

An Enquiry into the Living Conditions of Tea Garden Workers of Bangladesh: A Case Study of Khan Tea Estate

A Dissertation

By

Md. Afrazur Rahman

ID No. 14272011

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BRAC Institute of Governance and Development
BRAC University
Savar, Dhaka.



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Md. Afrazur Rahman

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Approved as to style and content by

Dr. Nasiruddin Ahmed

Supervisor

Commissioner

Anti-corruption Commission, Bangladesh

&

Visiting Professor, BRAC University, Dhaka

BRAC Institute of Governance and Development

BRAC University,

Savar, Dhaka

Statement of the Candidate

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Md. Afrazur Rahman
ID No. 14272011

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Md. Afrazur Rahman
ID No. 14272011

Supervisor Authorization

I hereby recommend and certify that this dissertation “**An Enquiry into the Living Conditions of Tea Garden Workers of Bangladesh: A Case Study of Khan Tea Estate**” is a research work conducted by **Md Afrazur Rahman, MAGD Batch #6, student ID-14272011**, under my supervision for partial fulfilment of the requirement for the degree of MA in Governance and Development (MAGD), BRAC Institute of Governance and Development, BRAC University, Dhaka.

Dr. Nasiruddin Ahmed
Commissioner
Anti-corruption Commission
Bangladesh
&
Visiting Professor
BRAC University, Dhaka

Abstract

Tea garden workers are an integral part of the agro-based tea industry of Bangladesh. They play vital role in tea production of the country. This study has made an attempt to explore the living conditions of the tea garden workers of Bangladesh including their wage structure, literacy, and health and sanitation status. In addition, this paper outlines the basic infrastructure and geo-topography of a tea estate. A case study of Khan Tea Estate of Jaintiapur Upazila in Sylhet has taken to get an in-depth idea of the tea garden workers' livelihood. Field survey, personal interview and observation were employed to collect data. A 100 tea garden workers were interviewed in this purpose.

The Khan Tea Estate has an area of 638.72 hectares of land. Forty seven per cent of this land is used for tea cultivation. Rest of the land is occupied by paddy land, natural forest, rubber plantation, office and housing infrastructures and low-lying areas. The annual tea production of the garden is from 340,000 kg. to 420,000 kg. The Estate has a population of about 2000. There are five labourers' villages (labour lines) inside the estate. A total of 760 labourers are working in the garden. Of them 520 are permanent workers and 240 temporary workers. Main works of the labourers are plucking tea leaf, raising seedlings, planting and constant care of young plants and earth work etc.

There are 15 different castes of people among the workers of the Khan Tea Estate. In this research, it is found that 74 per cent of the workers are at the age of 20-45 years. About 92 per cent households consist of 1 to 6 family members. Fifty seven per cent of the workers have their family member from 4 to 6 persons. About 18 per cent live in big families consisting of 7 to 9 members.

Sixty eight per cent of the workers are satisfied about their accommodation provided by the authority. Eighteen per cent of the workers are living in pucca houses and 74 per cent has kutcha type of houses which are made up of mud wall and tin roof. Temporary workers are provided with bamboo and tin-made houses. Though the workers have access to clean drinking water, the sanitation facilities are fragile in the estate. Thirty one per cent of the respondents have no toilet at all.

Sixty two per cent households have access to electricity.

This study reveals that literacy rate among the workers is slightly less than the national rate. Sixty one per cent of the workers are literate while the national literacy rate is about 65 per cent. Out of 61 percent literate workers, only 12 percent have studied in secondary schools, 23 per cent completed primary education and 26 percent workers have rudimentary literacy. Literacy rate of female workers is far less than their male counterparts. Among the illiterate workers, 65 per cent are female and 35 per cent are male. But in recent days, both male and female literacy is increasing. The workers' children have access to primary education. Enrolment in the primary school is about hundred per cent. But most of them cannot continue secondary and tertiary education because of poverty. However, literacy rate is increasing among the new generation. The workers get primary healthcare and free medicine provided by the authority.

This research has found that the daily wage of the workers is not sufficient. It is less than one dollar per day. Most of the workers expressed dissatisfaction over the daily wage. In terms of wage and ration, the tea garden workers are living below the poverty line. Weak health and malnutrition is widespread among the labourers. It is urgent to increase their minimum daily wages at least from Tk.120 to Tk. 200. Other components of measuring poverty indicate a good side of the tea garden workers' livelihood. They have access to job, healthcare, clean water and electricity facilities. Every worker has a house provided by the authority. Sixty per cent of the workers are given cultivable land by the owner of the estate. Ninety per cent of the respondents have two or more earning members in the family. Most of the families domesticate cow, goat and pet birds in their homes.

In the study, seven per cent of the respondents have mentioned that one of their family members is working outside the tea garden. The interaction between the tea garden workers and the mainstream society is increasing gradually over the time. The tea garden workers are coming closer to the mainstream society through increase literacy and awareness. Extensive use of mobile phone opens a new avenue for interaction and communication of the workers. This paper also reports some cultural and recreational aspects of the tea garden workers and puts some recommendations for the betterment of the living conditions of the tea garden workers of Bangladesh. The fulfilment of their basic rights is vital for the sustainable development of the industry. In addition, the tea workers' community has provided a social outlet for inclusion and diversity in the society.

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Table of Contents

Statement of the Candidate.....	3
Supervisor Authorization	4
Abstract	5
Acknowledgement	7
List of Tables.....	11
List of Boxes	11
List of Figures	12
List of Pictures	13
List of Acronyms.....	14
Chapter One	15
Introduction	15
1.1 Background of the study:.....	15
1.2 Research Context and Rationale:.....	16
1.3 Objectives of the Research:	17
1.4 Concepts and Variables used in the Study:.....	17
1.5 Research Methodology	19
1.6 Limitations of the Study:.....	19
Chapter Two.....	20
Literature Review	20
Chapter Three	26
Case Study of Khan Tea Estate	26
3.1 Tea Gardens of Bangladesh:.....	26
3.2 Case Study Area:	26
3.3 Findings and Analysis	28
3.3.1 Location:.....	28
3.3.2 Tea Gardens in Jaintiapur Upazila:.....	28

3.3.3 Khan Tea Estate:.....	29
3.3.3.1 History of the Garden:.....	29
3.3.3.2 Land Use and Infrastructure:	30
3.3.3.3 Population and Labour Force:	36
3.3.3.4 Demography and Castes:	39
3.3.3.5 Living Condition and Housing Facilities:.....	43
3.3.3.6 Literacy and Education Facilities	48
3.3.3.7 Wage and Income:	55
3.3.3.8 Medical and Recreational facilities	63
3.3.4 Discussion.....	69
Chapter Four	71
Conclusion and Recommendations.....	71
4.1 Recommendations	71
4.1.1 Specific Recommendation for Improving Labourer’s Life and Reduction of Poverty:...	71
4.1.2. Overall Recommendation for a Sustainable Tea Industry:	72
4.2 Conclusion:.....	73
Bibliography:	75
Annexure:.....	77
Annexure 1. Tea Cultivation and Culture:.....	77
Annexure 2. Types of Tea.....	78
Annexure 3. An Overview of Tea Industry of Bangladesh:.....	79
Annexure 4. Field Survey Questionnaire.....	87

List of Tables

	Page No.
3.1 Tea gardens in Sylhet District	26
3.2 Tea gardens in Jaintiapur Upazila	28
3.3 A summary of land use in Khan Tea Estate	30
3.4 Age of tea bushes in Khan Tea Estate	34
3.5 Population of the tea estate	36
3.6 Workers in the garden	37
3.7 Age of workers	39
3.8 Family size of the tea garden workers	40
3.9 Children in the family	41
3.10 Different castes in Khan Tea Estate	43
3.11 House type	44
3.12 Total houses in the Estate	45
3.13 Sanitation facility	46
3.14 Education level of the workers	49
3.15 Comparison between male and female literacy	49
3.16 Students from Khan Tea Estate at M. Ahmed Public High School	53
3.17 Leaf plucking per day	57
3.18 Festival allowances for the workers	59
3.19 List of holidays	62
Annexure 3: Table-1 Global production of tea in 2014	80
Annexure 3: Table-2 Production, consumption and export of tea	81
Annexure 3: Table-3 District-wise tea production of Bangladesh	84
Annexure 3: Table-4 Tea Plantation in Panchagarh	86

List of Boxes

3.1 Area under rubber cultivation, forest and paddy land	32
3.2 Non-agricultural use of land	33
3.3 BRAC's role in educating children in the Khan Tea Estate	51
Annexure 3: Box- Present status of tea industry of Bangladesh	86

List of Figures

	Page No
3.1 Tea-producing areas of Bangladesh	27
3.2 Land use of Khan Tea Estate	31
3.3 Age of tea bushes	34
3.4 Population of the garden	37
3.5 Category of labourers in the garden	38
3.6 Age group of the workers	39
3.7 Family size of the tea garden workers	40
3.8 Number of children in a family	42
3.9 Castes in the garden	42
3.10 House type of the workers	45
3.11 Sanitation facilities of the garden	46
3.12 Electricity access of the workers	47
3.13 Literacy level of the workers	49
3.14 Comparison of male and female literacy	50
3.15 Tea leaf plucking by a worker in a day	57
3.16 Access to paddy land	61
3.17 Mobile phone use	66
Annexure 3: Figure-1 District-wise tea estates in Bangladesh	85

List of Pictures

	Page no.
3.1 A view of Khan Tea Estate	30
3.2 Marshland (jheel) inside the garden	32
3.3 Natural forest inside the garden	33
3.4 Mature tea bushes of the garden	35
3.5 A small cottage industry inside the garden	36
3.6 A female worker in the garden while plucking tea leaf	38
3.7 A tea worker of 'Saontal' small ethnic community with two children	44
3.8 A worker house in the garden	48
3.9 Government Primary School inside Khan Tea Estate	51
3.10 A BRAC School inside the garden	52
3.11 M. Ahmed High School runs by the garden management	53
3.12 Two female students of class ten of M. Ahmed High School from Khan Tea Estate	54
3.13 Students from Khan Tea Garden with Headmaster Ramesh Chandra Aditya	54
3.14 Two college students from Khan Tea Estate	55
3.15 A worker carrying tea leaf	58
3.16 Garden Clinic of Khan Tea Estate	64
3.17 The Labour Welfare Centre inside the garden	65
3.18 A football playground inside the garden	66
3.19 A Durga Mandir	68
3.20 A Jagannath Mandir	68
3.21 A Mosque	69
4.1 The Researcher with the Assistant Manager of the garden	74

List of Acronyms

BCS= Bangladeshio Cha Sangsad
BCSU= Bangladesh Cha Shramik Union
BIGD= BRAC Institute of Governance and Development
BRAC= Bangladesh Rural Advancement Committee, One of the biggest NGOs of the world
BTA= Bangladesh Tea Association
BTB= Bangladesh Tea Board
BTIMC= Bangladesh Tea Industry Management Corporation
BTRI= Bangladesh Tea Research Institute
CSR= Corporate Social Responsibility
EPI= Expanded Programme of Immunization
FIVDB= Friends in Village Development, Bangladesh
GDP= Gross Domestic Product
GER=Gross Enrolment Ratio
Kg. = Kilogram
LED= Light-emitting diode
MDG= Millennium Development Goals
NGO =Non-governmental Organizations
PDU= Project Development Unit
RCC= Rod, Cement and Concrete/ Reinforced Cement Concrete
SDG= Sustainable Development Goals
SSC= Secondary School Certificate
USA= United States of America
UN= United Nations
UNICEF= United Nations International Children's Emergency Fund
WB= World Bank

Chapter One

Introduction

1.1 Background of the study:

Tea cultivation is an important agro-based industry in Bangladesh. It plays a significant role in the national economy. The tea industry of Bangladesh is playing a major role in fulfilling the domestic consumption as well as an important source of export earnings for the last few decades contributing about 0.8 per cent of total GDP of the country.

Tea has developed as a labour intensive and export oriented industry in Bangladesh. Tea industry also fulfils the domestic demand of the popular drink. In recent years, the industry is struggling to meet the home demand as the local requirement has increased sharply. Besides economic contribution, the industry has a good impact on environment. Tea cultivation requires vast land, shade trees as well as natural topography and landscape. Tea plants preserve the soil from erosion. All together the industry has a positive contribution to environment as well. In Bangladesh, there are 166 tea estates and 746 small growers of tea all over the country. These estates and small cultivators produce about 62 million kg of tea every year and provide direct employment to about 133,000 people, about 50 percent of whom are women. Further, forward and backward linkages with tea related activities have engaged about more than half a million people (Bangladesh Tea Board-BTB, 2013). Tea workers provide important contribution to the industry as well as economy of the country.

Poverty and livelihood of the tea garden workers is an important issue for consideration while Bangladesh is a lower middle-income country (World Bank, 2015) and it aspires to become a middle income country by 2021. Article 44 of the constitution of Bangladesh preserves the fundamental rights of the citizens.

The tea workers are generally isolated from the mainstream society for their historical and ethnic background. Poverty is one of the important reasons for their social segregation. It is important to find out their living conditions, poverty level and how they could be

aggregated with the national aspiration of a well-judged society, and an inclusive nation where everybody has equal opportunities of education, health and other basic needs of a human being.

1.2 Research Context and Rationale:

Tea garden workers are one of the cluster groups of people who are severely deprived from basic rights (Das and Jakirul, 2014). Bangladesh is one of the poorest countries in the world with 31.5 per cent of its total population are living below the poverty line (Bangladesh Economic Review, June 2015). The poverty rate is expected to decline to 13.5 per cent by 2021 (Seventh Five-year Plan). Poverty reduction has got the top most priority agenda of the government of Bangladesh. The number one target of MDGs was to reduce extreme poverty and hunger by half by 2015. The 2030 Agenda of the United Nations which is Sustainable Development Goals (SDGs) also targets to end poverty by 2030. The Perspective Plan (2010-2021) of the Government of Bangladesh is a strategic document which wishes to make vision 2021 into reality by achieving the goal of reaching middle income status. All policy documents, like perspective plan and 7th five year plan, align with the SDG target of eradicating poverty by 2030. Policies stress the inclusiveness and pro-poor approach to growth. A comprehensive scheme of social inclusion can help the process of substantial poverty reduction.

For realising the status of middle income country and ending poverty, it is important to increase labour productivity. Proper wage and fulfilment of basic needs can improve the productivity of labourers. So, it is important to investigate into the livelihood and poverty level of the tea garden workers as they are the most isolated community in the society. Their living conditions are very effective tool to investigate in this regard. Health, literacy and wage are very significant for improving their livelihood and basic rights.

The present research will try to investigate the level (absolute/relative) and causes of poverty of the tea garden workers in particular and also to explore their livelihood and wage pattern in general.

It is important to improve the living standard of tea workers with essential livelihood facilities such as food, housing, treatment, education and entertainment facilities for mainstreaming the backward portion of the society. It is also pertinent to develop the industry as a sustainable one in line with its increasing demand at home by improving labour productivity.

A number of studies have been done on human rights situation, female worker situation, social and political consciousness of the tea garden workers, gender issues and children rights and literacy issues of tea garden workers. However, few studies focus on measuring poverty in terms of absolute or relative poverty of the workers. It may be mentioned that, there is some important research on the tea garden workers in India, especially among the tea garden workers of Assam. Thus, this research will try to find out the living pattern and the issues relating to causes of poverty among the tea labourers and whether they are living in an absolute poverty or in relative poverty.

1.3 Objectives of the Research:

- To investigate the living conditions of tea garden workers
- To explore the level and causes of poverty of the tea garden labourers
- To study the wage structure of the workers
- To see the literacy among the labourers
- To find out health, sanitation and recreation facilities of the workers
- To suggest certain measures to improve the conditions of the labourers.

1.4 Concepts and Variables used in the Study:

The following variables have been used to measure the poverty among the tea workers.

1.4.1 Poverty: Poverty is the inability of getting choices and opportunities, a violation of human dignity. It means lack of basic capacity to participate effectively in society. Poverty stands for those people who are not able to meet any of their fundamental needs. It means not having enough to feed and clothe a family, not having a school or clinic to go to; not having the land on which to grow one's food or a job to earn one's living, not having access to credit. It leads to insecurity, powerlessness and exclusion of individuals,

households and communities. Poverty often implies living in marginal or fragile environments, without access to clean water or sanitation¹.

According to the World Bank (WB), poverty is pronounced as deprivation in well-being, and comprises many dimensions. It includes low incomes and the inability to acquire the basic goods and services necessary for survival with dignity. Poverty also encompasses low level of health and education, poor access to clean water and sanitation, inadequate physical security, lack of voice, and insufficient capacity and opportunity to better one's life.

1.4.2 Absolute Poverty and Relative Poverty: Poverty is usually measured as either absolute or relative.

1.4.2.1 Absolute poverty is a condition characterized by severe deprivation of basic human needs, including food, safe drinking water, sanitation facilities, health, shelter, education and information. It depends not only on income but also on access to social services. The term 'absolute poverty' is sometimes synonymously referred to as 'extreme poverty'².

