

**WAGE PATTERN AND LIVELIHOOD OF TEA GARDEN LABORER:  
A STUDY ON LOOBACHERRA TEA ESTATE, KANAIGHAT,  
SYLHET, BANGLADESH**

**A dissertation in partial fulfillment of the requirements for the  
Degree of Master of Arts in Governance and Development**

Submitted by  
**SM. SOHRAB HOSSAIN**  
ID-14272010  
MAGD 6<sup>th</sup> Batch  
MA in Governance and Development  
July 2015



**MA in Governance and Development  
BRAC Institute of Governance and Development, BRAC University  
Dhaka-1212, Bangladesh, October, 2015**

**WAGE PATTERN AND LIVELIHOOD OF TEA GARDEN LABORER:  
A STUDY ON LOOBACHERRA TEA ESTATE, KANAIGHAT,  
SYLHET, BANGLADESH**

**A dissertation in partial fulfillment of the requirements for the  
Degree of Master of Arts in Governance and Development**

**Submitted by**

S. M. Sohrab Hossain

ID-14272010

MAGD 6th Batch

MA in Governance and Development

July 2015

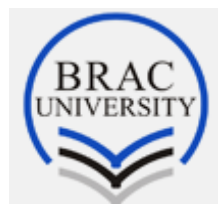
**Approved by**

Dr. Md. Zohurul Islam

Assistant Professor (Former), BRAC University

Deputy Directory, Bangladesh Public Administration Training Centre

Savar, Dhaka, Bangladesh



**MA in Governance and Development  
BRAC Institute of Governance and Development, BRAC University  
Dhaka-1212, Bangladesh  
October, 2015**

## **DECLARATION**

I do hereby declare that this dissertation entitled “Wage Pattern and Livelihood of Tea Garden Laborer: A Study on Loobacherra Tea Estate, Kanaighat, Sylhet, Bangladesh” is the out put of my own research under the supervision of Dr.Md. Zohurul Islam, Assistant Professor(former), BRAC University and Deputy Director, Bgladesh Public Administration Training Centre (BPATC), Savar, Dhaka, Bangladesh. The total dissertation is prepared for academic purpose and solely aimed for the partial fulfillment for the degree of Master of Arts in Governance and Development.

I authorize BRAC Institute of Governance and Development (BIGD), BRAC University to reproduce this dissertation by photocopy or by other means, in total or in part at request of other institutions or individuals for the purpose of research.

I further declare that this paper has not been submitted in part or in full previously for any degree or diploma either in this university or any other university. The document is submitted to BIGD, BRAC University authority with due acknowledgement of the cited text and norms of research works.

**SM. SOHRAB HOSSAIN**

ID-14272010

MAGD 6<sup>TH</sup> Batch

MA in Governance and Development

BRAC Institute of Governance and Development

BRAC University, Dhaka, Bangladesh

## **SUPERVISOR AUTHORIZATION**

I hereby recommended And Certify that this dissertation “Wage Pattern And Livelihood of Tea Garden Laborer: A Study on Loobacherra Tea Estate, Kanaighat, Sylhet, Bangladesh” is a research work conducted by SM. Sohrab Hossain, MAGD 6<sup>th</sup> batch ID-14272010, under my supervision for particular fulfillment of the requirements for the degree of MA in Governance and Development (MAGD), BIGD, BRAC University, Dhaka, Bangladesh.

**Dr. Md. Zohurul Islam**

Assistant Professor (former), BRAC University

Deputy Director

Bangladesh Public Administration Training Centre, Savar

Dhaka, Bangladesh

zohur68@gmail.com

# **DEDICATED TO**

**THE RESEARCH TESTIMONY IS DEDICATED TO MY MOTHER MRS. AYESHA RIAJ**

**AND FATHER MD. RIAJ UDDIN WHO BROUGHT ME UP**

## **ACKNOWLEDGEMENT**

At the beginning I would like to express my greatest appreciation to almighty Allah who has given me the knowledge and opportunity to perform my higher study in an internationally recognized institute like BRAC Institute of Governance and Development (BIGD), BRAC University. For duly performed my research I am indebted to many other persons and agencies.

Firstly, I would like to express my deepest gratitude and sincere respect to my honble supervisor Dr. Md. Zohurul Islam, Assistant Professor (former), BRAC University and Deputy Director Bangladesh Public Administration Training Centre, Savar, Dhaka, Bangladesh for his appropriate, appreciable guidance, continuous support, advice and unpredictable encouragement which helped me to overcome many difficulties related to my dissertation.

I would also like to express my profound gratitude heartfelt thanks to Dr. Niaz Ahmed of Dhaka university, Dr. Nasir Uddin, commissioner Anti-corruption commission, Dr. Rizwan khair, director BIGD, Dr. Rashed Uz Zaman, academic co-ordinator, MAGD-6 for their valuable comments, suggestions and co-operation which have helped me to develop the quality of research.

I am greatly thankful to the BRAC Institute of Governance and Development (BIGD), BRAC University for granting me the fund to conduct my research. I also like to express my gratitude to president, Bangladesh cha shramik union, Loobacherra tea estate and respondent of that estate for their kind co-operation and helps in the field during data collection and especially thankful to some volunteers (from respondent). I am also grateful the district and upazilla administration for overall co-operation in research area. I am deeply obliged to the garden owner Mr. Games Furgoson Nanca for providing some crucial information and provide boarding and lodging during data collection. I am indebted to all the participant of MAGD 6<sup>th</sup> batch and officials of BRAC Institute Governance and Development for their continuous support, motivation and encouragement. At last I am greatly indebted to my best boyhood friend Mahfuja Yeasmin Shaheen as well as my loving son Shahriar Shawn Pritom and daughter Nur-e-Jannat Prantee who always inspired me to get admitted myself here for this study.

## ABSTRACT

Tea is the most important item to earn foreign currency. Bangladesh covers 2% of world tea production which earn US\$25000000 every year. In Bangladesh there are 163 tea gardens. Most of the tea gardens are in greater Sylhet. In tea garden human rights of the tea laborer are being violating every day. In Bangladesh wage pattern of laborers in other sector is more or less satisfactory. The objectives of the study was to examine the social state including wage pattern , education, health, housing, family planning activities & sanitation of the tea garden laborers as well as to understand the economic conditions – livelihood pattern, income of the tea garden laborers. Both qualitative and quantitative method was used to conduct the research. Before data collection we discussed with management and tea laborer union about their wage pattern and livelihood. The study was conducted with the help of structured questionnaire. Mixed methodology was followed in our study. In this study 78.99% of total laborers of the research garden were interviewed. Key findings are as follows:

Length of service of 50.8% respondents is above 41years. 26.60% respondents are of 3-4 years. But wages are same at all age level. 36.9% respondent are illiterate, 13.5% have primary edycation. 49.6% respondents are only literate(able to put their signature or write their name). Family member's profession of 96% of total respondents is day laborer. Laborers in tea garden are not satisfied with the wages they are getting. In Bangladesh minimum wage(monthly) in oil mill is BDT7420, re-rolling mill BDT6100, foundry BDT5100, ship breaking BDT4645, ayurvedic unit BDT4320, pharmaceuticles BDT3645, RMG BDT3000 though in a 'A' category tea garden monthly wage rate of permanent laborer is BDT1656, in 'B' category, BDT1608 and C category BDT1584. So wage of the tea laborer are minimum or below the mark throughout the country as well as abroad. Perhaps these wages rate is the lowest in the world. The study found that tea laborers are

getting barren paddy land as ration with which they are not satisfied at all. 98.40% respondents are dissatisfied with weekly ration. 90% respondents are dissatisfied with weekly wages. Only 9.10% are agreed with the existing wages to some extent. 93.60% are dissatisfied with sanitation facilities, 90.90% are not satisfied with scope for children education, 68.70% are are dissatisfied with job security, 63.90% are not satisfied with employer attitude, 92.80% are dissatisfied with job, 99.20% are dissatisfied with family planning activities, 99.60% are dissatisfied with housing facilities. 90.10 % are dissatisfied with medical facilities. They are using unhygienic drinking water. So human rights are being violating in the tea garden by the employers. Labour law of Bangladesh is being violated. Since laborers are not satisfied with wages including fringe benefit, they are not attentive in increasing productivity which hampers the country's economic growth. It can be improved the scenario of wage pattern and livelihood of tea garden laborer by taking into account the mentioned recommendation of the study by the policy makers. Appropriate implementation of the mentioned recommendation can improve the human rights of tea laborer as well as economic growth of this country.



