Chapter 3
UNIVERSE OF THE STUDY

The universe of the study consists of three tea estates, each, from India; namely, Roskandi Tea Estate, Silcoorie Tea Estate and Bazrangpure Tea Estate and from Bangladesh; namely, Gazipure Tea Estate, Kaliti Tea Estate and Rehana Tea Estate (Purva Pahar). The Indian tea estates are located in Cachar district in the state of Assam and the Bangladeshi tea estates are located in the Maulvi Bazar district in the Sylhet zone. Cachar district is one among three districts in Barak Valley- a part of South Assam. Barak Valley constituted the undivided Cachar district even after Independence until it was subsequently divided into three districts; namely, Cachar, Karimganj and Hailakandi. Barak Valley in South Assam and Sylhet zone in Bangladesh historically formed a common geographical and cultural region before Independence which was known as Sylhet region. Thus, Cachar of Barak Valley and Maulvi Bazar of Sylhet have shared a common region and culture. The following discussion is therefore taken up to introduce the universe of the study along with Cachar and Maulvi Bazar districts of India and Bangladesh respectively in the historical Sylhet region. The present chapter delineates the structures of the tea industries under the study in India and Bangladesh. Industry means economic activity concerned with processing of raw materials and manufacture of goods in factories. Tea estates in a sense are an agro-based industry containing a factory for processing manually collected tea leaves which are plucked by tea labourers from tea plants.

THE SAMPLED TEA DISTRICTS

The tea district, Cachar of India, covers an area of 3786 square km (1462 sq.mile) with its headquarters in Silchar town. The Indian Government has classified Cachar as one of the 250 most backward districts, containing 40% Muslim population, with a population density of 459 persons per square km (1,190 per square mile) (http://cachar.gov.in). Cachar is the district which has 20.17% population growth rate over the decade 2001-2011. Cachar has sex ratio of 958 females per thousand males (www.census2011.co.in).

In Bangladesh Moulvibazar is a district bounded by Sylhet district on the North, Tripura state of India in the east and Habigonj district in the west and India’s Assam and Tripura states in the East-South respectively, covering an area of 2799.39 square km with a population of 138 million. The main rivers which flow across these districts are Monu, the Dholoi and the Jury, originating from India. It is situated between 24°10’, 24°35’ North latitudes and between 90°35’ and 91°20’ East longitudes.
THE SAMPLED TEA INDUSTRIES

The selected tea garden in Cachar district of India’s Assam State in the category of the highest tea production is the Rosekandy Tea Estate. This tea garden is situated 25 km away from Silchar Railway Station by the side of Silchar-Hailakandi road. As medium performing tea garden, the Silcoorie Tea Estate is 12 km away from Silchar Railway Station by the side of Silchar-Hailakandi road. The Bazrangpore, a low performing garden, popularly known as Katlicherra, is 10 km away from Silchar-Hailakandi road.

In Bangladesh, the Gazipur Tea Estate situated 32 km away from the Moulvibazar District Headquarters. This is a high performing tea garden. The second garden selected as the medium performing tea industry is Kaliti Tea Estate. The third tea garden is Rehana tea estate, a low performing tea garden. The tea gardens of Bangladesh have similarity with those of India.

The High Performing Tea Industry

The high performing tea industries from India and Bangladesh are based on the criterion of production. Two tea gardens; namely, Rosekandy Tea Estate from India and Gazipure Tea Estate from Bangladesh have been selected as high performing tea industries. According to the criterion of selection among the high performing tea industries Rosekandy has average production of 15, 66,004.2 kg/year (ITA Office Record 2012). According to Indian Tea Association Office Record 2012, in India high performing tea industry refers to the one which produces tea above 7, 50,000 kg/year. On the other hand, Gazipure Tea Estate has average production of more than 1250 kg/hectare (Tea Board of Bangladesh 2001). These two industries have better amenities, provident fund facilities and higher wage rate for labourers than the other tea gardens. These are introduced below.

Established in 1860, Rosekandy Tea Estate (India) is one of the high performing tea estates in the Cachar district and therefore it is ‘A’ category estate. It is having 1702 hectares of gross area under tea plantation with the manufacturing capacity of 10 lac kgs per year, according to the record of 1996-1997 (Tea Garden Hand Book, 1996-97). Labourers of these gardens can converse both in Bengali and Hindi. They are from Munda, Dushad, Maal, Deshwali and Bengali ethnic groups. They work in the positions of pluckers, sardars, cleaners, drivers, guards, etc. The management structure of the estate has been shown in the following chart:
The size of the managerial staff in the Rosekandy Tea Garden is given in the following table:

Table 3.1
Total Number of Managerial Staff in the Rosekandy Tea Garden of India by Religion and Sex

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (Manager-01, Deputy Manager-01, Assistant Managers-05, Head Clerk-01)</td>
<td>08</td>
</tr>
<tr>
<td>2.</td>
<td>Middle (Tilla Babu, Factory Babu, Transport Babu)</td>
<td>13</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar, Compounder, Nurse, Helper, Peon, Chowkidar, Cleaner)</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>41</td>
</tr>
</tbody>
</table>

Source: Field Data Collected from the Rosekandy Tea Gardens during the Period from 01-09-2012 to 22-10-2012.