According to UN Millennium Development Goals (MDGs) indicator, people whose income is less than one dollar a day, is in extreme poverty and living below the poverty line. Though the MDG indicator is \$1 per day, World Bank considers absolute poverty as a situation when a person lives at or below \$1.25 a day.

1.4.2.2 Relative Poverty refers to a standard which is defined in terms of the society in which an individual lives and which therefore differs between countries and over time. An income-related example would be living on less than the average income of the USA or Bangladesh. The concept of relative poverty is that in a rich country such as the USA, there are higher minimum standards below which no one should fall, and that these standards should rise if and as the country becomes richer. It often refers to an index of income inequality.

¹ United Nations definition, 2000

² Copenhagen declaration, 1995; it pledged to make the conquest of poverty, the full goal of employment and fostering of social integration

1.5 Research Methodology

This study has incorporated both qualitative and quantitative method of research. Questionnaire survey and semi-structured interviews have been taken for primary data collection. Qualitative data has been collected through observation and by interview of key stakeholders. Quantitative and qualitative data have also been collected from secondary sources.

As sufficient information is not available from secondary sources, the present study, therefore, would build upon the information collected from the primary sources. Questionnaire survey and key informant interviews were taken for this purpose. Questionnaire contains both closed and open-ended questions. A sample of 100 workers has been taken for this study. A random sampling method was used for selecting the samples. The sample is about 13 per cent of total workers. Data was collected through a questionnaire and by personal interview method. Secondary data have been collected from books, published literature of the plantation companies, associations, journals, reports published by different organizations and various websites. The survey was conducted from July 25 to 31, 2015.

Female comprises 50 percent of the respondents. About 50 percent of the respondents represented the 26-45 years age group. Second highest respondents were from 20-25 age groups. Both permanent and casual labourers were interviewed for the study. During the course of survey, data was collected on the existing wage structure in the tea garden. Desk study and relevant literature review enriched further insight on the issue. This research has utilised the SPSS and Microsoft Excel for graphical presentations and data analysis.

1.6 Limitations of the Study:

In the study, only a single tea garden was taken with 100 samples randomly selected from the labourers. It is difficult to draw an overall conclusion on poverty level of tea garden workers from study of a single garden. Communication, infrastructure and other facilities are not same in all tea estates. For example, the current tea garden has a primary school, a high school and a labour welfare centre inside. Other gardens may not have such facilities inside the garden.

Chapter Two

Literature Review

A number of literatures have been found on the tea plantation workers of Bangladesh highlighting their overall living conditions. Research particularly on the poverty of the tea garden workers of Bangladesh is scarce. A number of researches have been done by Bangladesh Tea Research Institute (BTRI) on different areas of tea culture, agronomical aspects of tea cultivation, pest management, high yield variety, soil fertility and use of fertilizer etc. But, research on the field of tea workers' livelihood and poverty is few. Nonetheless, some important assessment and study have been carried out in some specialised areas of women and children situation in tea garden, human rights condition of the tea gardeners, state of women labourers and out-of-school children of the tea gardens. Some research also highlighted the socio-economic condition of tea workers.

Considering the relevance of the present study, the researcher has gone through several research papers on the tea garden workers of Assam, a major tea producing state of India which is adjacent to Bangladesh's main tea production hub of Surma and Kushiara valley (Sylhet, Maulavibazar and Habiganj). This area is an extension of Assam's Barak valley.

Situation of Women and Children: UNICEF (2009) made an assessment on the situation of children and women in the tea gardens of Bangladesh (Abul Barkat et al.). The assessment was done in 900 households randomly selected from 65 different types of gardens (in respect of management and ownership) of Bangladesh. It is found that the situation of children and women is considerably worse in some areas than for their peers in Bangladesh as a whole. It finds, for example, the infant mortality rate in the tea gardens is almost twice as high as the national average. The levels of extreme poverty and of poor nutrition also exceed the national average.

It is also found that tea garden workers in Bangladesh in general, and children and women in particular, have long been a disadvantaged, deprived, under-served, exploited and alienated group. The study has found that about 74 per cent of households in the tea gardens fall below the absolute poverty line, compared to the national average of 38.4 per

cent. About 50 per cent fall below the hardcore poverty line, compared to the national average of 19.5 per cent. Adult literacy rate (aged 15-24) of women is only 32 per cent in the tea gardens compared to the national level of 70 per cent. The study also reveals that the child marriage exists.

Enamol (2014) reveals the deplorable scenario of work environment of the female labourers of tea gardens. Their social dignity and awareness level is very low. It shows that female workers are oppressed in each and every sphere of life from family residence to job field. It also exhibits very explicitly that 68 percent of female workers have no control over their own income. Ninety four percent of the workers have no hereditary property ownership though they are entitled to get it legally from their family. About 92 percent females think that they are physically tortured and mentally harassed by their husbands, male members of family and also by representatives of estates manager. About 86 percent women cannot play any role in the decision making of child issue. This research was done in a tea garden of Sylhet district in Bangladesh namely Lackatoorah Tea Estate.

Human Rights and Awareness: Tulshi Kumar Das and Hasan Zakirul (2006) reveal the different aspects of human rights condition of the tea garden workers, focusing on some significant issues of social, economic, political and cultural life of those people. This research was conducted in eight randomly selected tea gardens of Sylhet Sadar and Jaintapur upazila of Sylhet district.

The research has found that the condition of the workers' houses is dilapidated with lack of sanitation, lack of sufficient source of pure drinking water and very low wage of labour. Most of the houses are small in size, living more people than their accommodation capacity and therefore lacking privacy of the family members. Majority people do not have any idea about their basic rights, tolerating everything that may be termed as violation of human rights. Child labour is very common. The workers of the tea gardens are poor; therefore children are forced to work in order to support the family financially.

The respondents usually vote during the poll, but they do not have any idea about good governance. People are less concerned about politics and political parties of Bangladesh. Even they are not equally treated by the mainstream society. They are treated as outsiders and untouchable by the mainstream people.

Socio-Economic Condition: Majumder and Roy (2012) carried out a study in 10 tea gardens of Sreemangal area of Moulavibazar to explore socio-economic conditions of tea plantation workers in Bangladesh. This research shows that wages of workers are very low. A permanent worker gets fringe benefit like a house including water and sanitation, schooling facilities for the children, health care facilities and cultivable land from the garden authorities.

Educational status of the respondents has been found frustrating in the tea gardens in Sreemongal. Around 60 per cent of respondents are illiterate; On the other hand, below one per cent have completed above secondary level of education. It is a matter of concern that the literacy rate of females is lower than the male. Adolescent girls are often asked to look after their younger brothers and sisters.

Tea plucking is a difficult, hazardous work. Workers are on their feet for hours, carrying tea-collecting baskets on their backs; back problems are therefore common. They are the most economically deprived and therefore the most vulnerable to disease and ill health. Malnutrition resulting from insufficient and low-quality food is widespread. Temporary and seasonal workers are paid on daily basis, in particular, are paid at a piece rate, with a fixed price per kilogram of green leaf picked. As a result, casual workers income varies according to factors such as skill, working hours, health, strength and high and low season.

All these factors make it difficult to measure average wage levels and whether they are “living wages”. The study has also found that all of the households of the tea plantation workers have more than one or two earning members. This happens because the tea industry management by agreement provides work to at least one child of their permanent workers.

Living condition is also found appalling. They live in dilapidated houses which are inherited from their parents. Employers are supposed to repair and renovate the tea workers' which are traditionally called 'labour lines', but are rarely done by the management.

They have also lost their original languages in most part, culture, history, education, knowledge and unity. In the labour lines of a tea estate, they seem to be living in islands -- isolated from the majority Bengali community who sometimes treat them as untouchables.

Philip Gain et al. (2009) elaborately discussed the tea industry of Bangladesh, economic and social status of the tea plantation workers, their deprivation, role of trade union and related laws and provisions regarding tea labourers. This book reveals that the wage and other fringe benefits of the tea garden labourers of Bangladesh are much lower than their counterparts of Indian state of Assam.

Literacy and Out-of-School Children: BRAC (2005), a development agency of Bangladesh, carried out an extensive comparative research on 'Out-of-School Children in tea gardens and ethnic minority communities' of Bangladesh. The study shows that out of school children in tea garden areas are very high compare to the plain land Bangalee community and also other ethnic minorities of the country. The proportion of out-of-school children was 40 per cent in the tea gardens. In some tea gardens, over 90 per cent of the children were out of school. Owing to poverty, parents were not able to send their older children to schools. To many of them, 12-13 years age is the right time to learn work for income. This practice has two benefits – bringing money for household feeding and improving skills of the children in income earning activities.

The literacy rate of the population aged 7 years and above was 33 per cent. Adult literacy rate were 33.6 per cent at the time of study (2005). The study finds out following reasons of dropout and non-schooling of children:

1. Poor parents are unable to meet the expenses of the schools
2. Children need to work outside home by age 10 years

3. The first generation learners do not get adequate assistance in schools or at home
4. Teaching-learning process does not attract some students
5. School language is different than home language, students face difficulty with Bangla.
6. Girls are involved in cooking and taking care of the younger siblings at home
7. Boys start drinking alcohol at early age, which hampers schooling and ultimately causes dropout.

There is a significant historical and geo-topographic relationship between the tea plantation of Assam and the greater Sylhet region of Bangladesh. A plenty of research has been done on the life of the workers of tea gardens of Assam state of India. About 27 percent of the world's tea is produced in India and it is the second largest producer after China. India is also the world's largest consumer of tea. About 22 per cent of the world's tea consumption is in India. Tea plantations are predominantly located in North-Eastern States of India, particularly Assam and Southern States. Assam produces 51 per cent of tea produced in India and about one sixth of the global tea production (UNICEF, India, 2012). In Assam, tea is grown both in the Brahmaputra and Barak Valley. Tea garden is one of the leading industries in Assam.

Sharma (2013) carried out a study in the Lohpohia tea estate of Jorhat district of Assam and has found that the tea community are highly deprived in all aspects of socio-economic and political life. He mentions that the daily wage of labourers, both male and female, is 66.50 Indian Rupee per person. Most of the households are living below the poverty line. But, the number of illiterates decreases as the habit of present generation going to schools increases.

Devi (2014) examines the socio-economic status of the tea garden women workers of four tea estates of Sonitpur District, Assam. The major findings reveal that there are various problems faced by the tea garden women workers. Most of the women are illiterate (72.25 per cent) and the majority of the respondents have their average monthly income of Rs. 5000 and below and 63 per cent of them have pacca type house facility. But, positive thing is that 87 per cent of women working in the tea garden have the nuclear type of family. It

is interesting that small/nuclear family trend is also accepted by the tea garden workers. It indicates the social change and awareness of the workers.

Pradip Kurmi (2013) carried out a research on the educational status of the children in tea garden areas in Derby tea estate of Assam. He found that mother's education, family size, household income and gender of child have significant influence on educational attainment of children of tea garden workers.

Saikia and Misra et. al. (2013) analyses the living conditions of the tea garden labourers of a tea estate in Assam and compares the wage structure of unskilled and skilled labours. A primary survey was conducted on 80 labourers of the Sarusarai Tea Garden of Jorhat District of Assam, male and female, unskilled and skilled. The study reveals that the condition of the tea garden workers is very pathetic although they avail of the facilities from the garden authority. Only 27 per cent of the total population is employed in the tea garden as permanent and casual workers. The workers engaged in manual jobs are female and are mostly unskilled. Payment is on 12-day basis where daily wage is Rs.90.50/- irrespective of gender. The rate of school drop-out is high due to poverty, although general enrolment ratio (GER) is high. The medical facilities provided to them are also not satisfactory. Although land is provided to the labourers the size of holdings is very small. They enjoy Public Distribution System (PDS) facilities from both the management and Government side but have to compromise the quality of the food items. The permanent workers of the garden receive PDS for the whole family but the casual labours receive for him/her only.

With the above background, the present study is intended to focus on poverty level and living standard of the tea garden workers and to ascertain the extent to which they are living below the poverty line or in relative poverty. It attempts also to make a comparison between the poverty level of mainstream Bengali population and tea garden workers. For this, a questionnaire based survey method was adopted on randomly selected workers to assess their poverty and livelihood.

Chapter Three

Case Study of Khan Tea Estate

3.1 Tea Gardens of Bangladesh:

At present, the total number of tea estates in Bangladesh is 166 and the total number of tea factories is 114. Small growers/holders are 746. Total allotted land 116,219 hectares while tea plantation in 58,719 hectares in 2013 (BTB, 2015). The country produced 66.26 million Kg. of tea yielding 1320 kg/ha, consumed about 64.00 million Kg. (400 grams/per head) in 2013. A total of 133,000 labourers are engaged in the tea industry and about 665,000 people are depending on the industry. Tea cultivation is expanding around 500 to 600 hectares of land in every year.

3.2 Case Study Area:

In this case study, Khan Tea Estate of Jaintiapur Upazila in Sylhet District has been selected for the research area. There are 20 tea gardens in Sylhet District. Malnichera is the oldest tea garden the district. A list of tea gardens of Sylhet district is given below:

Table 3.1: List of Tea Estates in Sylhet District

Sl. No.	Name of tea estates	Upazila
1	Alibahar	Sylhet Sadar
2	Burjan	ditto
3	Dadnagar	„
4	Dalia	„
5	Khadim	„
6	Lackatoora	„
7	Malnichera	„
8	Star	„
9	Afifanagar	Jaintiapur
10	Habibnagar	„
11	Khan	„
12	Lalakhali	„
13	Megaloy	„
14	Sreepore	„
15	Dallucherra	Fenchuganj
16	Monipur	„
17	Moomincherra	„
18	Fatehpur	Goainghat
19	Jafflong	„
20	Loobacherra	Kanaighat

Source: Statistics on Bangladesh Tea Industry-2015 Report.

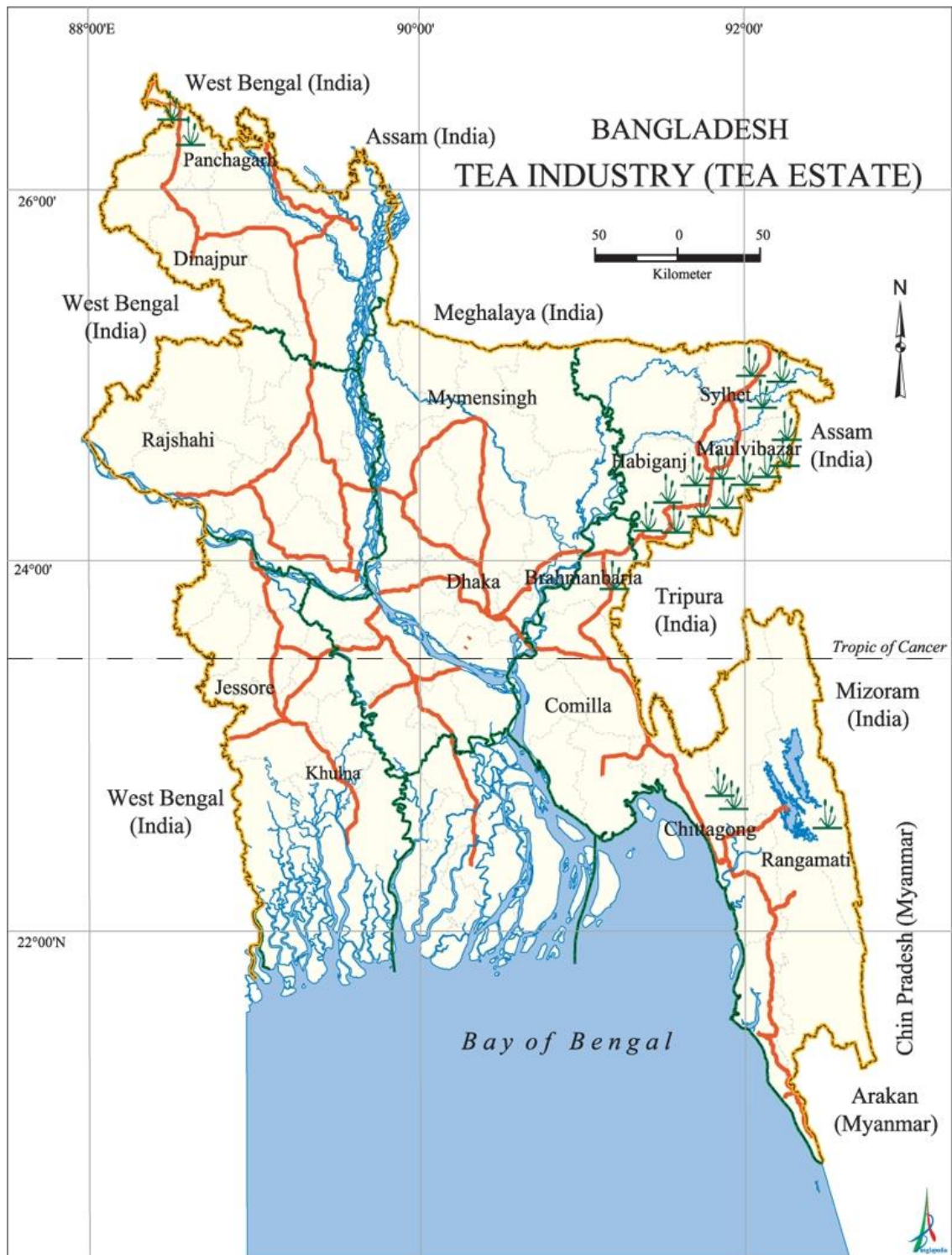


Figure 3.1: Tea-Producing Districts of Bangladesh (marked by green plants)

3.3 Findings and Analysis

3.3.1 Location:

Khan Tea Estate is a private-owned tea garden. The owner of the tea estate is M. Ahmed Tea and Lands Company Limited. The garden is about 17 kilometres east from Sylhet divisional town and situated beside the Sylhet-Tamabil Highway. It is about 20 km from Jaintiapur Upazilla headquarters. It is a garden of North-Sylhet valley. Though it is situated in a rural area, there are some important infrastructures around the garden. Nearby important establishments are Haripur Gas Field, Habib Nagar Tea Garden and Chiknagul Bazar. All this are within the one kilometre of Khan Tea Estate. Panichhora and Patnipara are the two adjacent villages of the garden. It is under the Chiknagul Union of Jaintiapur Upazila.