## List of Table

<b>Table no.</b>	<b>Name of the Tables</b>	<b>Page No</b>
Table 2.1	District wise Tea area	7
Table 2.2	Number of tea Estates, area under tea cultivation yield of Bangladesh	9-10
Table 2.3	Production and Export of tea: (Qty in m kg)	11
Table 2.4	Earnings from tea export	12
Table 2.5	Comparative productivity of crop (kg/ha)	15
Table 2.6	Tea productivity	16
Table 2.7	Wages comparison	17
Table 2.8	Yearly production of Loobacherra Tea Estate	34
Table 5.1	Respondent age group distribution	40
Table 5.2	Frequency Distribution of Respondant Educational Level	42
Table 5.3	Respondent job status (permanent)	42
Table 5.4	Respondent family profession distribution	43
Table 5.5	Respondent age distribution	44
Table 5.6	Respondent weekly wages fequency distribution	45
Table 5.7	Frequency distribution of ration for respondent	47
Table 5.8	Mode of payment distribution status for the rspondent	49
Table 5.9	Respondent working hour	49
Table 5.10	Respondent overtime type frequency distribution	50
Table 5.11	Descriptive statistics of respondent satisfaction items	51
Table 5.12	Respondent satisfaction with sanitationn facilities	53
Table 5.13	Children scope for education	54
Table 5.14	Satisfaction of respondent with job security	57
Table 5.15	Satisfaction about using of skillness and ability of respondent	59

<b>Table no.</b>	<b>Name of the Tables</b>	<b>Page No</b>
Table 5.16	Respondent satisfaction about attitude of employer	59
Table 5.17	Respondent satisfaction about allotment of homestead	60
Table 5.18	Satisfaction of respondent getting scope for rearing cattle	60
Table 5.19	Satisfaction with facilities about sick leave and maternity leave	61
Table 5.20	Respondent satisfaction with job	62
Table 5.21	Respondent satisfaction with EPI activities	63
Table 5.22	Frequency distribution for respondent satisfaction with family planning activities	64
Table 5.23	Respondent satisfaction with medical facilities	68
Table 5.24	Respondent satisfaction about housing facilities	71

## List of picture

Picture No.	Name of Pictures	Page No.
Picture 1	Loobacherra tea garden with shade tree	6
Picture 2	New leaf in research garden	9
Picture 3	Leaf plucking by women laborer in research garden	30
Picture 4	Geographical presentation of the research garden	31
Picture 5	A wring well adjacent to a toilet made of banana leaf and plastic mat	53
Picture 6	Children of tea laborer	56
Picture 7	A pregnant women is using unhygienic cherra (canal water) water	61
Picture 8	Tea laborers are suffering from malnutrition	66
Picture 9	Tripping by women laborer	67
Picture 10	Tea laborers are collecting drinking water in unhygienic conditions	70
Picture 11	House made of mud wall and sungrass by tea laborer	72

## **List of Achronym**

EPI	: Expanded Programme of Immunization
BRAC	: Bangladesh Rural Advancement Committee
BCSU	: Bangladesh Cha Shramik Union
BTB	: Bangladesh Tea Board
WATSAN	: Water and Sanitation
B.Baria	; Brahman Baria
ILO	: International Labour Organization
RMG	; Ready Made Germent
BTA	: Bangladesh Tea Association
EU	: European Union
SEHD	: Society for Environment and Human Development
BIGD	: BRAC Institute of Governance and Development
BPATC	: Bangladesh Public Administration Training Centre

# Table of Contents

<b>DECLARATION.....</b>	<b>i</b>
<b>SUPERVISOR AUTHORIZATOIN.....</b>	<b>ii</b>
<b>DEDICATED TO.....</b>	<b>iii</b>
<b>ACKNOWLEDGEMENT.....</b>	<b>iv</b>
<b>ABSTRACT.....</b>	<b>v</b>
<b>List of Table.....</b>	<b>vii</b>
<b>List of picture .....</b>	<b>ix</b>
<b>List of Achronym .....</b>	<b>x</b>
<b>CHAPTER ONE .....</b>	<b>1</b>
<b>INTRODUCTION.....</b>	<b>1</b>
<b>1.1 Back ground of this study .....</b>	<b>1</b>
<b>1.2 Problem of the statement.....</b>	<b>2</b>
<b>1.3 Significant of the study .....</b>	<b>3</b>
<b>1.4 The research question of the study is as follows.....</b>	<b>4</b>
<b>1.5 Research objective .....</b>	<b>4</b>
<b>1.6 Scope and Limitations of the study .....</b>	<b>5</b>

<b>CHAPTER TWO .....</b>	<b>6</b>
<b>TEA GARDEN AND LOOBACHERRA TEA ESTATE .....</b>	<b>6</b>
2.1 Tea garden statistics in Bangladesh .....	6
2.2 Tea garden statistics in Sylhet.....	8
2.3 Tea production statistics of Bangladesh .....	9
2.4 Tea export statistics of Bangladesh.....	10
2.5 Contribution of tea in Bangladeshi economy.....	13
2.6 Domestic Consumption.....	14
2.7 Comparison to other countries in consumption .....	14
2.8 Tea production in different countries.....	15
2.9 Productivity of tea in different countries .....	16
2.10 Sector wise minimum wages for workers (Bangladesh) .....	16
2.11 Reason for less export.....	17
<b>CHAPTER THREE .....</b>	<b>18</b>
<b>LITERATURE AND LIVELIHOOD .....</b>	<b>18</b>
3.1 Wage .....	18
3.2 Salary .....	18
3.3 Wage and production .....	19

3.4 Problem of tea production.....	19
3.5 Migration of tea laborer and settlement .....	22
3.6 Living condition of tea laborer .....	22
3.7 Miserable conditions of tea workers .....	23
3.8 Payment and fringe benefit in India.....	23
3.9 Tea workers in Bangladesh.....	24
3.10 BTA.....	25
3.11 Condition of female tea worker .....	25
3.12 WATSAN situation.....	25
3.13 Tea Company and vision 2021 .....	26
3.14 Expectation of tea laborer .....	27
3.15 Living room of tea laborer .....	27
3.16 Issues to be addressed by BTB .....	28
3.17 Project implementing by EU.....	28
3.17 Daily pay and dependent on treatment.....	28
3.18 Legislation related to tea workers .....	29
3.19 An overview .....	29
3.20 Organizational structure of Loobacherra Tea Estate .....	32