A noteworthy experience was gathered during interview in the court yard of a labourer’s house. A female labourer in Rosekandy Tea Estate was living in a house with about half of its roof wrapped up in polythene and the rest half covered with straw. The wall of the house was made of clay containing only two rooms. There was no facility of drinking water within the premise. Among the managerial personnel, a senior manager commented on labourers’ attention and sincerity: Gradually labour absenteeism is increasing, the reason for which is limited needs of the labourers. Deputy Manager finds the cause of absenteeism in their dependency on other sources of income. This tea estate has a 13-bed hospital. Tilla Clerk reported absence of 25% of labourers. The labourers demand Rs 100/- per day as wage in this garden. Another tilla clerk opined about better earning.

Gazipure Tea Estate (Bangladesh) was established in 1892. It is an ‘A’ category garden with the gross area of about 2056.84 acres including 439.17 hectares of area for tree plantation (Tea Garden Record Book, 2012). Labourers used to talk in Bangla, Hindi, Bhojpuri and Oriya. They work as water suppliers, pluckers, guards, sprayers and perform various duties assigned by the authority. The management structure of the estate has been shown in the following chart:
GAZIPURE TEA ESTATE

The size of the managerial staff in the Gazipure Tea Garden is given in the following table:

Table 3.2
Total Number of Managerial Staff in the Gazipure Tea Garden of Bangladesh by Religion and Sex

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (Manager-01, Assistant Managers-02, Head Clerk-01, Assistant Head Clerk-01)</td>
<td>Top (Manager-01, Assistant Managers-02, Head Clerk-01, Assistant Head Clerk-01)</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar-20, Compounder-01, Midewife-01, Dresser-03, Dai-02)</td>
<td>Low (Sardar-20, Compounder-01, Midewife-01, Dresser-03, Dai-02)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total 47</td>
</tr>
</tbody>
</table>

Source: Field Data Collected from the Gazipure Tea Garden during the Period from 24-04-2012 to 03-06-2012.
A Deputy Manager has said that the labourers are getting the minimum financial support from NGOs and it is one of the causes of their absence in the garden. Medical hospital has 8 seats but the treatment depends on a pharmacist. Labourers are granted festival bonus, maternity leaves, provident fund, gratuity, etc. in addition to wages. Deputy Manager informally tells that 15% labourers remain absent. To a labour a wage of Tk 55 is given daily. No insubordination is observed by him as they are coming and attending to duty without any objection. He says that labourers demand at least 100 Tk wage per day. Head Tilla Clerk and 2nd Tilla Clerk expressed the same view as the one expressed by the highest managerial personnel. Lowest level managerial personnel, especially supervisors, say that rate of absenteeism is 50% and the labourers demand Tk 150 per day as wage. Another supervisor or Sarder tells that about 40-42% labourers are present and he confirms their full devotion to work. Official documents show that the average rate of absenteeism with leave above 30 days is 4.54% per year.

The Medium Performing Tea Industry

The medium performing tea industries from India and Bangladesh are also based on the criterion of production. Two tea gardens; namely, Silcoorie Tea Estate from India and Kaliti Tea Estate from Bangladesh have been selected as the medium performing tea industries. According to the criterion of selection among the medium performing tea industries, Silcoorie has average production of 6, 74,254.57 kg/year. According to Indian Tea Association Office Record 2012, in India medium performing tea industry refers to the one which tea from 3,50,000 to 7, 50,000 kg/year.

According to Bangladesh Tea Board Report 2001, in Bangladesh the industry producing tea from 950 to 1250 kg/hectare annually on an average is categorised as the medium performing industry.

On the other hand, Kaliti Tea Estate has average production of more than 950 kg/hectare (BTB Report 2001). These are introduced below.

Silcoorie Tea Estate (India) was established in 1860. It is a ‘B’ category, medium performing tea industry in the Cachar district. It has 2088.50 hectares of gross tea plantation area. Labourers of this tea garden are proficient in talking in Bengali and Hindi, though Bhojpuri, Bangla, Oriya, Mundari and Deshwali languages are also known to them.