3.3.2 Tea Gardens in Jaintiapur Upazila:

There are six tea gardens in Jaintiapur Upazila under North Sylhet tea valley. The list of the gardens is shown below.

Table 3.2: Tea Gardens in Jaintiapur Upazila

Sl. No.	Name of Tea Estates	Post office	Owner/Company
1	Afifanagar	Jaintiapur	M. Ahmed Tea and Lands Company Limited
2	Habibnagar	Chiknagool	M. Ahmed Tea and Lands Co. Ltd.
3	Khan	Chiknagool	M. Ahmed Tea and Lands Co. Ltd.
4	Lalakhali	Jaintiapur	M. Ahmed Tea and Lands Co. Ltd.
5	Megaloy	Darbasto	M/S Khudeja Bohumukhi Farm Limited
6	Sreepore	Jaintiapur	Mr. Imran Ahmed Proprietor, Sreepore Tea Estate

Source: Statistics on Bangladesh Tea Industry-2015, Project Development Unit

3.3.3 Khan Tea Estate:

Khan Tea Estate is an 'A' category garden. The production of 'A' category garden is 180,000 kg. of tea or more per annum, based on average production of the preceding three years (Annexure-3). The garden produced 345,000 kg. of tea in 2012 and 412,000 kg. in 2014.

3.3.3.1 History of the Garden: Khan Tea Estate is one of the oldest tea gardens in the Sylhet North valley. The tea garden has one and a quarter century old history. British Duncan Brothers started the plantation in the estate in 1890. At the beginning, the name of the tea garden was 'Chiknagul Tea Estate'. At the 1930s, the ownership of the estate was transferred to Marwari businessmen named Gangadhar Tushnial and Muralidhar Tushnial. After the partition of Indian sub-continent in 1947 into Pakistan and India, the ownership was again altered. Ata Mohammed Khan, a Pakistani businessman, took over the management of the estate. He ran the business till July 1971.

During the War of Liberation of Bangladesh, the garden was left abandoned for few months. The owner left Bangladesh at that time. After the independence of Bangladesh, the government of the newly independent country nationalised the tea industry due to the lack of proper entrepreneurship. From 06 January 1972 to December 1974, the management of the Khan Tea Estate was run by the state-owned Bangladesh Tea Industry Management Corporation (BTIMC). BTIMC again shares its management with Sam Enterprise from January 1975 to December 1977.

In 1977, government decided to privatise the tea industry of the country. Khan Tea Estate was auctioned. A business magnet from Moulvibazar, Abdul Motin Crorie, won the tender to buy the garden. His business organization, Sam Enterprise, was in management of the estate from 1978 to 1993. The ownership was again changed to present management, M. Ahmed Tea and Land Company Limited, in June 1993. A local business magnet, Safwan Chowdhury, is the managing director of this company. The company signed land lease deed in June 2013 for 40 years.



Picture 3.1: A view of Khan Tea Estate

3.3.3.2 Land Use and Infrastructure: The garden has an area of 638.72 hectares land. Of this land, 300 hectares is under tea cultivation. Paddy land inside the garden is 90 hectares and area under rubber plantation is 66 hectares. There are also a significant area of the garden is under the natural forest and grass land.

Table 3.3: A Summary of Land Use in Khan Tea Estate

Sl no.	Use of land	Hectares
1.	Tea Cultivation	300.01
2.	Factory/Office/Godown/Bungalow/Staff Qrts/Labour Housing/Dispensary etc	21.89
3.	Paddy Land	90.28
4.	Roads/Tanks/Drainage/Ditch/Ponds	17.31
4.	Area lying fallow for replanting/replacement	8.10
5.	Area available and/or proposed for future extension	23.37
6.	Rubber Plantation	66.04
7.	Grazing Land	1.00
8.	Area under planted forest/Sun grass/Bamboo etc.	52.21
9.	Jheel/Marshes/Low lying area	58.51
	Total	638.72

Source: Tea garden authority, 2015 (Office Records)

Land use for tea cultivation in Khan Tea Estate is 47 per cent, which is slightly less than national average of 51.52 per cent of lease area. Ten per cent of the land is being used for rubber cultivation. Fourteen per cent of land is paddy field. Eight per cent of the estate area is covered by forest and Nine per cent have marshes and low-lying area. The land occupied by forest and marshes has made the garden an ecologically and environmentally balanced one.

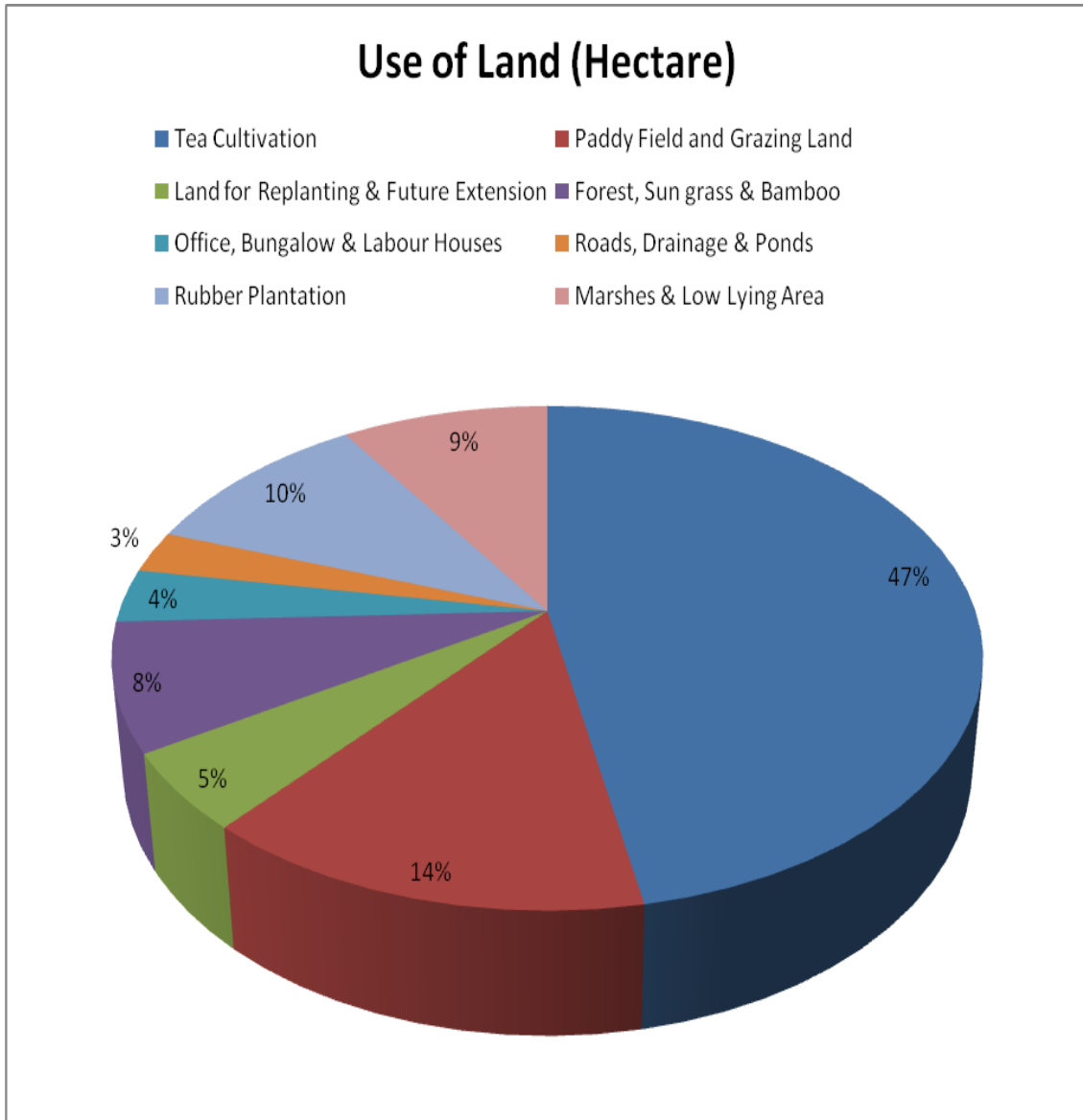


Figure 3.2: Land Use of Khan Tea Estate



Picture 3.2: A marshland (jheel) inside the garden

(i) Area under Agriculture and Forest: A good proportion of land of the tea garden is also used for agriculture, other than tea. The present tea estate has 269.71 hectares of land under agricultural use and natural forest. A summary is given in the following box:

Box 3.1: Area under rubber cultivation, forest and paddy land

(1) Rubber	66.04 hectares
(2) Forest	
Bamboo	4.73
Planted forest	6.00
Natural forest	61.18
(3) Sun grass and other shrubs	41.48
(4) Paddy Land	90.28
Total	269.71



Picture 3.3: Natural forest inside the garden: remote ‘Bagher khal’ section of Khan Tea Estate

(ii) Non-agricultural Use of Land: Sixty nine hectares of land are in non-agricultural use. Roads inside the garden are kutchra. Only tractors can ply on the sectional and main roads for carrying tea leaves. Fallow lands are used for expansion of tea cultivation.

Box 3.2: Non-agricultural Use of Land

Fallow land	15.43 hectares
Stream/Drainage/Ditch/Pond	16.51
Mosjid/Mandir	0.13
Grave Yard/Crematorium	1.00
Labour line/Staff quarter	20.16
Factory/Bungalow/Office	3.00
School/Hospital/Dispensary	0.73
Roads (including sectional roads)	12.04
Total	69.00

(iii) Tea Cultivation and Tea Bushes: The tea plantation has tea bushes of different ages. Area under immature tea is 28.58 hectares and the area covered by young tea, mature tea and old tea is 266.43 hectares of land. Area under seed and clone nurseries is 5.00 hectares in the garden. The average number of plants per hectare in the plantation area of the estate is 17,932.

Table 3.4: Age of Tea Bushes in Khan Tea Estate

Type of tea bushes	Age of tea bushes	Quantity of land (hectares)
Seed/Clone Nurseries		5.00
Immature Tea	Under 5 years	28.58
Young Tea	5-10 years	33.09
Mature tea	11-40 years	93.25
Old Tea	More than 60 years old	140.09

Source: Annual Statistical Return, 2014

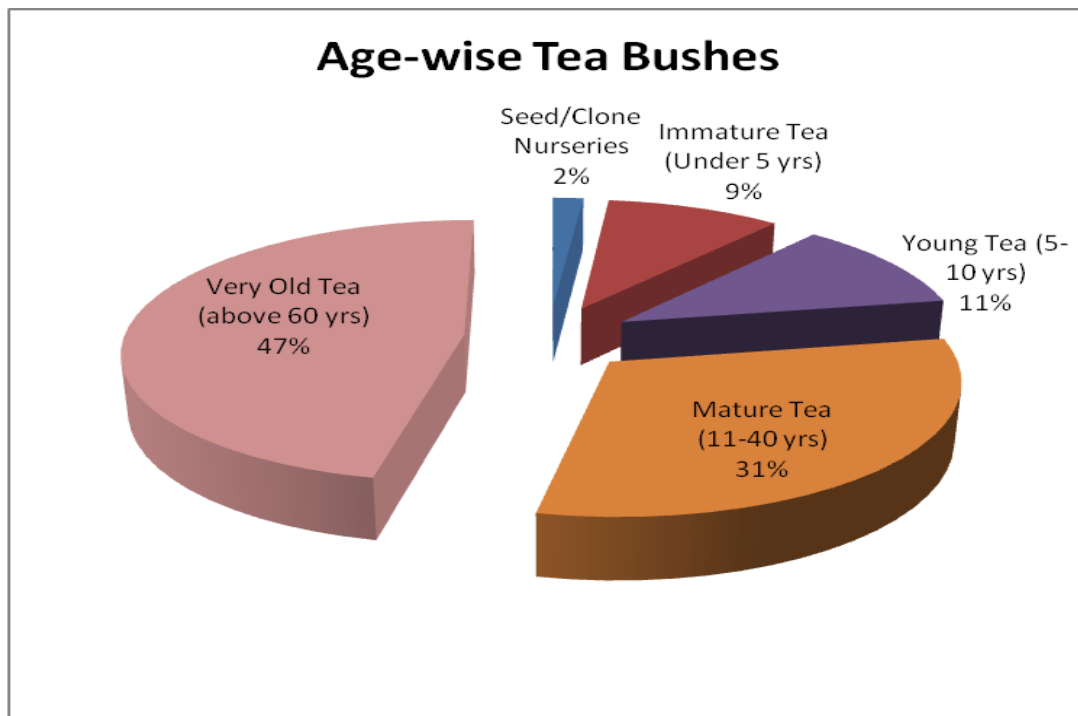


Figure 3.3: Age-wise tea bushes



Picture 3.4: Mature tea bushes of the garden with shade tree

(iv) **A Cottage Industry inside the Garden:** Two brothers run a small cottage industry inside the estate which makes different kinds of iron-made products like chopper, axe, knife etc. It supplies iron-made equipment for cutting bush, clearing jungles and other accessories for the garden. The garden workers and nearby villagers buy iron-made accessories from the cottage industry. It also makes other equipment for household use of garden people.



Picture 3.5: A Small Cottage Industry inside the Garden.

3.3.3.3 Population and Labour Force:

Total population of the tea garden is one thousand 9 hundred and 68 persons. Total dependent population in the garden is 1183. Total number of workers is 760.

Table 3.5: Population of the Tea Estate

Category of Population	Number of Population
Male	432
Female	531
Adolescent	398
Children	607
Total	1968

Source: Annual Statistical Return of the Tea Estate, 2014

A total of 520 people are permanent workers and 240 temporary workers. Out of 520 permanent workers, 241 are female, 193 are male and 86 are adolescent workers. There is no discrimination between male and female in employing them. The number of female workers is always higher than that of male workers. Out of 240 casual workers, 130 are female and 110 are male. Five persons resident in the tea estate are retired or medically unfit for work in 2014.

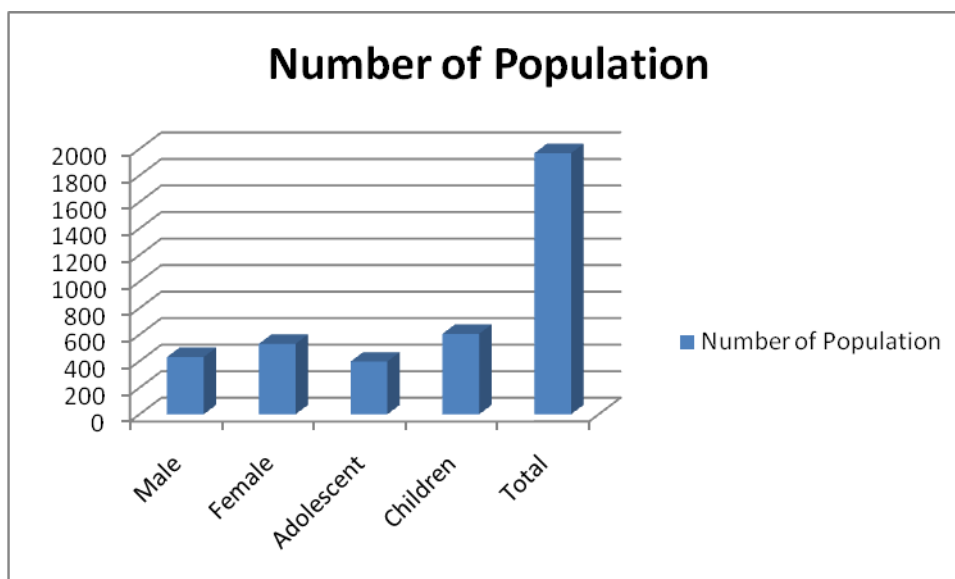


Figure 3.4: Population of the garden

The garden has a manager and an assistant manager, 4 medical staff, 11 clerical staff and 16 artisan staff. An MBBS doctor visits the garden twice a week to treat the sick persons.