3.21 Man power statement.....	32
3.22 Historical evolution of Loobacherra Tea Estate .....	33
3.23 Production of Loobacherra Tea Estate.....	34
<b>CHAPTER FOUR.....</b>	<b>36</b>
<b>METHODOLOGY .....</b>	<b>36</b>
<b>4.1 Introduction.....</b>	<b>36</b>
4.2 Qualitative research .....	36
4.3 Quantitative research .....	37
4.4 Mixed research.....	37
4.5 Sampling method .....	37
4.6 Survey time/period.....	38
4.7 Key informant interview .....	38
4.8 Survey questionnaire development.....	38
4.9 Testing survey questionnaire .....	38
4.10 Sources of livelihood of tea garden laborers.....	39
<b>CHAPTER FIVE.....</b>	<b>40</b>
<b>DATA ANALYSIS .....</b>	<b>40</b>
5.1 Length of service of the respondent.....	40



5.2 Respondent educational level .....	41
5.3 Respondent job status. ....	42
5.4 Profession of the respondent family .....	43
5.5 Age of respondent. ....	43
5.6. Respondent weekly wages .....	45
5.7 Ration for respondent.....	46
5.8 Ration in other garden.....	48
5.9 Respondent Payment (wages/salary) .....	49
5.10 Respondent working hour .....	49
5.11 Overtime of the respondent.....	50
5.12 Descriptive statistics on variable items.....	50
5.12.1 Sanitation facilities provided by employer.....	51
5.12.2 Satisfaction with scope for Children education .....	54
5.12.3 Education for tea Children .....	55
5.12.4 Satisfaction with job security of respondent .....	57
5.12.5 Use of skillness and ability of respondent by employer.....	58
5.12.6 Respondent satisfaction about attitude of employer .....	59
5.12.7 Respondent satisfaction about allotment of homestead.....	59

5.12.8. Satisfaction of respondent getting scope for rearing cattle.....	60
5.12.9 Satisfaction with facilities about sick leave and maternity leave.....	61
5.12.10 Respondent satisfaction with job.....	62
5.12.11 Respondent satisfaction about EPI activities .....	63
5.12.12 Respondent satisfaction with family planning activities.....	64
5.12.13 Respondent daily meal and nutrituion .....	65
5.12.14 Respondent provident fund .....	66
5.12.15 Working hour and leave .....	67
5.12.16 Medical facilities.....	67
5.12.17 Types of laborer and wages: .....	69
5.12.18 Festival bonus.....	69
5.11.19 Drinking water .....	69
5.12.20 Allotted Houses .....	70
5.12.20 NGO working in tea garden voluntarily.....	73
5.12.21 Savings account with bank.....	73
Management Related .....	74
5.12.22 Attention of management for employee benefits and employee safety .....	74
5.12.23 Support to employee accidental issues.....	74

5.12.24 Sexual harassment at tea garden .....	74
5.12.25 Medical services/health services.....	75
5.12.26 Suggestion by management for fair wage pattern .....	75
<b>CHAPTER SIX .....</b>	<b>76</b>
<b>CONCLUSION AND RECOMMENDATIONS .....</b>	<b>76</b>
6.1 Introduction.....	76
6.2 Conclusion .....	76
6.3 Recommendation .....	77
6.4 Future research direction.....	79
<b>BIBLIOGRAPHY .....</b>	<b>80</b>
<b>Appendix-1.....</b>	<b>86</b>
<b>Appendix-2.....</b>	<b>91</b>

# CHAPTER ONE

## INTRODUCTION

### 1.1 Back ground of this study

A British citizen, Mr. Robert Bruce might be considered as father of tea plantation in this subcontinent from Assam in 1834. The tea laborers are from different part of Asia by M.r. Robert Bruce (Seminar on Labour and Employment Relations in Plantations in a Globalising Economy. Guwahati: V. V. Giri National Labour Institute and OKDISC, March 9-10, 2004.). The present tea plant is the variety of indigenous tea of Chandkhani hillrock of Sylhet from 1855. Wild tea plant of Khasi and Jointia hills of sametime is known to us. Chittagong also has been familiar with tea cultivation in 1840 with few plants imported from China and some plants of China origin developed in the Calcutta Botanical Garden. The first tea garden of Bangladesh is Malnichhara of Sylhet from 1854. Now the tea industries are running at Moulovibazar, Hobiganj, Rangamati, Brahmanbaria, Panchagar including Sylhet and the country has over160 tea gardens with more than 118,000 tea workers. The total number of tea factories is 114 and total garden area is 115629.76 hactre ([www.teaboard.gov.bd](http://www.teaboard.gov.bd)). The laborers who run the tea industry alive are not locals. They are from Assam, Bihar, Madras, Orissa and other parts of India by the Duncan brothers about 150 years ago. Their destiny is tied to their huts in the 'labor lines' that has been built by themselves.They continue to remain as people without choice and entitlement to property. The tea laborers are tribal people, also called Adivasi. Majority of them follows Hinduism. They are medium in height, physically strong, wavy hair, round features and wide nostrils and high cheek bones. Living conditions in the labor lines of the tea gardens are generally unsatisfactory. Typically a single room is crowded with people of different ages of a family. Cattle and human beings are often seen living together in the same house or room.The wages of the tea plantation workers of Bangladesh is another concern. They get much lower wages than the Indian tea workers. The work condition of the tea plantation workers is not satisfactory. They are socially excluded, overwhelmingly illiterate, deprived and disconnected (Wikipedia, 24 October, 2011). They are not well aware of their origins. They do not interact

much with people of other ethnic identities. They cannot speak their language perfectly and most of them are illiterate. As they are socially excluded group, they are a very easy target for exploitation by the profiteers from the tea industry. Tea production in Bangladesh is not maintaining a sequence. Statistics says that various indicators fluctuate tea production. Country gets lose a huge amount of foreign currency due to fluctuation in tea production. Violence and agitation of tea laborers against management are common (Sarma, 2007).

## **1.2 Problem of the statement**

The global tea market is wasting away due to various inescapable forces. Consequently, tea industry in the country along with garden workers, particularly laborers, has been negatively impacted. Loobachara tea estate has not been an exception in this respect. There has been frequent reporting in the leading news in local and national dailies. Loobachhara tea estate as well as others suffers from more than one problem. Wage, livelihood, education, health, sickness, closure and abandonment of tea gardens; issues with respect to crop yield, issues of the laborers, frequent violence and strikes across tea gardens are burning issues. Recently movement, strike for improvement of tea laborer wages, livelihood etc. are increasingly rising. Tea workers from around 140 tea gardens in Sylhet region enforced an indefinite strike on 20 May, 2013 to fulfill their 20-point demands, including a raise in wages. Kanchan Patro, an adviser to the elected committee of Bangladesh tea workers union sangram parishad, told daily New Age that the strike would continue unless the demands are met. Tea plantation workers of Matiura tea garden of Rajnagar upazila and Kamalganj upazila marched on the roads around the gardens. In Support of their demands Mamud Ali, Manager of ETA tea garden, said if the strike continues, a medium sized garden will suffer an operational loss of BDT 200,000 per day. He said a medium sized garden can produce up to 5-6 thousand kilograms of tea per day in the current season whereas a big garden can produce 10-15 thousand kilograms. The loss by bigger gardens will be around BDT 500,000 a day, source said. Tea workers federation president, Satya Naidu said the workers are demanding a hike in their wages to BDT 120 per day from BDT 54. Satya also said each tea worker receives 3 kg and 200 gram of rice or flour a week as food ration. They pay BDT 1.50 for

one kg of rice or flour. According to the Wages Rate Index, both nominal and real wage rates have been on the rise but wage of tea laborer are still unchanged for a long time (Bangladesh economic review, 2012). The workers had placed their demands to the owners of the gardens on September 1, 2011, but no action followed. The secretary of tea workers union, Rambhajan Koira said, “We also want a section of labor law to be repealed where it said a worker who lost his job can be evicted from the garden”. “The 20 points demands” also include expansion of education facilities, improvement in accommodation and health services, creation of more employment facilities, enhancement of maternity leave and organizing elections to the tea workers union.