The following chart depicts the management and labour structure of the Silcoorie Tea Estate:
The size of the managerial staff in the Silcoorie Tea Garden is given in the following table:

Table 3.3
Total Number of Managerial Staff in the Silcoorie Tea Garden of India by Religion and Sex

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (Manager, Assistant Manager, Head Clerk)</td>
<td>08</td>
</tr>
<tr>
<td>2.</td>
<td>Middle (Tilla Babu, Factory Babu, Transport Babu)</td>
<td>14</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar, Compounder, Nurse, Helper, Peon, Chowkidar, Cleaner)</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>35</td>
</tr>
</tbody>
</table>

Source: Field Data Collected from the Silcoorie Tea Garden during the Period from 06-02-2012 to 15-03-2012.
An experience gathered during interview is narrated here. A female tea plucking worker, during interview, told that the labourers of the garden had the duty of spraying, cleaning, plucking and sorting including production assistance. In Silchar town the other labourers are provided with electricity and fresh drinking water while they are not getting. Manager said that they were getting provident fund, gratuity and pension and Deputy Manager reported that about 40% of the workers remained absent in a year. There is a mixed reaction from the managers regarding the performance of the labourers. Though the garden has a 10-bed hospital, but the labourers go to the nearest medical college for treatment and remain absent from work as they do not get appropriate treatment in the garden.

Established in the year 1860, Kaliti Tea Estate (Bangladesh) in Moulavi Bazar District has a gross area of 1113.86 acres. Its tea plantation area is about 500 acres. Labourers used to talk in Bangla, Telegu and Bhojpuri. They work as water suppliers, pluckers, guards, sprayers and perform various duties assigned by the authority. The following chart depicts the management and labour structure of the Kaliti Tea Estate:

```
KALITI TEA ESTATE

General Manager
  ↓
Deputy Manager
  ↓
Tilla Head Clerk
  ↓
Tilla Babu
  ↓
Sardar
  ↓
Labour
  ↓
Compounder
  ↓
Helper  Nurse

Technical Staff

Factory Head Clerk
  ↓
Factory Babu

Technical Staff

Manager

Deputy Manager

Tilla Head Clerk

Tilla Babu

Sardar

Labour

Compounder

Helper  Nurse

Factory Head Clerk

Factory Babu

Technical Staff
```
The size of the managerial staff in the Kaliti Tea Garden is given in the following table:

Table 3.4
Total Number of Managerial Staff in the Kaliti Tea Garden of Bangladesh by Religion and Sex

<table>
<thead>
<tr>
<th>SI No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (Manager-01, Deputy Manager-01, Head Clerk-01, Tilla Head Clerk-01, Factory Head Clerk-01)</td>
<td>05</td>
</tr>
<tr>
<td>2.</td>
<td>Middle (Tilla Babu-05, Factory Babu-01, Rubber Staff-01)</td>
<td>07</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar-12, Compounder-01, Midwife-01, Mechanical and Electrical Mechanic-01)</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>27</strong></td>
</tr>
</tbody>
</table>

Source - Field Data Collected from the Kaliti Tea Garden during the Period from 05-06-12 to 07-07-12.

The management and the lower level office staff of the Kaliti Tea Estate have different opinions regarding the regularity and absence of the labourers. Deputy Manager told that the labourers were irregular and remained absent because of the low wages in the garden, as they were earning more in the other sectors such as construction. The labourers are demanding 150/- (Taka) as daily wage. He further added that the labourers were demanding more leave. The garden has provident fund and pension schemes for the permanent labourers. The garden has a two-bed hospital and free treatment facility for the labourers.

The Low Performing Tea Industry

The low performing tea industries from India and Bangladesh are based on the criterion of production. Two tea gardens; namely, Bazarangpure Tea Estate from India and Purbapahar/Rehana Tea Estate from Bangladesh have been selected as low performing tea industries. According to the criterion of selection among the low performing tea industries in India Bazarangpur has average production of 3,11,144 kg/year (ITA Record 2012). According to Indian Tea Association Office Record 2012, in India low performing tea industry refers to the one which produces below 3,50,000 kg tea. According to Bangladesh Tea Board Report 2001, in Bangladesh the industry producing tea below 950 kg/hectare annually on an average is categorised as the low performing industry. Purbapahar/Rehana Tea Estate has average production of up to 950 kg/hectare (BTB Report 2001). These are introduced below.

