Preface and Acknowledgements.

The documentary sources for 'The Personnel Administration in the Tea Industry of Assam' are official reports, standard works on the industry, annual reports of the various associations concerned, and to a lesser extent the records of particular companies. These have been supplemented by the writer's personal knowledge, gained over a period of ten years, during which he has been associated with the Board of Trustees, Assam Tea Plantations Provident Fund Scheme; consultation of relevant records and correspondence at the garden level, old records in the offices of the Employers' Associations and Union Offices both within and outside the State, and interviewing the representatives of the labour and the management and senior and experienced Union Officials as well as workers at the garden level.

The Union and the Management were kind enough to allow the writer to go through their office records, correspondence, agreements, proceedings of the various statutory and non-statutory committees. The interviews were, of course formal as everybody tried to impress upon the liberal attitude of their respective organisation. It was difficult to elicit any useful information from the ordinary unskilled labourers, as they are illiterate and ignorant. Majority of them do not know anything save and except their daily earnings. The clerical staff, however, were of some help to him in supplying the writer with information useful for the work.
The writer also visited about hundred gardens scattered over all the districts of Assam and also a few gardens in Doars and in South India and most of the informations relating to the functioning of the Works Committees and Labour Welfare are based on the writer's personal observations. The writer also had the privilege of attending a few meetings of the garden Primary Committees as well as a few meetings of the A.C.K.S. and A.C.M.S. working committees which helped the writer to make an on-the-spot assessment of the usefulness of these meetings in furthering the cause of personnel administration in the industry.

The important reports by Government Official Committees of Inquiry from earliest days have been the most important source of information. From 1882 onwards these are supplemented by the admirable reports of the I.T.A. of Calcutta and some other associations or branches. 'The History of the Indian Tea Industry' by Sir Percival Griffiths, is a very remarkable book containing details of the industry up to 1900 and the writer has not scrupled to make free use of it as his most important secondary source of information. In many cases, where the Government notifications are referred to, they have been collected from the various issues of the Assam Gazette and newspaper reports.

The secondary sources were also consulted in the National Library, Calcutta, INTUC Head Office in Delhi, Central Labour Bureau Office in Simla and the University Library, Gauhati.
This work could not have been completed without the wholehearted support of a great many people. Almost every one the present writer met in this connection, helped him to a better understanding of the problems of administering the personnel working in the tea gardens of the State. The writer is very much aware of his tremendous debt of gratitude to those many helpful people and hopes that they realise that it is practically impossible to thank them all by name. The writer also hopes that they will forgive him for acknowledging his gratefulness to Sri B.C. Bhagowati, President, I.N.T.O.C. for allowing him to interview him at Tezpur on 5.2.1975; to Sri G.C. Sarma, General Secretary, A.C.K.S. and to Sri K.K. Nath, Secretary of the A.T.E.I.C.O.L. for providing him with up-to-date details regarding their respective organisations; to Sri H.D. Mukherji, Editor of the Indian Worker; and to Sri T. Sing, Deputy Director, Central Labour Bureau, Simla for helping him in collecting materials for the work; to the Librarian, National Library, Calcutta and to Sri P.K. Hazarika, Asstt. Labour Commissioner, Tezpur for permitting him to have access to records; to Sri M. Haque, Manager, Sapoi Tea Estate, for permitting him to make use of the material contained in his thesis 'Joint Consultation in Assam gardens' presented to the Patna University for his Master's degree in Sociology; and last but not the least to his guide and guru Dr. V. Venkata Rao, who has been the chief source of inspiration. Of an extremely pleasant and informative nature, were the many hours of discussion at Shillong with Sri Benamali Sarma, Ex-Labour Commissioner, Assam.

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