### **1.3 Significant of the study**

The study might be helpful to find out the actual wage pattern and livelihood of tea garden laborer. If any disparity or imbalance trace out in comparison to general laborer of the country with tea laborers it must be an issue for recommendation to revise the wage pattern. The exact wage pattern and livelihood always help to increase the tea production. There is a proverb that no wages no productivity. When laborers are paid sufficient wage they work spontaneously. When laborers work efficiently the productivity must be increased in cost effective way. Tea is a foreign exchange earning crop. It is known as cash crop. Bangladesh is covering about 2% of world tea production. Balance of payment of Bangladesh is always negative since liberation. Export is the main source of foreign currency of a country like Bangladesh. If it is possible to increase tea production by large amount in cost effective way it must be contribute to our GDP which helps to increase economic growth. The total number of tea gardens including three of the largest tea gardens in the world both in area and production is above 163. Nearly 3, 58,550 workers are employed on the tea estates of which over 75% are women (Chowdhury et al, 2011). Employers prefer to employ women for plucking tea leaves since they naturally do a better job and are paid less than the men ([http://www. bangladesh.com/blog/tea garden in bangladesh](http://www.bangladesh.com/blog/tea_garden_in_bangladesh), accesed on 28 July, 2015). The total numbers of tea factories are 114 and total garden area is 115629.76 hactre. Tea is huge source of revenue for the governmrt of Bangladesh ([www.teaboard.gov.bd](http://www.teaboard.gov.bd), “Bangladesh

Tea Board”, n.d.; Chakrabarti, 2012). There are also some family gardens in small size which are not listed. But these small gardens also contribute to increase national tea production. The major purpose of this study is to find out whether there is any inconsistency in wage pattern compared to laborer of other sector and livelihood of tea laborers or not which might be hampers to our economic growth, because unequal wage pattern cannot ensure productivity at expected level. A century later tea laborers still find themselves illiterate. Their poor housing conditions, low wages, long working hours, social discrimination, deprive of many human basic needs and rights are well known for the sake of our media that every human being must have for personal as well as societal progress. These conditions make sure that the children of tea workers can do nothing else but become tea workers. Ownership, rights of the tea workers and their struggle for legitimate demands, the use of land granted for tea cultivation and different trends of tea production also help to understand the conditions in which the indentured tea plantation workers have been confined. Since tea industry is a great source of revenue, a large number of laborer force are working here, most of the laborer claim to be increased their wages and fringe benefit, so the study has a greatest importance for the sake of the country.

## **1.4 The research question of the study is as follows**

Do the wage pattern of the tea garden laborer are beneficial for their livelihood? If so, how this wage pattern makes laborer satisfactory at their work place?

## **1.5 Research objective**

- To examine the social condition including wage pattern, education, health, housing and sanitation of the garden laborers and
- To examine their economic conditions – livelihood pattern, income of the tea garden laborers.

## **1.6 Scope and Limitations of the study**

This is a pilot level study that attempts to survey the socio-economic issues of tea garden laborers in Loobachhera tea estate. One of the major limitations of the study is that it has taken only one tea garden as a case study to represent the region. But the sample size taken is relatively large. The findings of the study may only be indicative in nature and may be used with caution. Due to shortage of fund and time it was not possible to reach all the laborers.



## CHAPTER TWO

### TEA GARDEN AND LOOBACHERRA TEA ESTATE

#### 2.1 Tea garden statistics in Bangladesh

A brief history of tea area of Bangladesh is as follows:

▪ Land of Tea Estates in Bangladesh (2011)	115629.76 hactre.
▪ Number of Tea Estates in Bangladesh	163
▪ Number of Tea Factories in Bangladesh	116
▪ Total Grant Area (All Valley)	113890.8 acres
▪ Total Production in Bangladesh	57.62 m.kg

Source: 23rd May 2013 by Ihtesham Ahamad (online).



Picture 1: Loobacherra tea garden with shade tree

Source: Field survey, 2015.

**Table 2.1: District wise Tea Area**

<b>District</b>	<b>Number of tea estate</b>
Moulvibazar	90
Habiganj	23
Sylhet	19
Chittagong	22
Panchagar	7
Rangamati	1
B.Baria	1

Source: 23rd May 2013 by Ibtesham Ahamad (online).

The Table-2.1 states that maximum tea gardens are in Moulvibazar district. Habiganj is in the second position. Rangamati and B.Baria have one garden each. Only seven districts have tea garden out of 64 districts in Bangladesh. So policy should be taken to bring more area under tea cultivation in Panchagar, Rangamati and B.Baria.

There are about 163 tea gardens in Bangladesh which cover only seven districts. These are Sylhet, Moulvibazar, Habiganj, Chittagong, Panchagar, Rangamati and B.baria. But most of the gardens are in greater Sylhet. Sylhet has been contributing for improving economic growth of Bangladesh. Bangladesh is also earning foreign currency by exporting tea to the abroad. The area around Sylhet is the traditional culture of Bangladesh and that's why this tea is also called the national resources of Bangladesh. The picturesque Surma Valley is covered with terraces of tea gardens and lush green tropical forests. Srimangal is also well known as the tea capital of Bangladesh and for miles around if you look then you can find green carpet of tea gardens on the hill slope. Out of these 163 tea gardens three are the largest tea gardens and the rest are comparatively small. Tea production of these three is also remarkable in the world. In the 163 tea gardens of Bangladesh there are about 4,00,000 lakhs workers work daily. Out of these 4 lakhs almost 75% workers are women and rest 25% are male workers. In the tea garden tribal and also female workers are preferred. Because, females are able to do the better job than male workers for tea leaf plucking in the tea gardens.

## 2.2 Tea garden statistics in Sylhet

Sylhet is a major city in north-eastern Bangladesh. It is the main city of Sylhet Division, which consists of Sunamganj, Habiganj (variant of Habibganj), Moulvibazar and Sylhet Districts, and it was granted metropolitan city status in March 2009. Sylhet is located on the northern bank of the Surma River and is surrounded by the Jaintia, Khasi and Tripura hills. The city is approaching a population of 500,000 people. It is one of the largest cities in Bangladesh. The Sylhet region is well known for its tea gardens and tropical forests. Most of the tea gardens are located in greater Sylhet. It is statistically said that 90% of total tea produces in Sylhet.

- Number of Tea Estates in Sylhet : 132
- Total Grant Area : 98724.02 hactre
- Total Production in Sylhet : 51.93 m. kt.

The area around Sylhet is a traditional tea growing area. The Surma Valley is covered with terraces of tea gardens and tropical forests. Srimangal is known as the tea capital of Bangladesh; for miles around, tea gardens are visible on the hill slopes. The area has over 132 tea gardens, including three of the largest tea plantations in the world, both in terms of area and production. Tea Industry was pioneered in the 19th century by the British planters. Later, some Indian entrepreneurs purchased tea gardens from their European owners. Indian entrepreneurs also came forward to develop new plantations. Around 1823, tea started to be grown for commercial purposes in the Assam forests, which has ideal soil and climatic conditions for the crop. Assam Tea Company started the first commercial efforts in organised tea growing in 1839. Tea cultivation in Bengal developed concurrently with that in the northeastern part of India during the early nineteenth century. The Assam indigenous tea plant was established in Chandkhani Hills of Sylhet in 1855. At about the same time, wild tea was found along Khashi and Jainta Hills. Tea plantation started in Chittagong in 1840 with few China plants from the Botanical gardens in Calcutta and seeds from Assam as well as those imported from China. The first commercial tea plantation was introduced in the eastern part of Bengal in 1854 at Malnicherrea in Sylhet.