36
Bazrangpure Tea Estate (India), established in 1854, is one of the oldest tea gardens. It has only one compounder in its hospital for medical treatment. It has 742 hectares as gross area under plantation. Official document shows on average 68.65% absenteeism in case of above 30 days' leave per year and 72.3% average absenteeism less than 30 days’ leave. Each of the labourers' houses contains only two rooms made of clay. This tea garden produces an average of 3 lac kg yearly, according to the record of 1996-1997 (Assam Directory and Tea Hand Book 1996-1997). The labourers of Bazrangpur belong to Oriya, Deshwali, Bangali, Tanti and Maal groups. They are engaged in works of tea plucking, guarding, spraying, factory work, gardening (Mali), leaf sorting, drying and office peon's job. The following chart depicts the management and labour structure of the Bazrangpure Tea Estate:

BAZRANGPURE TEA ESTATE

The size of the managerial staff in the Bazrangpure Tea Garden is given in the following table:
Table 3.5
Total Number of Managerial Staff in the Bazrangpure Tea Garden of India by Religion and Sex

<table>
<thead>
<tr>
<th>SI No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (General Manager-01, Commercial Manager-01, Factory Manager-01, Head Clerk-1)</td>
<td>05</td>
</tr>
<tr>
<td>2.</td>
<td>Middle (Tilla Babu-02, Computer Babu-03, Factory Babu-02, Assistant Clerk-02)</td>
<td>09</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar-04, Compounder-01, Nurse-01, Dresser-01, Machinery Staff-03)</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>24</td>
</tr>
</tbody>
</table>

Source: Field Data Collected from the Bazrangpure Tea Gardens during the Period from 24-10-2012 to 15-11-2012.

Purbapahar (Rehana) Tea Garden (Bangladesh) was established in 1940. It is a ‘C’ class proprietary tea garden under direct supervision of its Manager who is directed by the tea estate owner. It has got only 33 labourers. Its gross area is 188.05 hectares. Plantation area is 111.06 hectares. This tea garden produces an average of 350 kg/hectares per year. The labourers of Purbapahar/ Rehana belong to Oriya, Deshwali and Bangali, groups. They are engaged in works of tea plucking, guarding, spraying, factory worker, gardener (Mali), leaf sorter, dryer and office peon. The following chart depicts the management and labour structure of the Purbapahar/ Rehana Tea Estate:

PURBAPAHAR/REHANA TEA ESTATE

```
General Manager
   ↓
Tilla Babu
   ↓
Sardar
   ↓
Labour
   ↓
Compounder
   ↓
Nurse

↓
Head Clerk (Talab Babu)
   ↓
Technical Staff
Or
Transport Babu
   ↓
Office Staff
```

38
The size of the managerial staff in the Rehana Tea Garden is given in the following table:

Table 3.6
Total Number of Managerial Staff in the Rehana Tea Garden of Bangladesh by Religion and Sex

<table>
<thead>
<tr>
<th>SI No.</th>
<th>Level of Managerial Staff</th>
<th>No. of Managerial Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Top (Manager-01, Head Clerk-01)</td>
<td>02</td>
</tr>
<tr>
<td>2.</td>
<td>Middle (Tilla Babu-02, Factory Babu-01)</td>
<td>03</td>
</tr>
<tr>
<td>3.</td>
<td>Low (Sardar-03, Compounder-01, Midwife-01, Electrician-01, Milling Mechanics-01, Mechanical Helper-01)</td>
<td>08</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>11</td>
</tr>
</tbody>
</table>

Source: Field Data Collected from the Rehana Tea during the Period from 17-12-11 to 24-01-12.

TOTAL LABOURERS IN THE TEA INDUSTRY

Tea garden labour comprises both sexes; namely, males and females and two religious groups; namely, Hindu and Muslim. Some gardens have only a small number of females and a single religious group among the labourers. The following two tables (3.1 and 3.2) show social characteristics and size of the labour in the tea industry in India:

Table 3.7
Labourers in the Three Tea Estates in India by Religion and Gender (Percentage in Parentheses)