According to statistics given by the management, the average number of workers employed daily is 472. Number of workers estimated as actually required by the estate at the highest of the season is 740. Pick harvesting season is from June to September in the tea garden.

Table 3.6: Workers in the Garden

Labourers	Male	Female	Adolescent	Total
Permanent	193	241	86	520
Casual	110	130		240
Total	303	371	86	760

Source: Annual Statistical Return of the Tea Estate, 2014

Other works in the garden are clearing Jungle, earth work, raising seedlings, planting and constant care of young plants, weeding, and protection of plants from attack of pests, planting shade trees, watering, pruning and picking tea leaf. All these works are performed by the tea plantation workers.

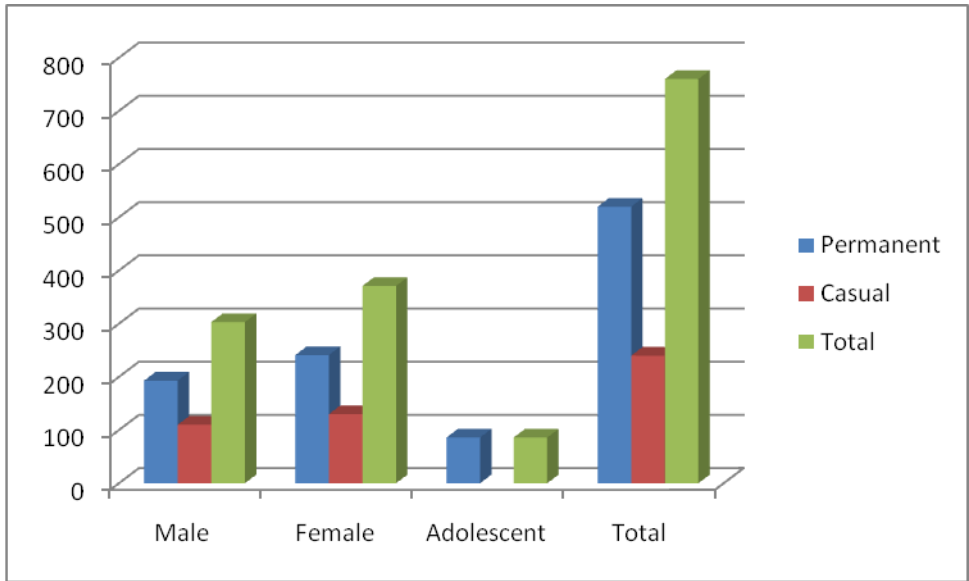


Figure 3.5: Category of labours in the garden



Picture 3.6: A female worker in the garden while plucking tea leaf

3.3.3.4 Demography and Castes:

(i) **Age Group:** It is found that out of total respondents, the age group of 20-25 years and 26-45 years are 21 per cent and 53 per cent respectively. While 9 per cent and 17 per cent are the age group of 15-19 years and over 46 years respectively. Therefore, it is clear from the collected data that the majority of the tea garden workers are in the age group of 26 to 45 years.

Table 3.7: Age of workers

Age Group of Workers	Respondents (%)
15-19 yrs	9
20-25 yrs	21
26-45 yrs	53
46+ yrs	17
Total	100

Source: Interview with the workers (July 2015)

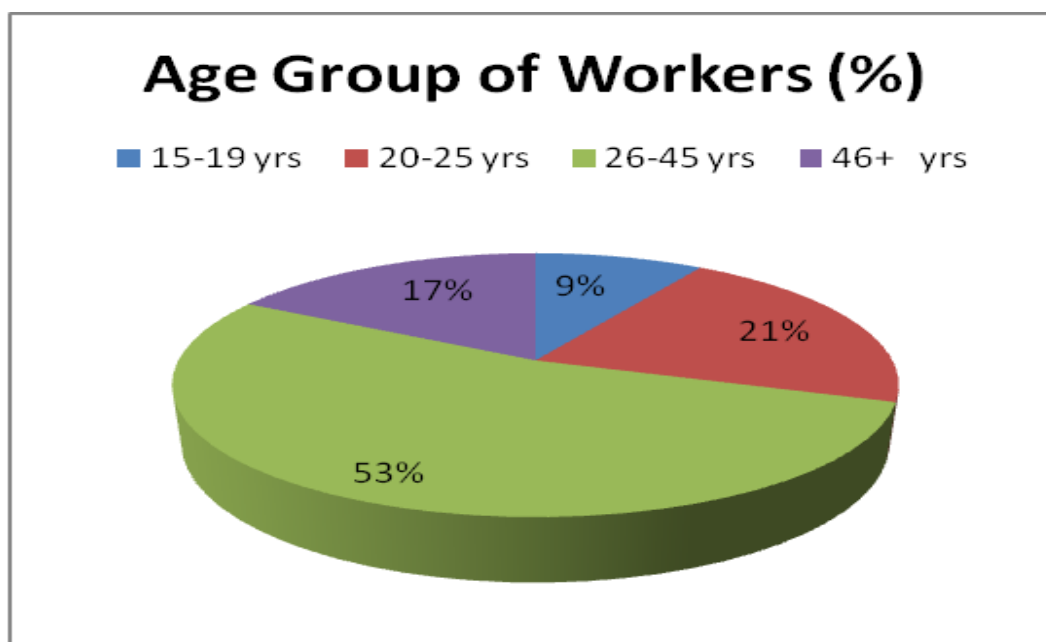


Figure 3.6: Age group of the workers

(ii) **Family Size:** It is seen that 57 per cent of the respondents in the garden have their family members from 4-6 persons. About 25 per cent respondents have small families consisting of 1-3 members. It is surprising that small family trend is increasing among the

tea garden workers. It is observed that a person who lived in a big family starts living separately after marriage. Therefore, about one-fourth of the families are small in size consisting of 1-3 members. They also have become aware about the benefit of small family. About 18 per cent of the respondents live in big families consisting of 7-9 members. The research also has found that 6 persons have no other member in their family. Another six respondents have 2-member family. All of them are newly married. Thus, it could be concluded that majority of the respondents have their family members from 4-6 in the tea garden.

Table 3.8: Family Size of Tea Workers

Family Size (Persons)	Number of respondents
1-3 member	25
4-6 member	57
7-9 member	18

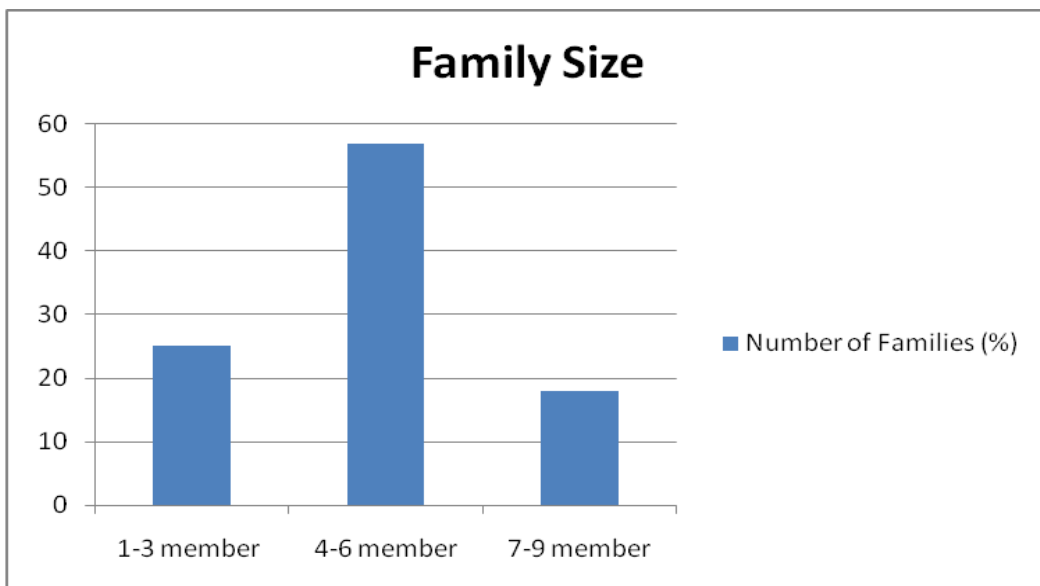


Figure 3.7: Family size of the tea garden workers

(iii) Children and Dependents: Among the respondents, 21 have four children and 19 have two children each; while the 18 have three and 14 family has one child. About 11 per cent of the families have 5 children and another 11 per cent have no children. 5 per cent of the families have six children while more than one percent has seven children. In most cases, school-going children are dependent on the family. In few cases, adolescent girls are neither working nor going to school due to helping their family in the household work.

Table 3.9: Children in the Family

Number of Children in a Family	Number of Family (%)
No Children	11
One	14
Two	19
Three	18
Four	21
Five	11
Six	5
Seven	1

Source: Field Survey and Interview, 2015

Ninety per cent of the respondents have two or more earning members in the family. Only 10 per cent of the workers are the sole earner of the family. Almost all of the family members are working in the tea garden. Only 7 per cent of the respondents have mentioned that one of their family members is working outside the tea garden. They are working in government and private organisations, NGOs, small businesses and also self-employed like hair-cutting, small shops etc.

It is found that the all of tea garden workers inherited their occupation from their parents. It is mandatory for the tea garden authority to employ at least one of the sons/daughters of a worker in the particular garden by agreement. The tea garden authority has employed all of the sons/daughters of a worker in the tea garden if he/she is willing to work in the garden. Therefore, it is seen that there is no unemployment among the families of the tea workers. Out of 520 permanent workers, there are 86 adolescents (13-19 years old).

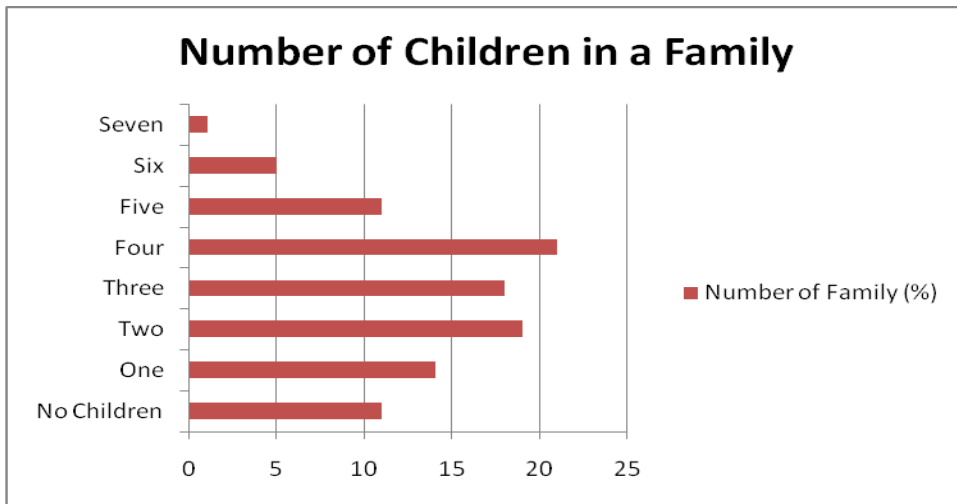


Figure 3.8: Number of children in a family

(iv) Caste of the Workers: There are more than 15 castes among the tea workers including Bengali workers. The castes are: Baraik, Bauri, Urang, Kormoker, Bunargy, Gatuar, Mridha, Saontal, Munda, Tanti, Sheel, Kurmi, Gual, Nayek, Pal, Das etc. The largest caste in the garden is 'Baraik'. They represent 27 per cent of the total workers in the Khan Tea Estate. The second largest group is Bauri who represents 10 per cent of the workers. Urang and Kormoker are the third dominant groups. Both castes have 9 per cent of the workers. Bunargy consists of 6 per cent workers and Gatuar represents 5 per cent of workers. Kurmi and Mridha represent 4 per cent each, while other castes represent less than 4 per cent. Bengali represents 10 per cent of the total workers in the tea garden. Other than Bengalis all castes believe in indigenous Hindu religion.

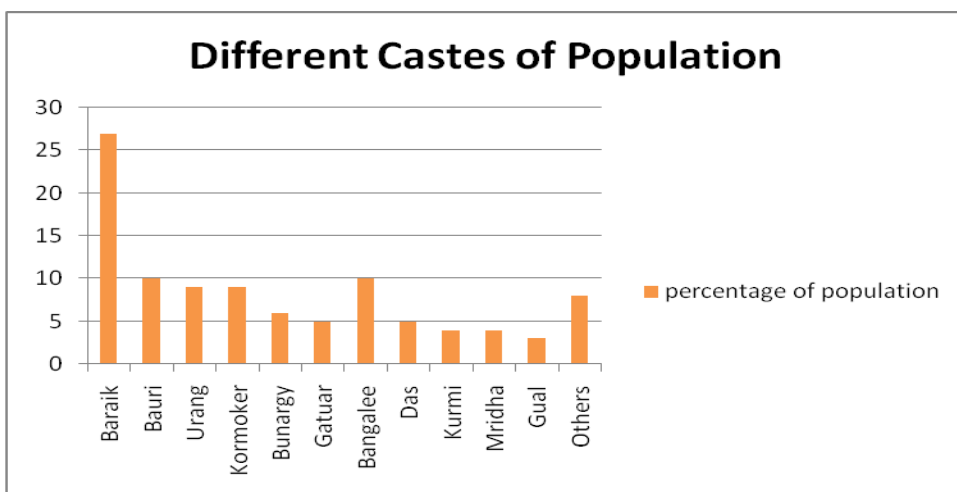


Figure 3.9: Castes in the garden

Table 3.10: Different castes in the Khan Tea Estate

Sl No	Name of Different Castes	Respondents
1	Baraik	27
2	Bauri	10
3	Urang	9
4	Kormoker	9
5	Bunargy	6
6	Gatuar	5
7	Bangalee	10
8	Das	5
9	Kurmi	4
10	Mridha	4
11	Gual	3
12	Others	8
	Total	100

Source: Field Survey 2015

3.3.3.5 Living Condition and Housing Facilities:

(i) House Type: 18 per cent of the labourers have their pucca type of housing facilities while 74 per cent live in kutcha houses made with mud wall and tin (CI sheet) ceiling. Another 8 per cent have houses made with bamboo and sun grass. The permanent workers have their own quarters allotted by the owner of the tea garden. Most of the casual workers have their houses made with bamboo and sun grass. The authority bears the cost of making house. Repair and maintenance of the labour houses is also done by the authority. There are carpenters and mistries for repairing and maintenance of the houses. All houses have yard.

Sixty eight per cent of the respondents have mentioned that the accommodation provided by the authority is sufficient for their family. But 32 per cent have stated that the house is not sufficient for living. They need larger house for healthy living. Some of them pointed out that if a guest comes to their home, they cannot offer to stay with them over night for the tiny living house. Some of the workers have extended their house with their own cost.

Table 3.11: House Type

Sl. No	House Type	% of Houses
1	Pucca	18
2	Kutcha (Mud wall & CI sheet roof)	74
3	Bamboo and sun grass	8

Source: Field Survey 2015



Picture 3.7: A tea worker of 'Saontal' small ethnic community with two children in front of her house

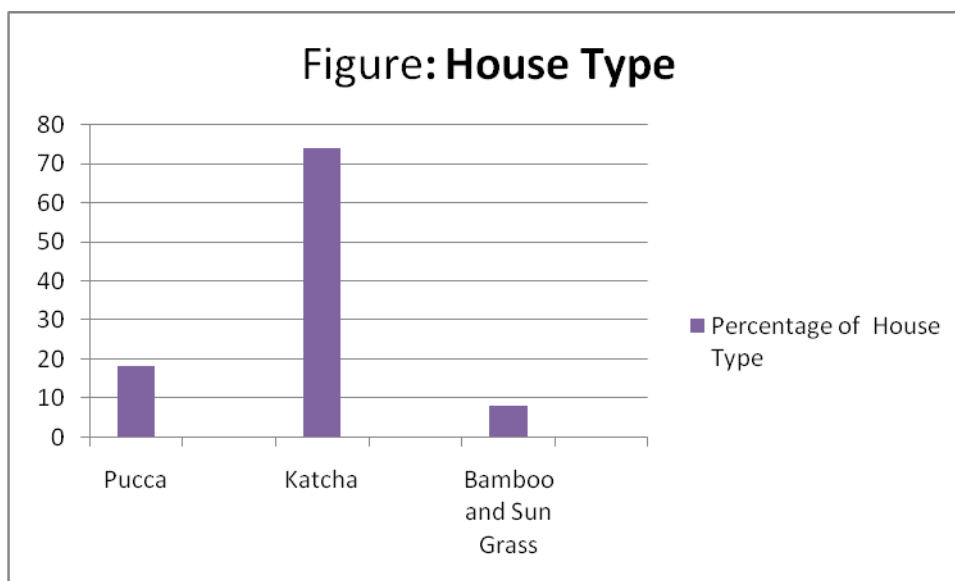


Figure 3.10: House type of the workers

Table 3.12: Total Houses of the Estate

Types of Houses	Managerial Bungalow	Staff Quarters	Labour Houses	Total
Pucca	3	14	43	60
Semi-pucca	-	-	227	227
Kutchha	-	-	67	67
Total	3	14	337	354

Source: Garden Authority, 2015

(ii) Sanitation and Toilet Facilities: The most striking situation in the living condition of workers is that about one-third of the household have not any toilet in their labour quarters. 31 per cent of the respondents have mentioned that they have no toilet at all. About 69 per cent respondents have toilet at their home of whom 21 per cent have sanitary toilets and the rest of them use kutchha/ordinary type of toilet. These toilets are direct pit toilets (without water seals) connected to open pits. The superstructure is mostly made of tin walls and roof. The ordinary toilets are often too cramped to allow individuals to use the toilets comfortably. It is found that open defecation is a frequent phenomenon among the tea garden workers. This practice has serious adverse affect on their health and environment as well. This demonstrates the lack of awareness of the workers about hygiene and healthy life.

