evaluated in Chapter IV.