<table>
<thead>
<tr>
<th>Name of Tea Estate</th>
<th>Hindu Male</th>
<th>Hindu Female</th>
<th>Total</th>
<th>Muslim Male</th>
<th>Muslim Female</th>
<th>Total</th>
<th>Grand Total</th>
<th>Hindu Male</th>
<th>Hindu Female</th>
<th>Hindu Total</th>
<th>Muslim Male</th>
<th>Muslim Female</th>
<th>Muslim Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rosekandy Tea Estate</td>
<td>125 (34.72)</td>
<td>245 (50.79)</td>
<td>370 (48.49)</td>
<td>27 (71.05)</td>
<td>15 (88.24)</td>
<td>42 (76.36)</td>
<td>152 (38.19)</td>
<td>260 (61.90)</td>
<td>412 (50.37)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Silcoorie Tea Estate</td>
<td>116 (32.22)</td>
<td>69 (17.21)</td>
<td>185 (24.25)</td>
<td>11 (28.95)</td>
<td>02 (11.76)</td>
<td>13 (23.64)</td>
<td>127 (31.91)</td>
<td>71 (16.90)</td>
<td>198 (24.21)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bazrangpore Tea Estate</td>
<td>119 (33.06)</td>
<td>89 (22.08)</td>
<td>208 (27.60)</td>
<td>-----</td>
<td>-----</td>
<td>-----</td>
<td>119 (29.90)</td>
<td>89 (21.19)</td>
<td>208 (25.43)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>360 (100)</td>
<td>403 (100)</td>
<td>763 (100)</td>
<td>38 (100)</td>
<td>17 (100)</td>
<td>55 (100)</td>
<td>398 (100)</td>
<td>420 (100)</td>
<td>818 (100)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source - Field Data Collected from the Tea Gardens (Rosekandy 01-09-12 to 22-10-12, Silcoorie 06-02-12 to 15-03-12, Bazrangporee 24-10-12 to 15-11-12).

The criterion for selection of three tea estates/industries, ie, high producing, medium producing and low performing is average of 5 years’
production (from 2007 to 2012) where Rosekandy has average production of 15,66,004.2 kg per year, Silcoorie has 6,74,254.57 kg and Bazrangpore shows the average production of 3,11,144 kg yearly (Source, Indian Tea Association, Silchar, 2012).

Of the total numbers of labourers in the three estates in India, half of the labourers are from Rosekandy Tea Estate and one fourth are from Bazrangpore Tea Estate. Around one fourth of them are from Silcoorie Tea Estate.

Over three fifths of the female labourers are from Rosekandy Tea Estate and over one fifth of them are from Bazrangpore Tea Estate. Over one tenth of the female labourers live in Silcoorie Tea Estate. On the other hand, nearly two fifths of the male labourers are from Rosekandy Tea Estate and nearly one third are from Silcoorie Tea Estate. Over one fourth are from Bazrangpore Tea Estate.

Over three fourths of the Muslim labourers are from the Rosekandy Tea Estate and the rest are from the Silcoorie Tea Estate. Nearly half of the Hindu labourers are from the Rosekandy Tea estate and over one fourth is from the Bazranpur Tea Estate. Around one fourth of them are living in the Silcoorie Tea Estate.

The three tea estate of Bangladesh have been selected depending on Government’s approved criteria: The tea estate producing tea on an average in the last 5 years above 1250 kg/hactare as the highest or best performing industry, the one producing 950-1250 kg as the medium performing industry and the one producing below 950 kg as the low performing tea industry (Regulations of Bangladesh Govt. 2001, December). The following table shows the total labourers in the industry in Bangladesh:

<table>
<thead>
<tr>
<th>Name of Tea Estate</th>
<th>Hindu Labourers</th>
<th>Muslim Labourers</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Gazipur Tea Estate</td>
<td>359</td>
<td>369</td>
<td>728</td>
</tr>
<tr>
<td>(56.60)</td>
<td>(60.10)</td>
<td>(56.43)</td>
<td>(94.19)</td>
</tr>
<tr>
<td>Kalit Tea Estate</td>
<td>250</td>
<td>236</td>
<td>486</td>
</tr>
<tr>
<td>(35.56)</td>
<td>(38.27)</td>
<td>(38.92)</td>
<td>(5.81)</td>
</tr>
<tr>
<td>Rehanna Tea Estate</td>
<td>23</td>
<td>10</td>
<td>33</td>
</tr>
<tr>
<td>(3.84)</td>
<td>(1.63)</td>
<td>(2.65)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>632</td>
<td>614</td>
<td>1246</td>
</tr>
<tr>
<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religion</th>
<th>Total</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hindus</td>
<td>1245</td>
<td>86.59</td>
</tr>
<tr>
<td>Muslims</td>
<td>193</td>
<td>13.41</td>
</tr>
<tr>
<td>Male</td>
<td>718</td>
<td>49.90</td>
</tr>
<tr>
<td>Female</td>
<td>721</td>
<td>50.10</td>
</tr>
</tbody>
</table>

Source - Field Data Collected from Tea Gardens (Gazipur 24-04-12 to 03-06-12, Kalit 05-06-12 to 07-07-12, Purbapahar 17-12-11 to 24-01-12).
Over three fifths of the labourers are from the Gazipure Tea Estate and over one third are from the Kaliti Tea Estate. A few are from the Rehana Tea Estate.