Table 3.13: Sanitation facilities

Sl. no	Category	Household (%)
1	Sanitary	21
2	Ordinary	48
3	No Toilet	31

Source: Field Survey 2015

Seventeen per cent of the respondents set up toilets at their own cost. About 38 per cent have got assistance from the authority and 45 per cent mentioned that they did not get any assistance from the authority to set up toilet. An NGO named WASH also helps to provide sanitary latrines to the families.

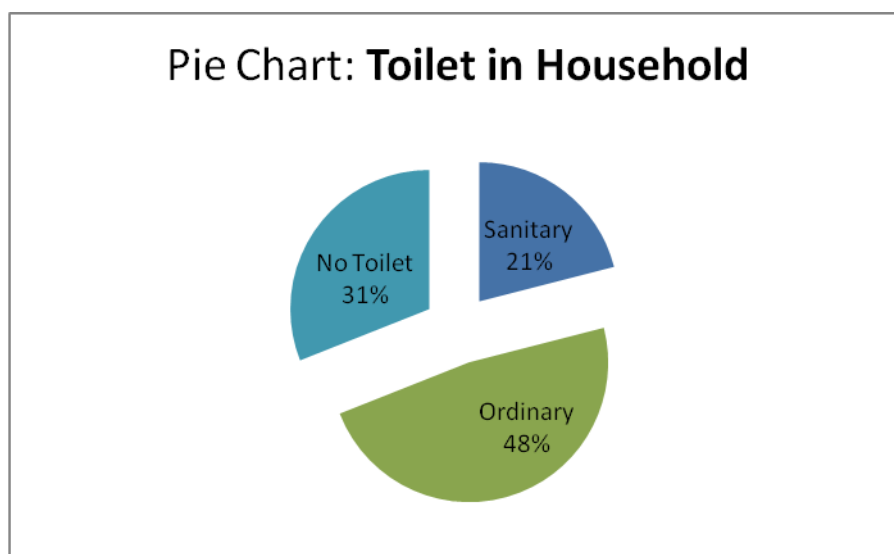


Figure 3.11: Sanitation facilities of the garden

(iii) Drinking Water: Almost all of the respondents have mentioned that they have access to tube-well for drinking water. All of the labour lines have more than two tube-wells with 4 to 5 families sharing a tube-well. These tube-wells are provided by the government agencies. But the workers expressed dissatisfaction over sharing the tube-well with more than two families.

(iv) Electricity and Gas: The garden has electricity access inside it. Most of the houses have electricity access. Sixty per cent of the houses have electricity connection provided by the government agencies. Every household has to pay for the electricity use that has connection. About two per cent of households are using electricity from solar panel. Thirty eight per cent of households in the labour lines of the garden have no electricity connection. Some respondents mention that they are not taking connection because they are afraid that their young kids may be electrocuted as they work outside home for a long time. This illustrates their lack of awareness about the benefits of electricity and also lack of knowledge about the use of electricity. Some of them mention that they are not taking the electricity connection due to poverty.

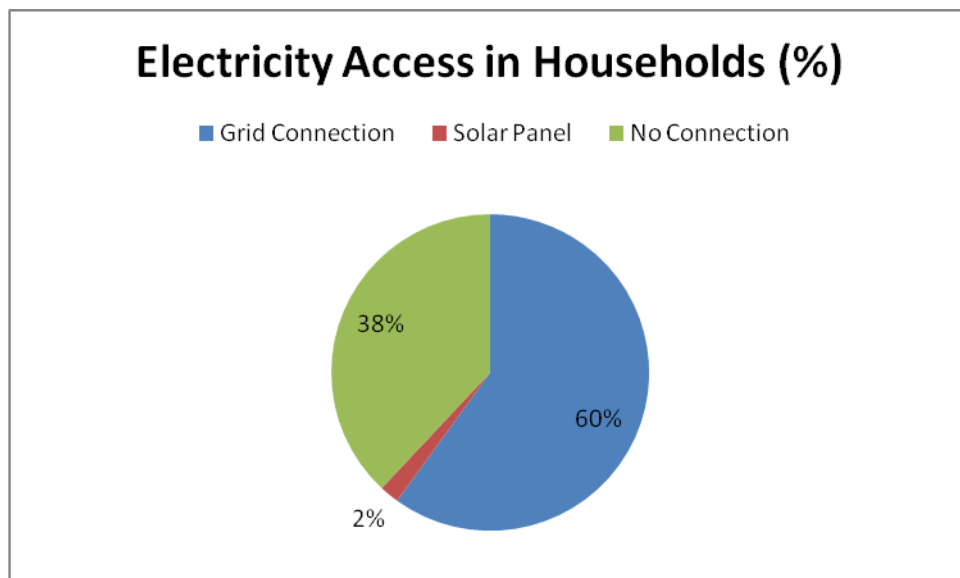


Figure 3.12: Electricity access of workers

Though, the garden has gas connection, only the factory and managerial staff use gas in their houses. Thus, they mention that they cannot afford the cost of getting energy. Total electricity connection in the household is 62 per cent, which is far less than national level of 76 per cent (Power Division, 2015).

(v) Fuel for Cooking: The respondents use firewood and other organic matters for cooking. They collect wood, bamboo, thatch, sun grass etc. from the forest inside the garden. Free firewood collection is not prohibited by the authority. This kind of firewood collection causes natural and environmental degradation. Thus, natural forest of the garden

has been reduced over the years. They also use shade trees for cooking when these are broken down naturally. Sometimes tea workers cut the trees from the forest and sell it to the nearby market for a bit extra earning. Tea workers use fire wood from the forest at a cost of environmental damage. But they have no other alternative source of fuel for cooking. Though there is a gas connection inside the garden for manager and other staff, it is not extended to the workers.



Picture 3.8: A worker house inside the Estate

3.3.3.6 Literacy and Education Facilities

(i) Education Level of the Workers: The research has found that the literacy rate among the workers is slightly less than the national rate. Sixty one per cent of tea plantation workers are literate while the national literacy rate is about 65 percent. Out of 61 percent literate workers, only 12 percent have studied in secondary schools, 23 per cent completed primary education and 26 percent workers have rudimentary literacy. They can only give signature and read some alphabet and numbers.

Among the workers, 39 percent are illiterate. Literacy rate of female workers is far less than their male counterparts. Among the illiterate workers, 65 per cent are female and 35 per cent are male. But in recent days both male and female literacy rate is increasing.

Table 3.14: Education Level of Workers

SI No	Education Level	Respondents (%)
1	Illiterate	39
2	Only literate	26
3	Primary	23
4	Secondary	12

Source: Field Survey 2015

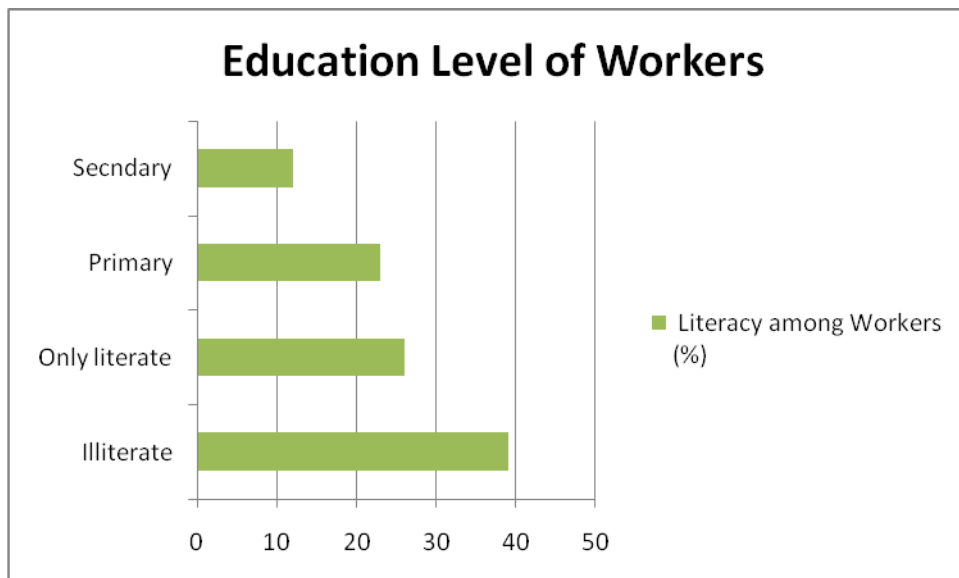


Figure 3.13: Literacy level of workers

Table 3.15: Comparison between Male and Female Literacy

Category	Male (%)	Female (%)
Illiterate	35	65
Only literate	48	52
Primary	50	50
Secondary	72.5	37.5

Source: Field Survey 2015

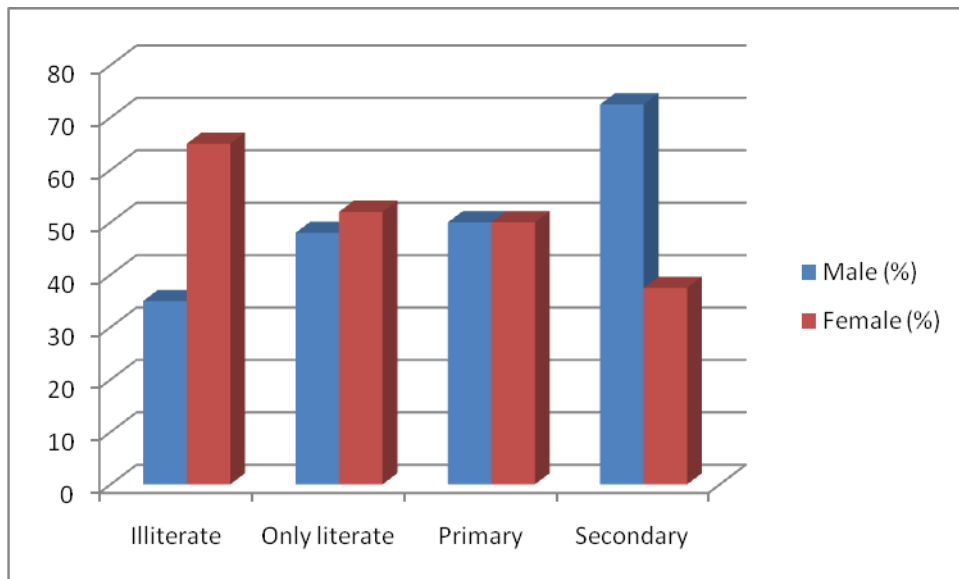


Figure 3.14: Comparison of male and female literacy

(ii) Children Enrolment and Education Facilities: Generally, the workers have on average 1-4 school-going children in the families. Maximum families have two school-going children. Children in the tea garden have a good enrolment level. In the survey, it is found that 100 per cent children are going to school. This is perhaps because there are both primary and secondary schools inside the garden. NGOs are also playing important role for enhancing the enrolment of the children. An NGO named 'Friends in Village Development, Bangladesh (FIVDB)' and BRAC provide education to the children apart from government primary school.

(iii) Primary Education: There is a government primary school adjacent to the estate. The name of the primary school is Shahjalal Government Primary School. The catchment area of this school covers Panichhora and Patnipara village, Haripur gas field, Habib Nagar tea estate and Khan Tea Estate. Maximum students of this school come from Khan Tea Estate.



Picture 3.9: Government Primary School inside the Khan Tea Estate

Box 3.3: BRAC's role in educating children in the Khan Tea Estate

BRAC is playing a very significant role in educating the children of the tea workers of the Khan Tea Estate. It is providing education facilities for the children from nursery to class five. There are almost nine schools inside the garden run by BRAC at the time of survey. There are two schools for class five. Three schools for class four. One school for class two and class one each. The schools provide books, pens and notebooks for the students. A preparatory school is also run by the BRAC. Rita Devi Nath, a teacher of BRAC school in the garden who is studying BA at Sylhet Government College told that she teaches 22 students of class four. Of them, 12 are girls and 10 are boys. When the researcher asked 'What is your name?' in English to a young student of class four, she fluently gave the answer 'My name is Golapi Baraik'.

Enrolment and graduating from lower class to upper class is almost 100 percent at the schools. BRAC's effort is notable for achieving the national and MDG target of 100 per cent enrolment in primary level among the tea garden children. An earlier research found that enrolment rate in tea gardens was much lower than the national level (BRAC Research Report, 2005). This case study has found that enrolment in primary education is more than 95 percent among the children of tea workers.



Picture 3.10: A BRAC school inside the garden

(iv) Secondary Education: There is a secondary school inside the estate. The name of the school is M. Ahmed Public High School. The school was established by the garden authority in 1993. The school is run by the M. Ahmed Tea and Lands Company Limited. The salary of 12 teachers of the school is paid by the owner of the tea estate. The authority spent almost taka 10 lakh per year for payment of salary and other expenses of the school. Though the tea estate is an agro-based industry, it is doing some CSR activities like running the school from the company fund. About 500 students are getting secondary level education from the school. The Headmaster of the school Mr. Ramesh Chandra Aditya has informed that 80 per cent to 90 per cent of the students who are from Khan Tea Estate are try to continue their study in the college after passing SSC. Female students of the school who are from the tea estate pay half of the monthly school fees.



Picture 3.11: M. Ahmed High School run by the garden authority

Table 3.16: Students from Khan Tea Estate at M. Ahmed Public High School in 2014

Class	Boys	Girls	Total	Students From Khan Tea estate
Six	43	52	95	4
Seven	69	56	125	31
Eight	46	35	81	16
Nine	39	44	83	10
Ten	39	34	73	7
Total	237	221	458	68

Source: School Authority, 2015



Picture 3.12: Moni and Sumi, Class Ten students of M. Ahmed High School from Khan Tea Garden.



Picture 3.13: Students from Khan Tea Estate with Headmaster Ramesh Chandra Aditya



Picture 3.14: Two college students (Lakshmi Bauri & Prity Baraik) of Shahjalal Degree College from Khan Tea Garden

3.3.3.7 Wage and Income:

As mentioned above total workers of the tea garden is 760. Sixty eight percent of the workers are permanent workers and rest of them are casual workers. Over the period of time, the number of workers has increased gradually. According to official record of the garden, there were 350 workers in the garden 20 years ago. Now it is more than doubled due to the expansion of the garden in the course of time. It is also because of the increase of population in tea plantation workers. The wage rates of workers are fixed through bipartite agreement between the representatives of employers and employees of the tea garden.

The wages of the workers are fixed on the basis of the memorandum of agreement signed between employers represented by Bangladesh Tea Association (BTA) and the tea plantation workers represented by Bangladesh Cha Sramik Union (BCSU). Wages also

vary depending on the regions, categories of tea gardens and types of workers. Generally, the wages of the workers is fixed every two years.

(i) **Wage Structure:** According to the latest agreement and an interim payment order, the permanent workers are getting 69.00 taka per day, effective from first June 2013. The wage structure of the labourer is based on weekly basis. It is found that the daily wage of the workers is same (Tk. 69.00) irrespective of permanent, casual, male, female and adolescent workers. The average monthly salary of worker is Tk. 1656. It was proposed that tea workers would be given 85 taka daily wage from January 2015. But it is yet to be implemented.

Most of the workers expressed their dissatisfaction over the daily wage. They have told that people who work outside the garden as a day labourer can earn Tk. 200 to Tk. 300 daily. But, the access to job in the garden is secure which is not possible outside the garden. At least a member of a worker's family will get job in the garden. From the interview and observation it is found that no tea workers' family member is unemployed, if s/he is adult or adolescent and willing to work. In fact, all of the adults inside the garden are engaged in work.

Khan Tea Estate is an 'A' category garden. Both types of workers- permanent and casual get 69 taka for plucking 20 kg. of tea per day irrespective of male, female and adolescent workers. They also get plucking incentive 2 taka per kg for plucking of leaf more than 20 kg. A tea worker can pluck 30 to 100 kg. tea leaf per day. They get 2 taka per kg. incentive for plucking extra leaves for their daily minimum limit of 20 kg. If a labour pluck 70 kg. of tea leaves, he/she will get 100 taka for extra plucking of 50 kg. So, the worker can earn a total wage of $69+100= 169$ taka per day. More than 50 per cent of the workers can pluck 70-80 kg of tea leaves per day. About 5 per cent workers can pluck 81-100 kg. leaves per day, 30 per cent can pluck 50-70 kg. per day. Rest of the workers can pluck 30 to 50 kg. On an average, the daily rated workers of the garden are getting 150 taka per day. They work five days in a week. So, there average monthly earnings is about $Tk. 25 \times 150 = 3750$. Almost all families have two or more permanent and/or casual workers working in the garden.