Picture 2: New leaf in research garden  
 Source: Field survey, 2015.

## 2.3 Tea production statistics of Bangladesh

The table mentioned below states that during separation of India-Pakistan tea production was only 656 kg under 103 gardens. Then production was gradually increased but there was a break in production due to our liberation war and production was 798 kg under 153 gardens.

**Table 2.2: Number of tea Estates, area under tea cultivation yield of Bangladesh**

Year	No. of Estates	Area under Tea (hectare)	Yield/hectare (kg)
1947	103	28734	656
1950	103	31890	827

1955	127	30274	830
1960	127	31418	618
1965	151	36500	839
1970	153	42685	798
1975	153	42685	740
1980	153	43528	926
1985	156	44609	976
1990	158	47385	1009
1995	158	47938	1084
1996	158	48100	1115
1997	158	48570	1040
1998	158	48616	1149
1999	158	48913	970
2000	160	50470	1147

**Source:** Monthly Statistical Bulletin of Bangladesh Tea Board (BTB) and Bangladesh Bureau of Statistics (2004), Statistical Yearbook of Bangladesh.

After then in every year production was increasing and it was 1147kg in the year 2000. Though there was a fluctuation in 1999 iscal year.

## **2.4 Tea export statistics of Bangladesh**

Bangladesh started export from 1973-74fiscal year. From then it was increasing upto 76-77 fiscal year and exported 29.42 metric ton kg. With some interruption it was again reached at 31.32 metric ton kg in 1981-82.

**Table 2.3: Production and Export of tea (Qty in m kg)**

<b>Year</b>	<b>Production</b>	<b>Export</b>
1973-74	29.89	21.53
1974-75	31.28	23.50
1975-76	31.30	22.33
1976-77	35.64	29.42
1977-78	36.35	28.63
1978-79	36.70	27.10
1979-80	39.81	23.88
1980-81	41.90	29.85
1981-82	38.54	31.32
1982-83	42.86	30.81
1983-84	39.46	30.74
1984-85	42.89	25.85
1985-86	38.77	29.82
1986-87	40.36	21.41
1987-88	41.62	27.56
1988-89	41.27	25.12
1989-90	42.56	22.57
1990-91	44.61	26.45
1991-92	46.79	23.64
1992-93	49.30	33.09
1993-94	51.73	27.42
1994-95	47.04	26.72
1995-96	52.14	21.43
1996-97	52.67	25.39
1997-98	51.25	24.45
1998-99	50.26	23.50
1999-00	50.22	12.61
2000-01	53.41	16.52

Source: Bangladesh Tea Board, Statistics on Bangladesh Tea Industry, 2002

After then it was declining up to 21.41 metricton in 1986-87 fiascaleYear. Though, production was sufficient at the sametime. In 1992-93 Bangladesh exported 33.09 metricton and it is the highest amount. The highest production was 53.41 metricton in 2000-2001 fiscal year but export was lowest at the sametime. In different fiscal year there are many disparity between production and export. Perhaps it was occurred due to lack of ....

- Proper monitoring by the concern authority.
- Efficient consumption and export policy.
- Quality production

Tea is an important source of foreign exchange. The table shows below.

**Table 2.4: Earnings from tea export**

<b>Period</b>	<b>Export earnings in (000) US\$</b>
2001-2002	16468
2002-2003	15062
2003-2004	15439
2004-2005	15569
2005-2006	11648
2006-2007	6216
2007-2008	14761
2008-2009	11723
2009-2010	4785
2010-2011	2337

Source: Bangladesh tea association annual report 2011-2012

The above mentioned table 2.4 explored that the highest foreign currency earning was in 2001-02 fiscal year which touched at US\$ 16468 and lowest was US\$ 2337 in 2010-11 fiscal year. In order to achieve the expected target of foreign currency strong enteprenureship is required. Bangladesh government and Bangladesh Tea Association can be pioneer jointly in this regard.

## **2.5 Contribution of tea in Bangladeshi economy**

During liberation as a war destroyed country tea production of Bangladesh was also hampered. Attention was given after a long time to enhance the production. A great effort was needed for it. From then the production was rising day by day. We produce only 2% of global tea production and we are earning near about BDT 200 crore in every year. Production was marked 39.81 million kg in 1980 and 53.41 million kg in 2001. Among 160 gardens most of them are very old. So the tea plant/bushes are also very old. Most of the plants are 'T' budding (30-35 years longevity) not from seed (about 150 years longevity). But sources of tea are the tender leaf. This resulted remarkable loss of production. There are mainly two way to increase production. One is covering the new area for plantation. And another is replacement of old bushes. To increase quick production attention was given on new plantation than replacement of old bushes or taken care of. Eventually the production was substantially falls in that garden. Statistics says that tea production vigorously increased during last 50 years over the world. The world production of tea has increased tremendously over the last 50 years. It is interesting to note that the production increases in the major tea producing countries have been due to large increase in the yield per hectare. In the 1990s, per hectare yield in India was around 1500 kg, in Sri Lanka it was 1600 kg but in Bangladesh it was only 1000 kg. The cost of production in per kg is high in Bangladesh due to low yield. Not only this, the poor quality of Bangladeshi tea itself is a problem in marketing. There are various reasons for low quality. The leaf plucking is not standardized. The producers resort to rough plucking for increasing production that is not in sustainable way. The second one is the processing factories and machines are not of modern technologies (orthodox method). Besides, huge area of uncultivated land, primitive variety of plants, emphasis was not given to seed plantation instead of 'T' budding, unchecked propagation of pests and diseases in the tea bushes, insufficient shade tree, stealing of existing shade tree over night etc. are the other reasons for low quality and low yields. Now tea gardens are suffering from various problems, which must be solved to save this sector. Tea is a safe and healthy beverage, which has also medicinal value. We have to intensify our race to achieve a target of 1500 Kg/ha by 2010 to produce 90 million Kg made tea and to increase our area by about 1650 ha. This will



satisfy our increasing domestic demand and at least maintain the present ratio of the export of tea. We have to make quality tea, which must satisfy the prescribed criterion of the European countries to restore its name and fame.

According to daily Star, dated 22/02/2013, a bumper harvest of 63.85 million kilograms tea, the highest for Bangladesh, was achieved in 2012 for favorable weather and supportive policy measures. Tea production was 59.13 million kg in 2011 and 59.24 million kg in 2010, according to data from Bangladesh Tea Research Institute. This season, weather conditions were good with favorable temperature and uniform distribution of rains in the main tea-producing season, said Main Uddin Ahmed, director of the Bangladesh Tea Research Institute. He said that Good production was also achieved from the small tea holdings in Panchagarh district. Better prices in the international market and increased local consumption have encouraged tea planters to produce more, said Mohammad Shahjahan, a general manager of Bangladesh Tea Board. Better production was powered by well-balanced rainfall in April-October/12, a season critical for tea, he said. There are 160 estates currently producing tea. Although about two thirds of the country's production was being consumed at home previously, local consumption has recently increased and pushed exports down 10 percent.