Two thirds of the female labourers are from the Gazipure Tea Estate and one third of them are from the Kaliti Tea Estate. A very negligible portion is from the Rehana Tea Estate. Over three fifths of male labourers are from the Gazipure Tea Estate and over one third is from the Kaliti Tea Estate. The rest are from the Rehana Tea Estate.

Almost (97.41%) all the Muslim labourers are from the Gazipure Tea Estate and the rest are from the Kaliti Tea Estate. There is no Muslim labourer in the Rehana Tea Estate. Nearly three fifths of the Hindu labourers are from the Gazipure Tea Estate and nearly two fifths are from the Kaliti Tea Estate. Very few are from the Rehana Tea Estate.

**SUB-SAMPLES OF THE LABOURERS IN THE TEA INDUSTRIES**

The selected tea estate in the Cachar district of India’s Assam State in the category of the highest tea production is the Rosekandy Tea Estate which has 412 tea labourers. Of 43 labourers selected for interview by stratified random sampling, 25 are Hindu females, 14 are Hindu males and 2 each are Muslim males and Muslim females. This tea garden industry is situated 25 km away from Silchar Railway Station by the side of Silchar-Hailakandi road. As ‘B’ grade tea garden, the Silcoorie Tea Estate has been selected contains the total 198 labourers, out of which 22 have been selected for the study: 13 males and 7 females are from Hindu community and 2 males are from Muslim community. There is no Muslim female labourer in this garden. The garden is 12 km away from Silchar Railway Station on the Silchar-Hailakandi road. The Bazrangpore, a ‘C’ category garden, popularly known as Katlicherra, is 10 km away from the Silchar-Hailakandi road. This garden has 208 labourers, out of which 22 labourers have been selected: 12 male and 10 female Hindus. This garden has no Muslim labourers.

In all the tea gardens, the office is located adjacent to factory where manager along with the other staff manages the official work. The sub-sample of the labourers from India is shown in the table 3.3.
Table 3.9
Number of Respondents Selected from Three Tea Gardens of India by Religion and Gender (Percentage in Parentheses)

<table>
<thead>
<tr>
<th>Name of Tea Garden</th>
<th>Hindu</th>
<th></th>
<th></th>
<th>Muslim</th>
<th></th>
<th></th>
<th>Grand Total</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Rosekandy Tea Estate</td>
<td>14 (35.90)</td>
<td>25 (59.52)</td>
<td>39 (48.15)</td>
<td>02 (50)</td>
<td>02 (100)</td>
<td>04 (66.67)</td>
<td>16 (37.21)</td>
<td>27 (61.36)</td>
<td>43 (49.42)</td>
</tr>
<tr>
<td>Silcoorie Tea Estate</td>
<td>13 (33.33)</td>
<td>07 (16.67)</td>
<td>20 (24.69)</td>
<td>02 (50)</td>
<td>02 (100)</td>
<td>02 (33.33)</td>
<td>15 (34.88)</td>
<td>07 (15.91)</td>
<td>22 (25.29)</td>
</tr>
<tr>
<td>Bazrangpore Tea Estate</td>
<td>12 (30.77)</td>
<td>10 (25.64)</td>
<td>22 (27.16)</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>12 (27.91)</td>
<td>10 (22.73)</td>
<td>22 (25.29)</td>
</tr>
<tr>
<td>Total</td>
<td>39 (100)</td>
<td>42 (100)</td>
<td>81 (100)</td>
<td>04 (100)</td>
<td>02 (100)</td>
<td>06 (100)</td>
<td>43 (100)</td>
<td>44 (100)</td>
<td>87 (100)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hindu</td>
<td>81 (93.10)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Muslim</td>
<td>06 (9.90)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>43 (49.42)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>44 (50.58)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Field Data Collected from Tea Gardens (Rosekandy 01-09-12 to 22-10-12, Silcoorie 06-02-12 to 15-03-12, Bazrangpore 24-10-12 to 15-11-12)

By gender, the respondents are equal in number; however, by religion, most of them are Hindu. About half of the garden labourers selected as respondents are from the Rosekandy Tea Estate and one fourth, each, are from the Silcoorie Tea Estate and the Bazrangpore Tea Estate.

Over three fifths of the female labourers are from the Rosekandy Tea Estate and over one fifth are from the Bazrangpore Tea Estate. Over one tenth of them are from the Silcoorie Tea Estate. Nearly two fifths of the male labourers are from the Rosekandy Tea Estate and over one third are from the Silcoorie Tea Estate. Over one fourth are from the Bazrangpore Tea Estate.