Table 3.17: Leaf plucking per day

Quantity of Plucking Leaf (per day)	Respondents
70-80 kg	50
50-70 kg	30
30-50 kg	15
81-100 kg	5

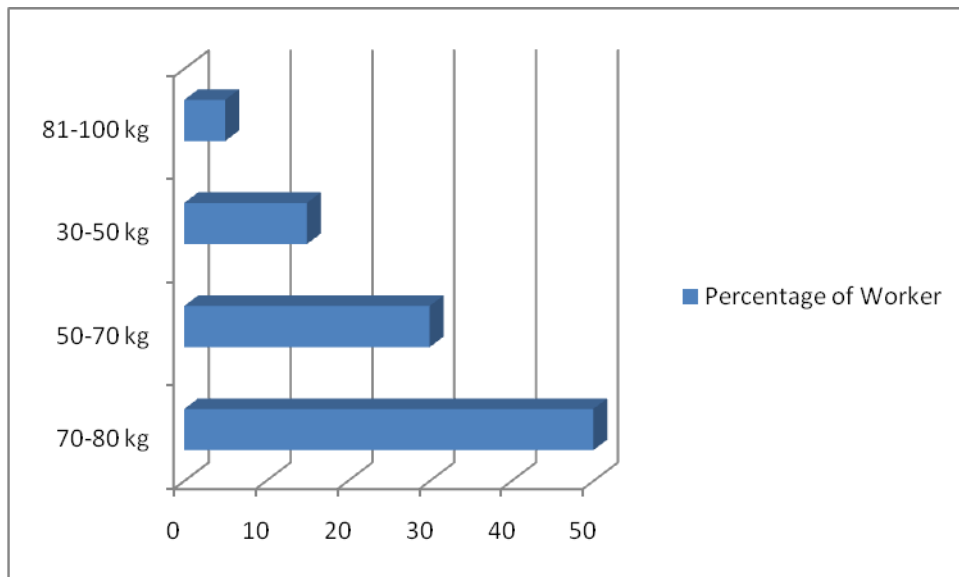


Figure 3.15: Tea leaf plucking in a day by a worker

It is also mentioned that all workers in the garden are not plucking leaf. Their salary is fixed as 69.00 taka per day. There are two types of employees in the tea garden- monthly basis workers and daily basis workers. The monthly basis workers are (1) Electricians, (2) Mistries, (3) Sardars (Supervisors), (4) Carpenters, (5) Dhais (Midwives) and (6) Peons and Messengers. They get fixed monthly salaries. The starting basic salary is Tk. 2400. In addition to daily wages, the workers get some fringe benefits. The monthly basis workers like Electricians get allowance of Tk. 55. A sum of taka 2.50 per day is paid as Risk Allowance for spraying insecticides and pesticides to the workers for those days engaged in actual spraying.



Picture 3.15: A worker carrying tea leaf

(ii) **Festival Allowances:** All daily basis permanent workers get festival allowance equal to the wages of 26 days in each year. The allowance is given in two equal instalments on the occasion of two main festivals on the basis of attendance. For the purpose of calculating attendance, there shall be counted all days or work that are paid including maternity leave, sick leave and those days on which a proportion of pay has been given to a worker. A worker gets 100 per cent festival allowances for 250 or more days of work in the previous year, 75 per cent for 225 to 249 days, 50 per cent for 201 to 224 days, 25 per cent for 175 to 200 days and only 10 per cent for less than 175 days of work in the previous year.

Table 3.18: Festival allowances for the workers

Number of days attended in work in the previous year	Percentage (%) of festival allowance to be entitled
250 or more	100%
225 to 249	75%
201 to 224	50%
175 to 200	25%
Under 175	10%

(iii) Weekly Rations: Every worker gets 3.5 kg. of rice or wheat per week. Tea workers get rations at concessional rate. As per Labour Manual 1984 circulated by Bangladeshio Cha Sansad (BCS), each worker is provided a simple ration card giving his/her personal details; size of paddy land holdings and weekly ration entitlement. A worker gets 3.50 kg. of rice or wheat at the concessional rate of Tk. 1.30 per kg. If a family has 2 or more permanent worker in the family, each of them will get the allocated ration. A maximum of three dependents of a worker also get rations. 1 to 8 years old dependents get 1.5 kg. and 9 to 12 years old dependents get 2.50 kg. of ration per head per week. Dependents above 12 years old are not entitled to get ration. If both husband and wife of a family are workers, three dependents are entitled to get ration of the family.

The employers procure the ration commodities from the government at subsidised prices. Though the subsidised price of rice and wheat is increasing since 1976, the employers provide ration to the workers at the same price of 1.30 taka per kg. till today. The prices of both rice and wheat have remained the same for the workers. The owners/employers bear the rest of the price of subsidised rice or wheat which is not less than 15 taka per kg.

A permanent worker gets about around 14 kg. ration in a month. For this ration, he/she pays Tk.18.20 at the rate of Tk.1.30 per kg. If we consider the market price of the rice, the price of the monthly ration would be $35 \times 14 =$ Tk. 490. A worker works 6 days a week. He/she works almost 24 days in a month. So, his/her monthly total wage is $69 \times 24 =$ Tk.1656 at the rate of Tk.69 per day. So, total monthly income goes up to $Tk.490 + Tk.1656 =$ Tk.2146 including ration. From this monthly income, it can be calculated that the average daily income of a worker is $2146/30 =$ Tk.71.53 only. This income is less than UN or World Bank definition of poverty line which is Tk.81 (1\$) and Tk. 101 (\$1.25)

respectively. Though the tea workers have access to healthcare facilities and housing facilities from the owners, the average daily income is less than the definition of poverty line.

In-depth interviews with the workers have found that 90 per cent of the families have 2 to 4 members who also work in the garden. The research has also found that 58 per cent of the families have 4-6 members in family, 22 per cent families have 2-3 members and 17 per cent families have 7-9 members. A four-member family that has two working person and two dependents get about 10 kg. ration per week; and about 35 to 38 kg. per month. For that reason, they do not need to buy any foodgrains from market. The concessional ration is enough to meet the demand of food. But, other than foodgrain, they have to buy all essentials from the market. Moreover, they have access to get job in the garden. Unemployment is rare among the tea garden workers.

(iv) Access to Land: While the tea workers live on the government land leased to the tea garden owners and do not own any land in tea garden areas, they have access to paddy land that belongs to the gardens. Sixty per cent of the respondents in this survey have mentioned that they have access to paddy land from 1- 5 cares (1 care= 30 decimal). Ration is deducted for access to paddy land. Rations are deducted for use of paddy land – up to 3.5 maunds (one maund is approximately 40 kg.) per care. It is also found that 71 per cent of households have domestic animals like cow, goats etc. and domestic birds as well.

Thirty two per cent of the workers of the garden are casual workers. They are not getting any rationing benefit or land for agricultural activities. But, they get houses provided by the garden authority that made up of bamboo and grass. The roof of their houses is made by thatching grass or tin sheet.

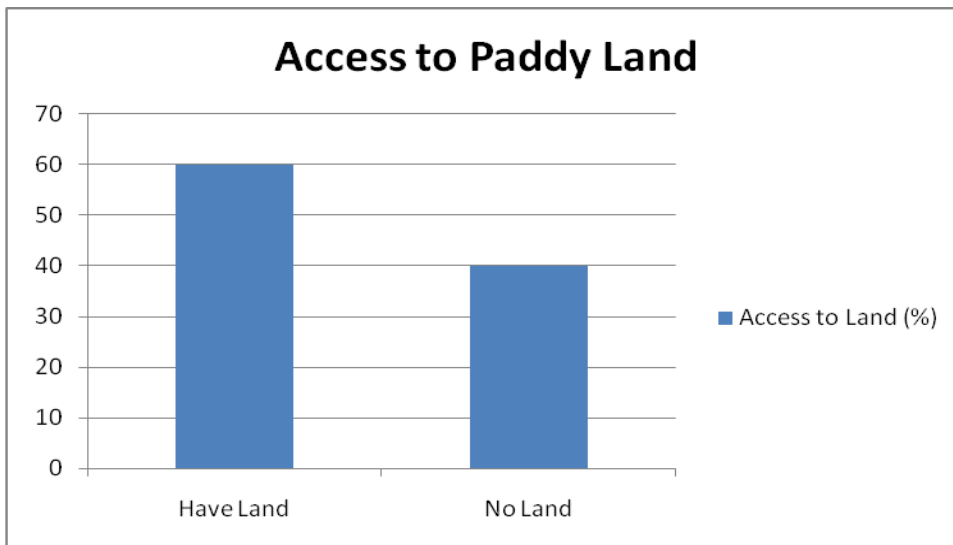


Figure 3.16: Access to paddy land

(v) Provident Fund: A worker submits 7.50 per cent of his/her basic salary/wage in the provident fund; the employer contributes another 7.50 per cent to the provident fund. After normal retirement, a worker can withdraw the money from the provident fund. A worker can take voluntary retirement any time or he/she becomes physically unfit. After retirement workers can apply for provident fund money.

(vi) Appointment and Promotion: All registered permanent workers are provided a 'C' form which is treated as his appointment letter as well as his admission of Provident Fund. Appointment of workers and staff is made from amongst the children of the existing workers. In case of retirement or death of a worker, one of the members of his/her family is appointed in his/her place. In case, there is no family member, a close relative of the worker, resident in the estate will be appointed. The Cha Sansad and Sramik Union also agreed that workers' sons and daughters might apply to other gardens under intimation to the Union. The Sansad agreed that its members would not make any discrimination in the selection of candidates having requisite qualification. There is no obstacle to the employment of female sardars and female clerks provided they are qualified and capable. There is no discrimination between men and women in employing them by the authority. Salary for the workers, male, female and adolescents, does not vary as well. Moreover, female workers in the garden are 5 per cent higher than the male. The adolescent workers, who are at the age of 15-18, are also getting same wages like other male and female workers.

(vii) Leave and Holidays: Casual leave and annual leave are granted as per Bangladesh Labour Act, 2006. Sick leave and/or sick attendance leave for a total of 20 days with pay in each calendar year are admissible to every permanent worker. Every permanent worker is also allowed 14 days festival holidays with pay in each calendar year.

Table 3.19: List of Holidays

Sl. no	Occasion	Number of Days
1.	Martyrs' Day	1 day
2.	Independence Day	1 day
3.	May Day	1 day
4.	Victory Day	1 day
5.	Bengali New Year's Day	1 day
6.	Eid-ul-Fitr	1 day
7.	Eid-ul-Adha	2 days
8.	Lal Puja	1 day
9.	Durga Puja	3 days
10.	Shab-e-Barat	1 day
11.	Pous-Sankranti	1 day
Total		14 days

Source: A display board in front of administrative office of the Khan Tea Estate.

There is no case of termination of any worker in the garden for the last 27 years. Normally, if a worker remains absent from the work, the authority issues a 'show cause' letter to the worker.

(viii) Retirement and Pension: The normal age limit of retirement is 57 years. However, it is extendable up to a maximum of 60 years provided that the concerned worker is medically fit to continue. The extension is at the sole discretion of management. Provident fund/ service record is the determination of workers age. After retirement, the workers will continue to draw ration as per his or her entitlement as a dependant worker. The authority also pays an allowance of Tk. 45.00 per week to daily-basis workers and Tk. 65.00 per week to monthly-basis workers, who retired at or after the normal retirement age of 57 years having completed minimum 15 years of service with the estate/Group prior to retirement.

3.3.3.8 Medical and Recreational facilities

(i) Medical Clinic: The tea estate has medical dispensary and an MBBS doctor who give prescription to the patients. The garden dispensary comprises a doctor, a paramedic, a midwife, a computer operator and a dresser. The doctor visits a day in a week. The clinic provides free medicine for the workers. The workers get all primary health services from the clinic. The tiny hospital of the garden provides medical check-up and medicine free of cost. All treatment and medicine cost is borne by the garden authority. In case of complicated disease of a worker, the garden hospital refers to the Sylhet Osmani Medical College Hospital or any other hospital or clinic. The company provides a help-assistant (the dresser) to get the patient into a hospital. All kind of maternity and family planning advices are also provided from the dispensary. According to the official records of the Khan Tea Estate, the authority spent Tk. 594,544.00 for giving health service to the workers and their family members in the calendar year 2014. Heed Bangladesh, an NGO, working with the garden hospital, helps test malaria to the workers.

(ii) Immunization: From the survey it is found that all the children get the immunization vaccination for six diseases. It is also found that the tea workers are getting primary healthcare services quickly as a Clinic and a Labour Welfare Centre is very close to their houses inside the garden.

(iii) Maternity Benefit: According to the Khan Tea Estate Authority, it spent Tk. 47,544 for giving maternity assistance in FY 2014-15. Seven persons got maternity benefit in that year. Maternity leave is allowed for 16 weeks with pay.

(iv) Infant and Maternal Mortality: A total of 38 live-births were recorded during the calendar year 2015. And there was no child death recorded in the garden in that year. But in 2014, there was a child death in the garden. The Garden Clinic authority shows that, there were three incidents of infant death for the last three years. If we consider 35-40 live-births per year for the last three years, the infant mortality rate would be 3-4 per cent. No maternal death was found for the last three years. There was no maternal death or infant mortality in the year of study in the tea garden.



Picture 3.16: Garden Clinic of Khan Tea Estate

(v) Labour Welfare Centre: There is a Labour Welfare Centre inside the tea garden set up by the government to oversee the overall wellbeing of tea workers in remote areas. The Centre is also responsible for providing legal assistance to the workers and to mitigate any conflict between the workers and the owner. The centre has the post of a Medical Officer, a Population and Family Welfare Officer and a Labour Welfare Organizer. The duties of the Labour Welfare Organizer are to visit the labour houses to see the condition of sanitation, cleanliness and drainage system of the labour villages and give advice to the garden authority. But for the last few years, no person was posted in the office as Labour Welfare Organizer. He is assigned to visit houses of the labour line every month to oversee the sanitation facilities and living conditions of the workers. The post of Population and Family Welfare Officer also found vacant in the Labour Welfare Centre. The Medical Officer gives prescription and provides free medicine to the patients. Officially, he is assigned for sitting five days in the office. But, it is found that he comes in the office only two or three days in a week.



Picture 3.17: A Labour Welfare Centre inside the garden

(vi) Recreational Facilities: The Centre is also responsible for providing recreational facilities to the tea labourers. It has facilities like some indoor game facilities. It also has a hall room with a colour LED television. But few workers come to spend their leisure time at the labour centre. Elderly workers come to watch television and spend time playing some indoor games. Some women come to the centre with their children and spend time. But the number is few.

The FIVDB is providing pre-primary education for the children. There is a 'Kishori Club' for facilitating adolescents in some recreational activities including playing football, cricket, ludu, carom etc. Safwan Foundation, a local voluntary organization, has started a project in the estate to engage children and adolescents in sports like football, cricket and other games.

Recreational facilities are very limited in tea garden areas. Most of the people also do not have the time for recreation. Most of the respondents spend their leisure time through watching television and listening songs on tape-recorders. Celebration of social and religious festivals is another way for the people living in tea garden through which they try to enjoy.



Picture 3.18: A football playground inside the garden

(vii) Mobile Phone Use: During the interview with the workers, it is found that almost every family of the tea garden workers have mobile phone. More than 50 per cent of the workers use a personal mobile phone, of whom 70 per cent are male and 30 per cent are female.

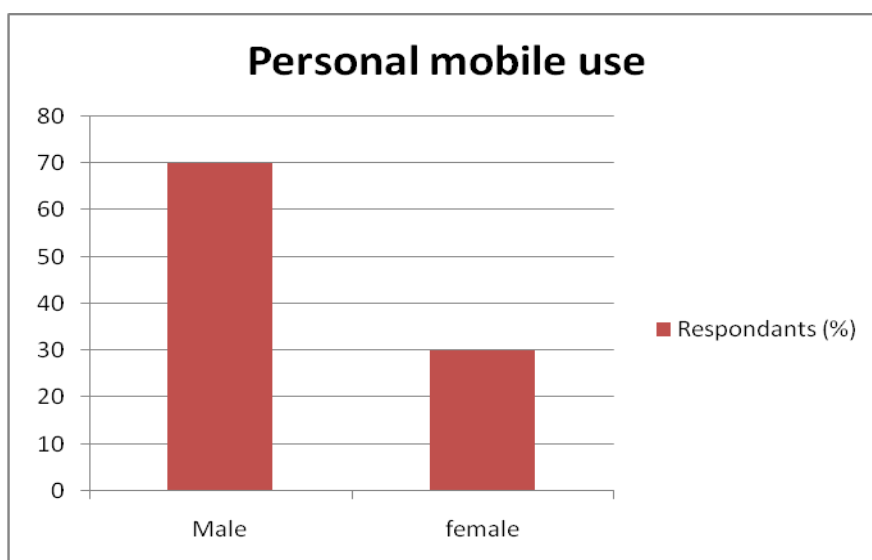


Figure 3.17 Mobile phone use inside the garden

(vi) Culture and Religion: It is observed that 90 percent of the workers belong to Hindu religion. The rest of them are Muslims. Among the Hindus inter-caste marriage is very rare. Therefore, marital relationships happen within the same caste. For that reason, some of the tea garden workers get married the same caste's bride/groom from the other garden.