## **2.6 Domestic Consumption**

The domestic consumption of tea in Bangladesh was 15.93 million kg in 1980 but it was decreased to 8.72 million kg in 1984 though it was rose to 24.31 million kg in 1994 and it was 36.89 million kg in 2001. This fluctuation was happened due to the fluctuation in tea export. Tea consumption is highest in India and China throughout the world. It was 615.33 million kg in India and 420.43 million kg in China in 1996. In Bangladesh tea consumption was 25 million kg at the same time.

## **2.7 Comparison to other countries in consumption**

India and China are the largest tea consuming countries in the world and the amount of their consumption was 615.33 and 420.43 million kg in 1996 respectively. Where as consumption

of tea in Bangladesh was only 25 million kg at the same time. Tea Consumption has decreased in the United Kingdom, Ireland Republic, Afghanistan, Pakistan, Kenya, Australia and New Zealand in 1999 in comparison to 1995. While in other countries, consumption has increased at normal degree, but it increased substantially in Bangladesh, Turkey and Canada. Increasing rate of consumption was the highest 49.45% in Bangladesh in comparison to other countries. The high consumption rate in Bangladesh brings the opportunity to the tea industry to occupy the market with the relative high prices of the tea of any quality. But in an open economy, best quality and lower price are the main conditions for acceptance of a commodity. That is why Bangladesh needs to reduce the cost of tea production and increase the quality of tea to meet her rising demand and to increase her export.

## 2.8 Tea production in different countries

This statistics revealed that India contribute 29.89% to world tea production which is the highest percentage. China is 2nd position. Bangladesh is in 8th position interms of

**Table 2.5: Comparative productivity of crop (kg/ha)**

Serial no.	Country	% of world production
1	India	29.89
2	China	22.72
3	Sri Lanka	9.92
4	Kenya	9.85
5	Indonesia	5.52
6	Turkey	4.41
7	Japan	3.41
8	Bangladesh	2.11
9	Others	12.17

Source: Tea Manufacturing In Bangladesh: Problems And Prospects Pradipta Khisa And M. Iqbal, Department Of Industrial & Production Engineering Shahjalal University Of Science & Technology, Sylhet.

contribution to world tea production. If the initiatives are taken at the top level we can easily contribute a handsome amount of tea to the world market which can extract a lot of foreign currency.

## 2.9 Productivity of tea in different countries

Productivity depends on various indicators. In other sector of agriculture productivity of Bangladesh is mentionable. But in tea sector productivity of Bangladesh is very poor. Productivity means how much kg produce in per hactre.

**Table 2.6: Coutry wise Tea productivity**

Serial no.	Country	Productivity(kg/ha)
1	Kenya	2274
2	India	1797
3	Japan	1679
4	Turkey	1494
5	Sri Lanka	1167
6	Bangladesh	1146

Source: Tea Manufacturing In Bangladesh: Problems And Prospects Pradipta Khisa And M. Iqbal, Department Of Industrial & Production Engineering Shahjalal University Of Science & Technology, Sylhet.

The above mentioned table says that Kenya is the first in terms of productivity of tea. Its productivity is 2274 kg per hactre. Position of our near by country India is second. Productivity of Bangladesh is 1146 kg per hactre and position is lowest among six countries.

## 2.10 Sector wise minimum wages for workers (Bangladesh)

The table mentioned below the revealed minimum wages for laborer in Bangladesh. A laborer/worker gets minimum BDT 7420 per month in Bangladesh and it is the highest rate

**Table 2.7: Wages comparison**

Ranking	Sector	Monthly minimum wage in BDT
1	Oil-mills	7420
2	Re-rolling	6100
3	Foundry	5100
4	Ship breaking	4645
5	Ayurvedic unit	4350
6	Pharmaceutical	3645
7	Soap and cosmetic	3300
8	RMG	3000
9	Shrimp processing unit	2645
10	Tailoring shop	2350

Source: Daily New Age of August 13, 2010.

among various sector of the country. Even a garment worker earns minimum BDT 5000 per month where as a tea laborer gets BDT 1584 per month as wages. A worker in tailoring shop earns minimum BDT 2350 per month. Basically there is no minimum similarity of tea laborer wages with the wages of other sector in Bangladesh. This is the hard reality.

## **2.11 Reason for less export**

For above mentioned reasons overall tea export fluctuated considerably over the period. It reached between 21.41 million kg in 1987 to 33.09 million kg in 1993. The country required for an appropriate tea export policy for Bangladesh in order to stable this fluctuation. This needs an exhibition of Bangladeshi tea in abroad and granting special facilities like concessional exact production cost, shipment rate and tariff to export. Bangladesh Tea Board (BTB) and the Ministry of Trade and Commerce can take immediate initiatives to design some web pages (online) jointly or separately to enhance the special demand for Bangladeshi tea in the world market. Seminars, symposiums and Bangladeshi tea festival or fair may be organized by the Tea Board and the Bangladesh Parjatan Corporation can also play a vital role in this respect. For these activities our Bangladeshi embassy can play an important role in high demanding country of tea.

---

## **CHAPTER THREE**

### **LITERATURE AND LIVELIHOOD**

#### **3.1 Wage**

Wage is payment which is being paid regularly. Generally it is paid daily or weekly basis made by employer to employee (web, accessed on 7 August,2015). Normally it is made to manual or unskilled laborer. Most of us amalgamate wages with salary. Some of us use the the terms wage and salary interchangeably. Wage is related with compensation of employee which is made on the basis of working hours. It is calculated by multiplying working hours with hourly rate of pay. For example, a laborer working in tea garden might work 50 hours during the work week. If his hourly rate of pay is BDT 10, the laborer will receive a pay checque showing gross wages of BDT 500(50x10). If the laborer work 40 hours during that week he/her paycheque will show gross wages of BDT 400 (40x10). Because paycheque required to be computed based on the actual hour worked, the employee earning wages will likely receive her or his paycheque six days after the work period.

#### **3.2 Salary**

Salary is related with employee compensation quoted on annual basis. The manager of the tea garden might earn a salary of BDT 360000 per year. If the salaried manager is paid semi-monthly (may be on the 15th and last day of each month), her or his paycheque will show gross salary of BDT 15000 for the half month. As salary is the same amount for each pay period, the salaried person's paycheque will likely cover the work period through the date of the pay cheque.

Livelihood is the means of supporting for one's existance or living.s especially financially or vocationally (<http://dictionary.reference.com>, accesssed on 8 August, 2015). It means lively+hood. It is the alternation of middle English livelod, old English liflad conduct

of life, way of life. A worker's livelihood refers to its means of securing the basic necessities like food, water, shelter and clothing of life

Basically livelihood is defined as a bundle of elements which involve securing water, food, fooder, medicine, clothing etc. It includes the ability or capacity to acquire this mentioned necessities by working either individually or as a group by using endowments for meeting the requirements of the self and his or her household on a sustainable way with dignity.

### **3.3 Wage and production**

Wages is treated not only as the sale price for the laborer that a worker renders but also as the very basic component which is inextricably related with the modes of production (Chowdhury, 2012). Wage is the indicator of fundamental rights of laborer. The position of Bangladesh in terms of wage pattern is diversified and main reasons of such diversification are availability of child laborer, cheap laborer and high unemployment rate in Bangladesh. Tea production is an agro-based export oriented industry in Bangladesh. This industry has passed hundred of years. First tea industry of the country is Malnicherra Tea Estate of 1857 in Sylhet, now it is 163 in number and tea industry has spread over Moulvibazar, Habigonj, Rangamati, Panchagar, Chittagong and Brahmanbaria. Statistics states that Bangladesh produces only 2% of world tea production (Sabur, 2002) and earning near about US\$25000000 in every year. The stages of tea manufacturing are: Withering, Rolling, Fermenting, Drying/Firing, Sorting & grading, Tea tasting, Packaging etc. (Khaisa and Iqbal, 2001).