Two thirds of the Muslim labourers are from the Rosekandy Tea Estate and one third is from the Silcoorie Tea Estate. There is no Muslim garden labourer in the Bazrangpore Tea Estate. Nearly half of the Hindu labourers are from the Rosekandy Tea Estate and over one fourth are from the Bazrangpore Tea Estate. Around one fourth is from the Silcoorie Tea Estate.

Bangladesh has 163 tea gardens out of which 92 tea gardens are in Moulvibazar, having 64624.34 acres of land (Bangladesh Tea Board, district wise tea land and tea production 2008). According to tea statistics of BTB 2004, among the tea gardens in Bangladesh, Moulvibazar contributed 63.09% of tea production in the whole industry of Bangladesh. The names of the selected tea industries are the
Gazipur Tea Estate, the Kaliti Tea Estate, and the Rehana Tea Estate or Purbapahar Tea Estate as mentioned in documents.

In Bangladesh, the Gazipur Tea Estate situated 32 km away from the Moulvibazar District Headquarters has 916 labourers. 90 labourers have been selected from this for study. Of this, 35 male and 36 female labourers are Hindu and 8 males and 11 females are Muslim. This is a high performing tea garden.

The second garden selected as the medium level performing tea industry is the Kaliti tea estate having 480 labourers. 51 labourers have been selected from this garden. Of these, 25 males and 24 females are from Hindu community and each male and female are from the Muslim community.

The third tea garden is Rehana tea estate, a low performing tea garden. It has 33 labourers out of which 2 Hindu males and 1 Hindu female have been selected for the study.

In total 144 respondents have been selected from the three tea gardens. The tea gardens of Bangladesh have similarity with those of India. In these gardens, manager maintains his office with staff: a head clerk, who is assigned the head of accounts and stays adjacent to the factory. The sub-sample of the labourers from Bangladesh is shown in the table 3.4.

Table 3.10
Number of Respondents Selected from Three Tea Gardens in Bangladesh by Religion and Gender (Percentage in Parentheses)

<table>
<thead>
<tr>
<th>Name of Tea Garden</th>
<th>Hindu</th>
<th></th>
<th></th>
<th>Muslim</th>
<th></th>
<th></th>
<th>Grand Total</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Gazipur Tea Estate</td>
<td>35</td>
<td>(56.45)</td>
<td>36</td>
<td>(59.02)</td>
<td>71</td>
<td>(57.72)</td>
<td>8</td>
<td>(88.89)</td>
<td>11</td>
</tr>
<tr>
<td>Kaliti Tea Estate</td>
<td>25</td>
<td>(40.32)</td>
<td>24</td>
<td>(39.34)</td>
<td>49</td>
<td>(39.84)</td>
<td>1</td>
<td>(11.11)</td>
<td>0</td>
</tr>
<tr>
<td>Rehana Tea Estate</td>
<td>02</td>
<td>(3.23)</td>
<td>01</td>
<td>(1.64)</td>
<td>03</td>
<td>(2.44)</td>
<td>----</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Total</td>
<td>62</td>
<td>(100)</td>
<td>61</td>
<td>(100)</td>
<td>123</td>
<td>(100)</td>
<td>09</td>
<td>(100)</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Hindu</th>
<th>Muslim</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>123</td>
<td>(86.01)</td>
<td>20</td>
<td>(13.99)</td>
</tr>
<tr>
<td></td>
<td>71</td>
<td>(49.65)</td>
<td>72</td>
<td>(50.35)</td>
</tr>
</tbody>
</table>

Source - Field Data Collected from Tea Gardens (Gazipur 24-04-12 to 03-06-12, Kaliti 05-06-12 to 07-07-12, Purbapahar 17-12-11 to 24-01-12)
Over three fifths of the labourers are from the Gazipure Tea Estate and over one third of the labourers are from the Kaliti Tea Estate. A few of them are from the Rehana Tea Estate. This pattern is, by and large, found across the gender and religion.

Briefly following are the major patterns observed from the discussion:

1. The universe consists of all survey elements that ascribes for inclusion in the research study. It contains three tea estates, each, from India; namely, Roskandi Tea Estate, Silcoorie Tea Estate and Bazrangpure Tea Estate and from Bangladesh; namely, Gazipure Tea Estate, Kaliti Tea Estate and Rehana Tea Estate (Purba Pahar). The Indian tea estates are located in Cachar district in the state of Assam and the Bangladeshi tea estates are located in the Maulvi Bazar district in the Sylhet zone. This chapter describes the structures of the tea industries under the study in India and Bangladesh. The tea district, Cachar of India, covers an area of 3786 square km (1462 sq.mile) with its headquarters in Silchar town. In Bangladesh Moulvibazar is a district bounded by Sylhet district on the North, Tripura state of India in the east and Habigonj district in the west and India’s Assam and Tripura states in the East-South respectively.