There are two temples inside the garden- Durga Mandir and Jagannath Mandir, and a mosque inside the garden. There is a very good communal and social relationship with the people between inside and outside the garden, and between the different faiths and religions. The workers buy their essential goods from the nearby Chiknagul Bazar. There are also two shops of essential goods at the main entrance of the estate. It is also observed that people from outside the garden are very generous with the tea garden workers and they exchange greetings each other cordially.

All of the male workers responded that they are used to visit Sylhet Divisional Town and Jaintiapur Upazila headquarters. Female workers also mentioned that they have visited Sylhet town. A few female workers never had been to Sylhet city.

It is mentionable that the tea garden workers are used to drink 'Haria', a kind of local-made alcohol. In recent days, drinking of alcohol among the workers has reduced remarkably due to the increase awareness and interaction with the mainstream society. Some of them simply cannot afford to drink every day. The president of the workers union of the garden said that workers take 'Haria' once in a week. 'Though it is a cultural inheritance of the tea garden workers, only the male workers take this alcohol now-a-days', he added. The male workers of the estate did not confess about their drinking habit at the time of interview. Female workers told that they don't take alcohol.



Picture 3.19: A Durga Mandir inside the garden



Picture 3.20: A Jagannath Mandir inside the garden



Picture 3.21: A Mosque inside the garden

3.3.4 Discussion

Key findings from the study can be summarised below:

According to the findings and discussion above, it is clear that the tea garden workers have access to job in the garden from each family. Moreover, tea garden authority is always ready to provide job to an adult or adolescent member of a workers' family for expansion of their industry. Currently, only 47 per cent of the total land is being used for tea cultivation in the Khan Tea Estate. There is a considerable land remains for further cultivation in the estate. It could be expanded up to 60 per cent of total land. The management wants to increase the tea production. So, they employ any eligible son/daughter of the tea garden workers. For that reason, about 11 per cent of the workers of the estate are adolescents. In 1997, the total number of workers of the estate was 350 (Office records of the estate). In 2015, the number of the workers has increased to 760. Presently, 300 hectares of land of the estate is used for tea cultivation. In 1997, it was 240.15 hectares. As cultivation has been increased, the number of labourers have also increased over the time.

The tea workers also have the access to primary healthcare provided by the authority. They are getting fixed salary and ration at a concessional price. They also have access to drinking water. For this particular tea garden, there is also a good provision for education of the tea workers' children. There are a primary and a high school inside the garden. In addition, 9 Brac schools inside the garden provide primary education.

Considering the access to above facilities, the workers of the Khan Tea Estate, in general, cannot be considered as living in poverty. But weak health and malnutrition is widespread among the workers. The daily wage is not reasonable compared to the people working outside the garden. If we consider, daily wage and ration of a single worker, it does not constitute one dollar per day. Likewise, they do not have proper sanitation and water supply facilities. They don't have any proper awareness regarding cleanliness and hygiene.

However, if we consider the income and ration of a whole family (2-7 members), it is enough for their livelihood. As human society is dynamic, its socio-economic landscape goes on changing constantly due to physical, socio-cultural and political forces. Among the present generation of the tea workers, school going habit is increasing. Enrolment in the primary education is almost similar to the national level. It is also found that interaction between the workers and the people from outside the garden is increasing significantly.

It is clear that the daily wage is not enough and it is less than one dollar. The living conditions of the labourers are poor and unhygienic. They have no good toilet and sanitation facilities. From the field study, it is seen that the root cause of poverty is basically inherent in nature. As their parents are poor, the next generations also face the same problem of poverty. Apart from this inherent cause, some other causes like low wages, lack of job opportunities outside the garden, and influence of village folk culture of non-saving habit are highly responsible for their poverty.

Chapter Four

Conclusion and Recommendations

4.1 Recommendations

4.1.1 Specific Recommendation for Improving Labourer's Life and Reduction of Poverty:

- Minimum wages are not adequate to meet basic needs. The wage raises are not keeping pace with the cost of living. Therefore, increase of daily and monthly wage and other compensation is most essential. So that they can get rid of vicious cycle of poverty.
- Provision of daily minimum wage of at least Tk.120 is necessary which is equivalent to \$1.25.
- Provision of providing sugar and lentil as ration can be introduced along with rice and wheat. It would be helpful to improve worker's health and nutrition.
- The poverty situation of the workers could be improved if the garden authority provides the cost of energy for cooking. The workers cannot afford the cost of energy and electricity due to their limited wage. Hence, the garden authority should provide gas and electricity connection free of cost.
- Electricity connection should be provided in every worker's house. Electricity access can improve living standard of the families.
- The government could start a Public Distribution System (PDS) like Assam state government to supply energy fuel for every family of the garden workers along with food ration by the garden authority.
- Sanitation facility is one of the lowest in the tea garden. A total of 31 per cent of the households have no toilet at all, which has an adverse affect on their health. This percentage is also very low as compared to the national level. In Bangladesh, more than 95 percent households have toilet. Therefore, provision of sanitation and proper drinking water facilities in the garden must be increased.
- Every family have to be provided a toilet with the cost of authority or by government initiative.

- Only 18 per cent of the labour houses of the Khan Tea Estate are made up of RCC. Pucca houses for all workers should be provided by the authority. As the garden authority mentioned, all houses should be made of RCC gradually. It could improve hygiene and health situation of the labour families.
- All houses should have access to pure drinking water. It is necessary to have a tube-well for every family as a source of pure drinking water.
- Women education should be given importance among the community.
- It is also necessary to raise awareness among the community about nutrition, health and sanitation practices through motivational programs. Thus, health and hygiene training for the workers could be taken by the garden authority in collaboration with the government and NGOs.
- The government labour welfare centre should be properly equipped with manpower and recreation facilities. Provision of sports activities and training is crucial. Development of human resources employed in the tea gardens should be carried out through training.
- The incentive for plucking of extra leaf more than 20 kg. should be increased from Tk. 2 to Tk. 4 per kg.
- The plantation workers should be encouraged to produce nutritious vegetables as well as raising poultry in their yards for their own consumption as this can make a difference in improving diets for their households.
- Road inside the garden are not pucca or not made by bricks. Thus, improvement of infrastructure i.e. road and footpaths of the garden is critical for the easy communication of the workers.

4.1.2. Overall Recommendation for a Sustainable Tea Industry:

In the light of the case study described above, there could be some recommendations for the sustainable tea industry of Bangladesh. These are as follows:

- The internal consumption of tea in the country is increasing every year at a rate of 3.23 per cent while the increase of production rate is 2.00 per cent. To bridge the gap between the production and consumption, it is necessary to augment the use of

cultivable land from 51 per cent to 60 per cent. It is also necessary to replace the old tea plantation by new one for enhancing production. It is also important to continue re-cultivation in non-profit cultivation areas.

- To make the country self-sufficient in tea production by 2021, it is necessary to increase the new opportunities of tea plantation for small growers. All cultivable land should be under the cultivation instead of present 51 per cent in cultivation. By encouraging the small tea growers and expanding cultivation, more jobs could be created.

4.2 Conclusion: It is found that the daily wage of a worker is very meagre. It is less than one dollar. In terms of wage and ration, the tea garden workers are living below the poverty line. But other components of measuring poverty indicate a good side of the tea garden workers' livelihood. They have access to job, healthcare, water and electricity facilities. A worker has a house provided by the authority. The workers' children have access to education. Most of the workers are given cultivable land. However, the tea community has provided a social outlet for inclusion and diversity in the society. As we know, Bangladeshis are mostly homogenous in their ethnic identity, except some small ethnic groups in north and north-eastern part of the country, and in Chittagong Hill Tract districts. Tea garden workers are one of them. As Bangladesh is marching towards becoming a middle income country, it is right time to mainstream all the small ethnic communities in the path of development by fulfilling their basic rights. The workers are deprived of some socio-economic aspects. Therefore, it is high time for the government as well as the owners and management of tea estates to come forward and uplift this society. Otherwise, this section of our society will remain static and we would not be able to realise the dream of an inclusive and just society. Thus, it is highly essential to increase their daily wages, ration and healthcare and education facilities. Some facilities such as electricity, water and sanitation could be provided by the government's intervention. Kerosene, lentil and sugar could be provided as ration along with rice and wheat. It is also pertinent to create a good relationship among owners, managerial staff and labourers. That will increase the productivity of the workers. For this, owners, managerial staff and labour union must come forward and through proper negotiation, they must solve their problems. The government has a scope to play an important role.



Picture 4.1: Researcher with the Assistant Manager of the garden Mr. Shakil Ahmed

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Annexure:

Annexure 1. Tea Cultivation and Culture:

Tea is a very popular drink for the people all over the world. It is made from the fermented young leaf and leaf buds of the tea plant. Tea plant is an evergreen shrub whose scientific name is *Camellia sinensis*. This species of the plant has two major varieties in cultivation, i) the small-leaved Chinese variety: *Camellia sinensis* var. *sinensis* and ii) the large-leaved Assamese variety: *Camellia sinensis* var. *assamica*. Two major kinds of tea are usually popular all over the world: Black tea and Green tea. Both are made from same kind of tea leaf (*Camellia sinensis*), depending on processing method.

Tea is believed to have been first popularized in China. It is originated in China, possibly as a medicinal drink. It was brought in to the West via Portuguese priests and merchants, who introduced it during the 16th century. Drinking tea became fashionable among Britons during the 17th century, who started large scale production and commercialization of the plant in India to bypass a Chinese monopoly at that time.

In Vietnam, tea culture first, and most importantly, comes from the rural peasantry (Le). Long before Chinese occupation, the rural poor harvested tea from local forests or personal plants, which were tended in their gardens, and served it to their friends and families. This tea was plucked fresh from the trees or plants, boiled quickly in an earthenware vessel and served in a simple, common bowl to friends and family (Hoang). This method of drinking tea is very unique to Vietnam and is treasured by many in the tea community, as it is a great reflection of the peasant lifestyle that has been an integral part of Vietnamese culture for centuries upon centuries (Robert Wenner, 2011).

For a number of developing countries it is an important commodity in terms of jobs, domestic consumption and export earnings.

Annexure 2. Types of Tea

In present days, there are almost 30 countries producing tea. Out of total tea production, 70 per cent are black tea, 25 per cent is green tea and the remaining 5 per cent is consisted of oolong tea. Black tea, green tea and oolong tea are widely made in Asian countries to consume as a beverage and has been familiar in China and Japan from centuries.

(i) Green Tea (Unfermented): Green tea is derived solely and exclusively, and produced by acceptable processes, notably enzyme inactivation and commonly rolling and comminution, followed by drying, from the tender leaves, buds, and shoots of varieties of the species *Camellia sinensis* (L.) O. Kuntze, known to be suitable for making tea for consumption as a beverage.

Green tea, called non-fermented tea has a more subtle, delicate flavour, and far less caffeine than fermented tea, is medicinally beneficial because the non-fermented leaves retain a higher concentration of natural vitamins and polyphenols than fermented counterparts.

(ii) Black Tea (Fully Fermented): Black tea is a type of tea that is more oxidized than oolong, green and white teas. Black tea is generally stronger in flavour than the less oxidized teas. Two principal varieties of the species are used – the small-leaved Chinese variety plant (*C. sinensis* subspecies- *sinensis*), used for most other types of teas, and the large-leaved Assamese plant (*C. sinensis* subspecies- *assamica*), which was traditionally mainly used for black tea, although in recent years some green and white have been produced.

(iii) Oolong Tea (Partially Fermented): Oolong is a traditional Chinese tea produced through a unique process including withering the plant under the strong sun and oxidation before curling and twisting. Oolong tea is a semi-fermented tea especially good for digestion, is advised to take after a large meal. The chemical compositions counted in semi-fermented oolong tea are in the ranges of non-fermented green tea to fully fermented black tea. Most oolong teas, especially those of fine quality, involve unique tea plant cultivars that are exclusively used for particular varieties. Oolong is especially popular with tea connoisseurs of south China and Chinese expatriates in Southeast Asia.

(iv) Instant Tea (Water Soluble Tea): In recent times, "instant teas" are becoming popular, similar to freeze-dried instant coffee. Similar products also exist for instant iced tea, due to the convenience of not requiring boiling water. Instant tea was developed in the 1930s, but not commercialised until later. Nestlé introduced the first instant tea in 1946, while Redi-Tea introduced the first instant iced tea in 1953. These products often come with added flavours, such as aschai, vanilla, honey or fruit, and may also contain powdered milk. Tea connoisseurs tend to criticise these products for sacrificing the delicacies of tea flavour in exchange for convenience.

(v) White Tea: White tea is a lightly oxidized tea grown and harvested primarily in China, mostly in the Fujian and Zhejiang province. More recently it is grown in Taiwan, India, Northern Thailand and Eastern Nepal. White tea comes from the buds and leaves of the Chinese *Camellia sinensis* plant. The leaves and buds are allowed to wither in natural sunlight before they are lightly processed to prevent oxidation or further tea processing. The name "white tea" derives from the fine silvery-white hairs on the unopened buds of the tea plant, which gives the plant a whitish appearance. The beverage itself is not white or colourless but pale yellow.

Annexure 3. An Overview of Tea Industry of Bangladesh:

(i) A Brief History: History of tea cultivation in Bangladesh dates back to around 1823 when tea started to be grown for commercial purposes in the Assam forests. Tea plantation in Bengal developed concurrently with that in the north-eastern part of India during the early nineteenth century. Around 1840, tea plantation started in Chittagong. Robert Bruce first discovered tea plant in Assam in 1834. In 1855, an indigenous tea plant was discovered in Chandkhani hillock of Sylhet. At about the same time, wild tea plant was found along the Khasia and Jaintia hills. The first commercial tea plantation was established in 1857 in Mulnichera in Sylhet. The first tea garden was established by the Duncan Brothers. Since then all the tea gardens have been established by clearing jungles. Those who did the jungle clearing were non-locals brought by Duncan from Assam, Bihar, Madras, Orissa and other places in India.

Bangladesh is an important tea producing country. Its tea industry dates back to British rule, when the East India Company initiated the tea trade in Chittagong in 1840. Today, the country has 166 commercial tea estates, including many of the world's largest working plantations. The industry accounts for 3 per cent of global tea production and employs more than 0.4 million people.

Bangladesh tea is grown in the northern and eastern districts of the country. The highlands, temperate climate, humidity and heavy rainfall in these districts provide a favourable condition for the production of high-quality tea. During the partition in 1947, Bangladesh owned 103 tea estates, covering 28,734 ha of tea plantation with annual production of 18.36 million kg. yielding about 639 kg per hectare. In 1970, a total tea estate was increased in 150, covering 42,637 hectare of land and produced 31.38 m kg.

(ii) Position of Bangladesh among Tea-growing Countries: Bangladesh ranked 10 in 2012 among the tea producing countries in the world. Total tea production of world in 2012 was 4,625 million Kg. China is the highest producer of tea in the world followed by India, Kenya, Sri Lanka and Turkey. Indonesia, Japan, Vietnam and Argentina are the other major tea producers in the world.

Table 1: Global Production of Tea in 2014 (million Kg.)

Country	Production (In Million Kg.)	Rank
China	1,790	1
India	1,126	2
Kenya	370	3
Sri Lanka	328	4
Turkey	147	5
Indonesia	137	6
Vietnam	190	7
Japan	86	8
Argentina	84	9
Bangladesh	64	10
Malawi	42	11
Uganda	38	12
Tanzania	32	13
Rwanda	25	14
Myanmar	20	15
Nepal	17	16
Taiwan	15	17

Source: Bangladesh Tea Board (BTB), 2015

(iii) Salient Features of the Tea Industry of Bangladesh:

Tea production is both land as well as labour intensive activity. Owner of the land of tea gardens is government. For the last two decades, domestic consumption of tea has been increased dramatically. That is why; tea industry becomes an import-substitute industry in Bangladesh. Expansion of tea cultivation in northern districts of Panchagarh could have significant contribution to meet local demand as well as foreign export. Only the 50 per cent of allotted land are used in tea plantation (Table-3). It is also pertinent to increase land use for cultivation and production as well.

(a) Production, Consumption and Export of Tea: From mid of 1990s local consumption of tea has been increased substantially. Now the industry has become an import substitute industry, as in the year 2013 Bangladesh has export 0.85 million kg of tea, while the production was 66.26 m kg. Increase of tea production is necessary for local consumption and export as well. In the year 2013-14, 1.54 million Kg of tea was exported and the country earns US \$ 2.867 million from tea export.