### **3.4 Problem of tea production**

Bangladesh tea estates are facing various problems (khisa et al, 2001) which must be solved to save the tea industry. Earlier several researches were conducted and find out various problems. These problems can be categorized in the following way:

a) Problem arise in office and factory: Problem related to management (managerial problem)

b) Field level/Tea Estate: Main activities are done in the field and most of the laborer engaged in field. Problems related to the field level activities and its surroundings. There are multidimensional problems in tea production and plantation. Some of them are related to the management, some are related to weather, some are related to tea laborers, etc. The major problems prevailing in tea garden are as follows:

- Seasonal natural calamity: Green leaf plucking season starts from March to August. Basically rainy season, flood, cyclone, storm, as well as other natural calamities are common in our country which hampers the tea production.
- Unpredictable/unstable law and order situation of the tea estates. Like—log stealing, shade tree cutting, illegal occupation of land, lack of security both for the management and the laborer, political or outsider influence on their internal arrangements, pilferage of tea from the factory etc.
- Insufficient medicine (Saikia et al, 2013) and lack of other treatment related facilities in the Hospital (for laborer). The laborers (Kuli) have no trust on hospital service or doctor. In most of the garden there is no MBBS doctor. Only a compounder and trained midwife (from women laborer for volunteer service) are providing hospital service. Mortality as well as birth rate is very high. Considering high mortality rate laborers have prone to more kids.
- In laborer section one cannot think of pure drinking water. Scarcity of pure drinking water is very common and no purification process, no hygienic latrine in laborer quarters, most of the laborer release their pit and pee in open field or at the slope of hill or Tilla (Saikia et al, 2013) Ila. Unhealthy/unhygienic atmosphere is common feature in the laborer line, they believe that it is their fate decided by the God (vg et al, 2011)
- Most of the laborers are addicted with wine made by them (VG et al, 2011). Sometimes casualties occur with side effect of local wine (chulai wine).
- Antiquated infrastructure like-communication (roads), laboreer house, water supply (kua/dugwell/indira). It is always open. Dust and many other foreign particles might

- be entered. Road communication always made of mud. Rain water always enters into the living room.
- Physically visiting the proposed garden and by collecting information from others it is clear that many owners of the tea gardens are not using granted government loans properly, e.g.—they are interested in afforestation of valuable trees (according to timber value like tick timber), doing horticulture and some of them are giving up tea culture due to huge investment of money but slow return. So, they are not able to make weekly payment regularly or timely in many gardens. So workers are afraid of losing their jobs.
  - Most of the tea gardens are in the peak of hill or its slope. Soil structure is very rough, presence of iron is very high, so it requires abundant of water. There are no so many canals or beels or river or water source nearby garden especially during dry season (problem become acute). Lack of permanent water source for irrigation during dry season and also in prolonged drought is major concern. Scarcity of water is a common problem to both employer and laborer.
  - Lack of educational institutions and for why literacy rate is poor (Saikia et al, 2013). In most of the garden there is no educational institute even government primary school. In some area there may have a secondary or higher secondary institution but it is very far from the garden. Around 59% laborers are illiterate (Das et al, 2006)
  - Tea laborers and their kids have been suffering from malnutrition (VG et al, 2011). So, they are with ill health.
  - Lack of spontaneous among the laborer to work in full swing. Many researches said that it is mainly due to low wages. As a result production is not at expected level. Sanitation facilities are hardly found.
  - Allotted homestead is not sufficient for cultivation of vegetables for their own consumption.
  - Management pay no attention for the the benefit and welfare of the employers. Management has no policy for family planning activities.
  - No EPI activities.



- Rate of wages is not sufficient at all compared to national and international organization. The wages which are paid to them is very low and below standard (Lenin, 1913)
- No understanding between Management and workers.
- Fringe benefit is not satisfactory.
- Provided ration is not enough for subsistence of laborer.
- No motivation for best use of skillness of laborer for maximum production.
- No job security.
- Sick leave and maternity leave is not satisfactory.
- Laborers are suffuring from malnutrituion.
- Management has no accidental policy for laborer.
- Most of the families of retired or expired laborer are victims to the harasement of getting pension benefit.
- Management has no protection measures during spraying pesticide and other chemical in the garden.

### **3.5 Migration of tea laborer and settlement**

Tea laborers were brought from various region of the subcontinent specilly from the poor section of the society and settled themselves in the laborer section of the garden. Earlier british garden owner collected them for tea plantation at law cost for their colonial business. More than a century has passed since tea plantation workers settled in the laborer lines, to which their lives and livelihoods have been tied ever since. They have no choice and entitlement to property (Gain, 2015). They have no land property of their own. Employers allocate some land for housing subject to the condition of giving his labor to employer. In addition to the wages, they get some so called fringe benefits which are miserably low.

### **3.6 Living condition of tea laborer**

Actually laborers have no house of their own. Employers give them house. One laborer gets one house policy. The laborers have to repair and maintain it though it is supposed to be

maintained by the garden owner. Employer provides land for house, bamboo and sun grass. Laborers themselves construct their living house made of mud wall. Their living condition in that houses is unhygienic, miserable, unhealthy and dissatisfactory. Since their infant mortality rate is high so their birth rate is very high. The room allocated for laborer is crowded with whole family. Sometimes they are seen living with their cattle in the same room. Getting permission from the employers they often try to construct extra room for their youth.

### **3.7 Miserable conditions of tea workers**

In the name of wages and fringe benefit tea laborers get very poor amount. Though they provide some ration but not sufficient. They always take protein deficiency meals. Their daily food is not decent. Their physical get-up tell us of their mal nourishment. They are suffering from malnutrition for why they cannot work in full swing that hampers the total production. It means employers do not get output in cost effective way. Other than housing facilities fringe benefits include some allowances, attendance incentive, rations, some land for crop production (those accessing such land have their rations slashed), little bit medical care, provident fund, pension, etc

### **3.8 Payment and fringe benefit in India**

In West Bengal the daily wage was Rs.53.90 in 2008 (Majumder et al, 2012) which increased in three steps, repeatedly became Rs.67 in 2011. Strong laborer movements have been instrumental in such wage increase. In West Bengal about 400,000 workers got this increased wages. Indian workers also get a better deal in accessing fringe benefits such as rations, medical care, housing, education, provident fund benefits, bonus, and gratuity.

The work condition of the tea workers, who spend most of the time under the scorching sun or getting soaked in the rain, is a concern. A woman tea leaf plucker spends almost all her working hours, for 30 to 35 years standing. The working hours are usually from 8 am to 5 pm (excluding a break for lunch) from Monday to Saturday. Sunday is the weekly holiday.