2. The criterion for selection of three tea estates/industries, i.e., high producing, medium producing and low performing is average of 5 years’ production (from 2007 to 2012) where Rosekandy has average production of 15,66,004.2 kg per year, Silcoorie has 6,74,254.57 kg and Bazrangpore shows the average production of 3,11,144 kg yearly (Source, Indian Tea Association, Silchar, 2012). The three tea estate of Bangladesh have been selected depending on Government’s approved criteria: The tea estate producing tea on an average in the last 5 years above 1250 kg as the highest or best performing industry, the one producing above 950 kg as the medium performing industry and the one producing below 950 kg as the low performing tea industry (Regulations of Bangladesh Govt. 2002, December).

3. The selected tea garden in Cachar district of India’s Assam State is the Rosekandy Tea Estate among best performing industries. According to the criterion of selection among the high performing tea industries Rosekendy has average production of 15,66,004.2 kg/year. On the other hand, Gazipure Tea Estate has average production of more than 1250 kg/hectare. In India Rosekandy has 41 numbers of managerial personnel which is 47 in the Gazipure tea estate of Bangladesh.

4. In Bangladesh, the Gazipur Tea Estate is a high performing tea garden. The second garden selected as the medium performing tea industry is Kaliti Tea
Estate. The Silcoorie Tea Estate is selected as medium performing tea
garden.

5. In India as Silcoorie has 35 numbers of managerial staffs which is 27 in
Kaliti tea estate of Bangladesh.

6. The third tea garden is Rehana tea estate, a low performing tea garden.
According to the criterion of selection among the low performing tea
industries Bzarangpure has average production of 3, 11,144 kg/year. The
Bazrangpore, a low performing garden, popularly known as Katlicherra, is
also selected. On the other hand, Purbapahar/Rehana Tea Estate has average
production of less than 950 kg/hectare. In India among low performing
industries Bazrangpure has 24 number of managerial staffs which is 11 in
Rehana tea estate of Bangladesh.

7. About nine-tenth (93.28) of the labourers in the three tea estates in India are
Hindu and remaining below one-tenth (6.72) are Muslim and in Bangladesh
below nine-tenth (86.59) are Hindus and rest above one-tenth (13.99) are
Muslim. In both countreis the number of working female labourers are
significant (51.33% in India and 50.10% in Bangladesh) rest of which are
male (48.65% in India and 51.35% in Bangladesh). The number of female
respondents is 50.58% in India and 50.35% in Bangladesh.

CONCLUSION

Holistically, the three tea industries, each, from India and Bangladesh are
selected on the basis of the average of five years’ production, i.e., from 2007 to
2012. In India, the Rosekandy Tea Estate, the Silcoorie Tea Estate and the
Bazrangpure Tea Estate are categorised as high, medium and low performing tea
industries whereas in Bangladesh, the Gazipure Tea Estate, the Kaliti Tea Estate
and the Rehana Tea Estate (Purba Pahar) are identified as high, medium and low
performing tea industries. The labourers in the tea estates of both the countries
belong to diversified linguistic groups, such as labourers of Rosekandy and
Silcoorie can converse both in Bengali and Hindi though Bhojpuri, Bangla, Oriya,
Mundari and Deshwali languages are also known to the labourers of the Silcoorie
Tea Estate while in Gazipure they talk in Bangla, Hindi, Bhojpuri and the labourers
of Kaliti are proficient in talking in Oriya Bangla, Telegu and Bhojpuri. The
labourers of Bazrangpure speak Oriya, Deshvali, Bangali, Tanti and Maal
languages while the labourers of Rehana converse in Oriya, Deshwali and Bangali.
In India, the male and the female respondents working in the sampled tea estates
are equal in number; however, by religion, most of them are Hindu while their
small bracket is Muslim. Nearabout a half of the respondents are from the
Rosekandy Tea Estate whereas the respondents from the Silcoorie Tea Estate and the Bazrangpure Tea Estate stand as equal in number after selection. In Bangladesh, majority of the labourers selected are from the Gazipure Tea Estate followed by the Kaliti Tea Estate and a few of them are from the Rehana Tea Estate. By religion, most of them are Hindu and by gender the number of female labourers is more than the male labourers. It indicates that the female labourers of both the countries are working in the tea gardens due to the miserable financial condition of their families that does not support the minimum standard of living. This earning is not sufficient for their livelihood and there is also less scope for the occupational mobility to improve their lot.

References:


Tea Garden Record Book, 2012., Gaziepure Tea Estate, Bangladesh.


Web sites

http:// cachar.gov.in

www.census 2011.co.in