Table 2: Production, Consumption and Export of Tea in Bangladesh

Year	Production (million kg)	Internal Consumption (million kg)	Export (million kg)	Export Value (million Tk.)
2001	53.15	36.95	12.92	894.99
2002	53.62	41.50	13.65	939.93
2003	58.30	37.44	12.18	915.07
2004	56.00	43.33	13.11	934.04
2005	60.14	43.30	9.01	742.62
2006	53.41	40.51	4.79	469.59
2007	58.19	46.27	10.56	899.01
2008	58.66	52.12	8.39	976.95
2009	59.99	53.74	3.15	433.50
2010	60.04	57.63	0.91	176.68
2011	59.13	58.50	1.47	213.51
2012	62.52	61.19	1.50	222.28
2013	66.26	64.00	0.54	133.04

Source: BTB (2015) Source: PDU, BTRC

The table above shows that, for the last decade and onwards, tea production in the country has been increased as well as internal consumption has been increased gradually. In recent

years, production and consumption has become almost equal level. That is why; the export has been reduced in an insignificant level. In 2021, internal demand of tea will be 76 million kg. and production would be 70 million kg. So, country will be transformed into a net tea importing country.

(b) Tea Growers in Bangladesh: Most of the 163 tea estates in Bangladesh are located in the North-eastern region of Bangladesh-Maulvi Bazar, Hobiganj, Sylhet and Brahmanbaria districts. There are a few number of tea estates in Panchagarh District and in Chittagong, a South-eastern district of Bangladesh.

Owners of tea gardens include both foreign and local companies. Tea estates in Bangladesh are owned and managed by Bangladeshi Companies, Sterling Companies and Proprietorship Concerns. The term Bangladeshi Companies refers to the companies formed and registered in the country under the Companies Act, 1913 and also under earlier Acts. Sterling Companies are foreign companies, mainly originating in the United Kingdom and multinational in nature. The average size of the tea estate of the Sterling Companies was 1648 acres, and that of Bangladeshi Companies 669 acres, while that of proprietorship concern 343 acres (Gain, 2009).

(c) Types of Management: Two major categories of management are found among tea growers in Bangladesh. Four Sterling companies own 27 estate, Bangladeshi companies and individuals own the rest of the tea gardens. All the 166 tea estates are managed by five different categories of management:

Sterling Companies: The four foreign companies are James Finlay, Duncan Brothers, Deundi Tea Company and The New Sylhet Tea Estate. Duncan Brothers (BD) Ltd. has 16 tea estates, Deundi Tea Co. Ltd. has 4 estates, The New Sylhet Tea Estates Ltd has one tea garden and James Finlay has 6 gardens.

National Tea Company: National Tea Company Limited (NTC) is a Public Limited Company formed in the year 1978. Government and its financial organizations hold major shares of the company. It has 12 (Twelve) Tea Estates. NTC is one of the major tea producing company in Bangladesh.

Bangladesh Tea Board: Bangladesh Tea Board has four tea estates in public ownership.

Rest of the tea estates are managed by private owners, Bangladeshi Private Limited Companies and Bangladeshi Proprietors individuals own the tea estates.

(d) Category of the Tea Gardens based on Productivity: Tea gardens are categorised into three types according to their production capacities. For the tea gardens in Sylhet, Moulvibazar and Hobigonj, the categories are following (Gain, 2009):

Categories ‘A’ – This category of gardens produce an average of 180,000 kg of tea or more per annum. All the ‘A’ category estates that have the highest productivity belong to the British companies fully or partially.

Category ‘B’ – This category of gardens produce an average of 108,000 kg of tea or more but less than 180,000 kg per annum. The Bangladesh government, Bangladeshi tea companies or Bangladeshi individuals own this category of estates.

Category ‘C’ – This category of gardens produce an average of 27,000 kg of tea or more but less than 108,000 kg per annum. The family owned small and low productive estates belong to this category. Wages and working conditions are at their worst in the tea estates under this category.

Categories for Chittagong and Rangamati Gardens(Gain, 2009) :

Category ‘I’- This category of gardens produce an average of 113,000 kg of tea or more per annum.

Category ‘II’- This category of gardens produce an average of 45,000 kg of tea or more but less than 113,000 kg per annum.

Categories ‘III’-This category of garden produce an average of less than 45,000 kg of tea per annum.

(e) District-wise Tea Production in Bangladesh: According to the Bangladesh Tea Board (2013) there are 166 tea gardens in the country. Of these, 90 are located in Moulvibazar, 23 in Habiganj, 20 in Sylhet, 22 in Chittagong and one each in Brahmanbaria and Rangamati districts. There are 9 newly established tea gardens in Panchagarh district of North Bengal. Of these tea gardens 21 are under four different foreign companies and others owned by the Bangladeshis. Highest number of tea garden of the country belongs to Moulvibazar district. Srimangal, an upazila under this district, is

known as the tea capital of Bangladesh and for miles around one can see the green carpet of tea gardens on the hills slope.

Table 3: District-wise Tea Production in Bangladesh

District	No. of Tea Estates	Grant Area (in ha)	Tea Plantation (in ha)	Land Use (%)	Production(2013) (in Kg.)
Moulvibazar	90	64,550.47	33,216.83	51%	37,411,128
Habigonj	23	22,037.07	12,412.90	56%	15,115,640
Sylhet	20	11,490.82	5,246.50	45%	5,511,057
Chittagong	22	14,864.55	6,308.41	42%	6,648,612
Rangamati	1	307.00	153.00	49%	39,917
Brahmanbaria	1	62.52	0	0	0
Panchagarh	9	1,905.14	739.55	39%	740,987
Total	166	115,217.57	58,077.19	50%	65,467,341
Small Holdings		1001.52	641.45	64%	792,382
Grand Total	166	116,219.09	58,718.64	51%	66,259,723

Source: The Statistics on Bangladesh Tea Industry-2015 (PDU publication, BTRI)

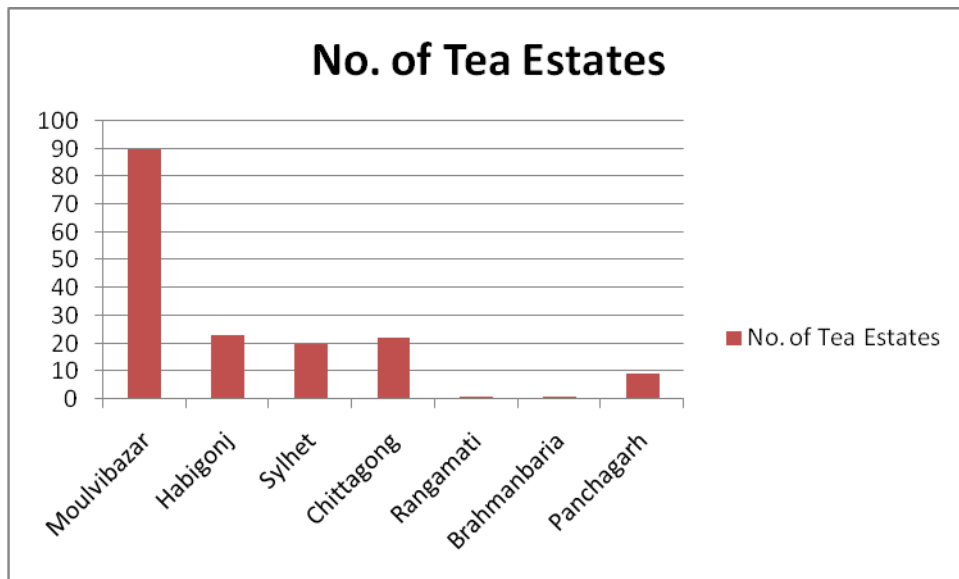


Figure 1: District-wise Number of Tea Gardens

(f) New Horizon in Tea Plantation: Bangladesh has been facing a major challenge due to rise of domestic tea consumption and global competitive market. It is pertinent to mention here that tea production is increasing at a rate of 1.1 per cent per year whereas internal consumption/retention of tea is increasing at the rate of 3.5 percent per year. It is predicted that if the substantial increase in production does not take place then Bangladesh will become a net tea importer in next few years. Realizing the fact, it is important to extend the tea plantation in different new suitable places of Bangladesh. Nonetheless, a relatively new area that has come under tea cultivation is the sub-Himalayan terrain of Panchagarh. The soil and climate is highly favourable for growing tea here. In fact, this area is contiguous with Assam and Bengal in India where tea has been grown for decades. Beginning with only 300 acres of land in 2000, the cash crop is now being cultivated on over 3,500 acres in Tentulia, Sadar and Atoari upazilas of Panchagarh. It can be expanded to ultimately cover about 60,000 acres.

The particulars and present position of tea plantation and extension at Panchagarh district is given below:

Table 4: Tea Plantation in Panchagarh

Sl. No.	Type of Tea Cultivation	Number of Cultivation	Land Area (ha)	Area Under Tea (ha)
1	Tea Estates: Tea plantation above 20 acres (8.1ha)	9	1292.84	929.92
2	Small Holders: Tea plantation from 5.01acres (2.03 ha) to 20 acres (8.1 ha)	15	105.5	96.17
3	Small Growers	498	651.13	487.74
Total		522	2049.02	1513.83

Source: Statistics on Bangladesh Tea Industry -2015, PDU

Box: Present Status of Tea Industry of Bangladesh

- Tea has developed in Bangladesh as an agro-based, labour intensive, import-substitution and export-oriented industry over the last 150 years.
- It provides direct employment to about one lac thirty three thousand people. 50 per cent of them are women.
- The internal consumption of tea has been increased rapidly in last decade. In 2001, internal consumption was 36.95 million kg. and in 2013, it is increased to 64.00 million kg.
- The number of tea estate of the country is 166; area under tea cultivation is 58719 hectares.
- Present production is 66.26 million kg and yield per hectare 1320 kg.
- Small Holding Tea Sub-sector has newly emerged in northern districts and Chittagong Hill tracts.

(g) Tea Workers: The tea garden workers were brought in Bangladesh during the 1850s and 60s from different states of India such as Bihar, Madras, Orissa, Andhra Pradesh, Madhya Pradesh, West Bengal, Uttar Pradesh and other places to work in the tea gardens of Sylhet region. Tea estates are like isolated islands within the country and because the workers come from different places their culture and traditions are different from most of Bangladeshi people. They are nearly 14 per cent of the total ethnic minorities of the country and 0.22 per cent of the total population in Bangladesh (BRAC study, 2005).

Annexure 4. Field Survey Questionnaire

Section 1: Demographic and General Information

01. Your Name: Mrs./Mr
02. Sex: (a) Female (b) Male
03. Your Age: (a) 15-19 years (b) 20- 25 years (c) 26-45 years (d) 46 and above
04. Size of your family:
 - (a) 1-3 members (b) 4-6 members (c) 7-9 members (d) 10 and more
05. How many children do you have?
 - (a) One (b) Two (c) Three (e) Four (f) Five and more
06. Number of dependant in your family:
 - (a) One (b) Two (c) Three (e) Four and above
07. Earning member of your family other than you? (a) Yes (b) No
08. If yes, please mention your family member's profession?
 - (a) Same profession like you (b) Farmer (c) Daily labor (d) Rickshaw puller
 - (e) Small business (f) Others
09. Could you please tell us about your caste?
 - (a) Bangali (b) Bhujpuri/Deshwali
 - (c) Oriya (d) Saddri (e) Telegu
10. Could you please tell us about your parent's occupation?
11. How did you come to this job?

Section 2: Housing facilities and living condition

12. What type of house you live in?
 - (a) Pucca
 - (b) Kutcha
 - (c) Others
13. The house is provided by tea estate authority: (a) Yes (b) No
14. Is allotted house sufficient for your family? (a) Yes (b) No
15. What is the source of your drinking water?
 - (a) Hand tube well

- (b) Surface well
 - (c) Deep tube well
 - (d) Water from fall/ 'chera' / pond
16. Have you any toilet in your dwelling? (a) Yes (b) No
17. Structure of your toilet is (a) sanitary, (b) katcha, (c) open (d) others
18. Does garden authority provide any assistance for set up a sanitary latrine?
- (a) Yes (b) No
19. Access to electricity facility at your home? (a) Yes (b) No
20. If yes, who pay for this bill?
- (a) Tea garden authority
 - (b) Yourself
 - (c) Subsidy by garden authority
 - (d) Government subsidy
21. Does the garden authority supply fuel/allowance for cooking? (a) Yes (b) No
22. What is your fuel for cooking? -----

Section 3: Literacy and Education

23. Please mention your education level?
- (a) Illiterate
 - (b) Only literate
 - (c) Primary
 - (d) Secondary
 - (e) Higher Secondary and above
24. Do you have school-going children? (a) Yes (b) No
25. How many school-going children do you have? (a) one (b) two (c) three (d) four
26. Are they going to school? (a) yes (b) no
27. Is there any school inside the garden? (a) Yes (b) No
28. If no, where does your child is used to go to school?
- (a) Government primary school
 - (b) NGO school
29. Distance between home and nearest primary school (in km): -----

30. Your children go to school: (a) Regularly (b) Irregularly
31. If Irregular in school, why? (a) Far from home (b) Not able to bear expenses/transport cost (c) Does work rather going to school (c) others
32. Is any of your child out of school /Not going to school? (a) yes (b) no
33. What is the reason for out of school? -----
34. Who bear the educational expenses of your children?
- (a) Garden authority
 - (b) Yourself
 - (c) Government/NGO
35. Is there any secondary school in the garden area? (a) Yes (b) No
36. Distance between home and nearest secondary school (in km): -----

Section 4: Wage, income and expenditure

37. How many (months)/years have you been working in this tea estate?
- (a) 0-1 years
 - (b) 1-2 years
 - (c) 3-4 years
 - (d) Above 4 years
38. Is your job permanent in this garden? (a) Yes (b) No
39. What is your minimum wage per day (in taka)? -----
40. What is your daily income with overtime (in taka)?
- (a) 69- 100
 - (b) 101-150
 - (c) 151-200
 - (d) 201- 250
 - (e) 251- 300
 - (f) 300 and above
41. What is your working hour?
- (a) 5-6 hours
 - (b) 7-8 hours
 - (c) 9-10 hours
42. Payment of salary/wage? (a) Regular (b) irregular

43. Overtime (a) Compulsory (b) Optional
44. How many Kg's of tea leaf, you usually can pluck in the overtime period? -----
45. What is the payment for overtime plucking?
(a) 1.75 taka/kg
(b) 2 taka/kg
(c) 3 taka/kg
46. How many Kg's of tea leaf you do pluck every day?
(a) 21-50
(b) 51- 80
(c) 81-110
(d) 111-140
(e) 140 and above
47. How many days you work in a week?
(a) 5 days
(b) 6 days
(c) 7 days
48. Your weekly ration (rice/flour/edible oil)
(a) 1-3kg
(b) 4-5kg
(c) above 5 kg
49. How much you usually pay for the ration goods?
(a) 3 taka/kg
(b) 5 taka/kg
(c) More than 5 taka
50. Does your dependants get ration from the company?
(a) Yes (b) No
51. What is the allocation of ration for each dependant?
(a) 2- 2.22 kg
(b) 1-1.15 kg
52. Your monthly average income?
(a) 1500-2000 taka
(b) 2100-2500
(c) 2600-3000
(d) 3100-3500
(e) 3500- 4000
53. Does the authority provide any farmland or homestead land for farming/vegetable gardening? (a) Yes (b) No

54. Have you any scope to rear cattle as extra income generating activities?
(a) Yes
(b) No
55. What are your major parts of expenditure?
(a) Food
(b) Clothes
(c) Education of children
(d) Medical treatment
(e) All of above
56. Do you use to take alcohol every day? (a) Yes (b) No
57. Who pay for your drink?
(a) Tea garden authority (b) from your own income
58. What is the daily average cost of your drink?
(a) 10-20 taka (b) 21-30 Taka (c) 31 and above
59. Does your authority provide any festival allowances? (a) Yes (b) No
60. Sick leave and maternity leave is available with pay? (a) Yes (b) No
61. Is there any provision of pension? (a) Yes (b) No

Section 5: Medical and recreation facilities

62. What are the diseases you commonly suffered from? -----
63. Where from you get health services?
(a) Garden hospital/ Doctor
(b) Garden dispensary
(c) Creche
(d) Government hospital
(e) Labour welfare centre
64. Who pays for your treatment/cost of medicine?
(a) Tea estate authority
(b) Yourself
(c) Labour welfare centre
65. Who bear for transport cost if you need to go for government or private hospital?
(a) Your company (b) Yourself

66. Does company give any assistance for going health complex/hospital?
(a) Helping attendant
(b) Cash
(c) Both
67. Is there any pharmacy inside the garden? (a) Yes (b) No
68. Do you get free medicine? (a) yes (b) no
69. Do you have any labour welfare centre in the garden area? (a) yes (b) no
70. What kinds of facilities are provided by the labor welfare centre?
(a) Health and medical services
(b) Free medicine
(c) Legal support
(d) Family planning and maternity services
(e) All of above
71. Do your children get EPI facilities/vaccination? (a) Yes (b) No
72. Is there any recreation facility for your children? (a) Yes (b) No
73. What kinds of recreation facilities are given?
(a) Television
(b) Sports
(c) Both
74. Do you use any mobile phone/radio/television? (a) Yes (b) No
75. Do you have radio/television at your home? (a) Radio (b) Television (c) no
76. Have ever been to Sylhet town or Jaintapur Uapazila town? (a) yes (b) no

Thank you very much for your kind co-operation