### **3.9 Tea workers in Bangladesh**

Tea planters usually exploit the tea tribe in every possible way (www.Academiaedu, accessed in 5 August, 2015). Laborers desire special attention of the state, not just equal treatment. But, unfortunately, they continue to remain socially excluded, poor-paid, historically illiterate, deprived and disconnected from us. They have also lost their original alphabet from the very beginning, culture, history, education, knowledge and unity. In the laborer lines of a tea estate, they are isolated from the majority Bengali community always treat them as untouchable and lower level of people (Gain, 2015). Gentle society asks the question that how much longer will they stay confined to the laborer line? Will they continue to live as people without choice and ownership to a land they have tilled for four generations? The employers perhaps want the status quo maintained for a continuous supply of cheap laborer. But now-a-days, the tea laborer communities is a little more conscious, want justice to be done to them. They desire equal opportunities from the state and NGOs in education, nutrition and health, food security, water and sanitation, etc. They also want to see their languages with own alphabet, culture, and social identity protected. Working conditions affect the productivity of workers. Wage rate and incentives, fringe benefits, working hours, leave facilities, social and physical working conditions – all these components of working conditions affect the productivity of tea plantation workers (Majumder et al, 2012).

The government is going to build Digital Bangladesh and change the lives of the poor, the marginalized and the adivasis. The tea plantation workers are not just poor; they are a particularly deprived marginal community in captivity. They have limited scope to integrate with the people of the majority community and they face great difficulties in exploring livelihood options outside the tea gardens. The tea plantation workers expect the state to address their case with care and translate its commitment to them by providing political, social and human protection.

### **3.10 BTA**

According to Bangladesh Tea Association (BTA) total daily wage of a worker at Tk.73. but Bangladesh Cha Sramik Union (BCSU) have a different calculation (Wikipedia, accessed in 5 August 2015) which is lower than that of BTA. The daily wages of Bangladeshi tea workers are much lower than those of Indian tea workers.

### **3.11 Condition of female tea worker**

The living conditions of the female laborers of tea garden in Bangladesh are exploring the social and job environment with the inclusion of consciousness level as the deplorable scenario of their life. 92 percent females think that they are being physically tortured and mentally harassed by their husband, male members of family and also by representative of estates manager (Hassan, 2014).

### **3.12 WATSAN situation**

The water supply and sanitation (WATSAN) condition of laborer of tea garden area especially for workers is not environmentally sound. Moreover, there is not enough number of tube wells to get water for drinking purposes and even no provision of municipal water supply. The income of tea garden workers is poor around BDT 3000-4000 per month (Chowdhury et al, 2011). 80% people were illiterate, 58% people were getting improper (shared among many workers) latrine facility (Chowdhuyr et al, 2011) The drinking water is observed free from faecal coliform and arsenic contamination but the concentration of iron was high. This study states that both the tea garden people are deprived from proper sanitation facility, pure drinking water supply system, waste management and housing facilities (Wikipedia, accessed on 5 August, 2015). The houses of the tea garden laborer are most vulnerable. Though it is supposed to be constructed and repaired by the employer but reality is different. Pure drinking water and scientific sanitation are another concern.

The WATSAN condition of tea garden area especially for workers is unhygienic and unhealthy. Insufficient tub-wells to get drinking water and local government also did not take

any steps for supplying pure drinking water. About the socio-economic conditions, the monthly income of workers is BDT 3000-4000 only, mortality rate is almost twice as high as the national average and those levels of extreme poverty and of poor nutrition exceeds the national norms. About 74 percent of households fall below the absolute poverty, compared to the national average of 38.4 percent and about 50 percent fall below the hardcore poverty line compared to the national average of 19.5 percent (Chowdhury et al, 2011). Basically all companies are violating of ILO code of business principles seriously.

### **3.13 Tea Company and vision 2021**

In Bangladesh Owners of tea gardens include both foreign and local companies. While four Sterling companies own 27 estates, Bangladeshi companies and individuals own the rest of the tea gardens. The four foreign companies are James Finlay, Duncan Brothers, Deundi Tea Company and The New Sylhet Tea Estate. All the 166 tea estates are managed by five different categories of management: (i) Sterling companies, (ii) National Tea Company, (iii) Bangladesh Tea Board, (iv) Bangladeshi Private Limited Companies, (v) Bangladeshi Proprietors. The estates are categorized into three types according to their production capacities. They are: (i) Category A: All the 'A' category estates that have the highest productivity belong to the British companies (fully or partially). (ii) Category B: The Bangladeshi government, Bangladeshi tea companies or Bangladeshi individuals own this category of estates. (iii) Category C: The family owned small and low productive estates belong to this category. Wages and working conditions are at the worst in the tea estates under this category though these types of problems are prevailing more or less in all categories gardens (khaled, 2014). The Bangladesh Tea Board has undertaken a 12 year Strategic Development Plan for Tea Industry of Bangladesh “Vision 2021” to enhance production, improving quality, increasing export of tea and improving standard of living of tea laborers. The target is to raise production up to 100 million kg by 2025. The tea industry sustained major damage during the war of liberation in 1971. The Bangladesh government appointed a committee in 1972 to investigate into the problems faced by the tea planters. Some useful suggestions were: (a) to raise productivity, (b) to reduce cost of production, and

(c) to promote and strengthen the process of marketing. But the problems relating to the working conditions, the standard of living or socioeconomic condition and the well being of the tea garden workers were not addressed at expected level.

### **3.14 Expectation of tea laborer**

Drinking water, sanitation and water for irrigation are major concern in almost all tea gardens in Bangladesh. Soil texture and structure of hilly area are suitable for tea production. Basically presence of iron helps for more production. But these hilly areas are very remote and always have the scarcity of water.

Around 55% laborer desire their houses to be repaired and almost 64% laborer expect having scientific sanitation and pure drinking water, and 53% laborer urged to increase their wage (Das et al, 2006).

### **3.15 Living room of tea laborer**

In Bangladesh houses of all tea gardens are dilapidated, very small in size and living with crowding situation. The tea garden workers are the most vulnerable section or race in Bangladesh. Being deprived and exploited, they live a very inhumane life (Ananda, 1937). Not all the laborer laws and the constitutional rights could make their lives humane. They earn less than half a dollar a day (in 2008) from working in the garden (Wikipedia, accessed on 24 October, 2001)

Tea laborers are socially excluded from the mainstream Bangalee population. They live in a poor condition - sometimes as many as 10 persons cramming into a single room measuring 8 x 12 feet along with the cattle, have poor water and sanitation facilities (50-60% of the tea garden laborers use open space for defecation), poor child nutrition (80% stunted and 73% under-weight), suffer from respiratory and gut diseases, and undergoing severe human rights violations (Wikipedia, accessed on 24 october, 2011).

### **3.16 Issues to be addressed by BTB**

The issues of import substitution, export expansion, poverty alleviation, employment generation, gender issues, maternal and child health care and infrastructural development in the tea industry are also required to be addressed to achieve Government's 'Vision 2021' (Chairman, Bangladesh tea board bulletin on Saturday, June 20, 2015)

### **3.17 Project implementing by EU**

"The workers in Bangladesh tea industry DO NOT get decent wage, this is NOT fair, this is NOT just," (William Hanna, ambassador of the EU Delegation to Bangladesh, 2012). In Bangladesh a project is running involved in a participatory research with tea workers and little-known ethnic communities with an aim to improve their living and working conditions. The project titled "Mapping and Capacity Building of Tea Workers and little known ethnic communities in Bangladesh" is implemented by the Society for Environment and Human Development (SEHD). The European Union finances the project under the European Instrument for Democracy and Human Rights. Tea workers and their communities are one of the most marginalized and excluded groups in Bangladesh, being effectively 'tied' to the tea gardens where they work (Haque, 2012). The level of deprivation is illustrated when comparing their wages to what is paid in other countries in the region.

### **3.17 Daily pay and dependent on treatment**

The daily pay in Bangladesh is maximum BDT 69, a dramatically low pay considering that the daily cash of tea workers in Sri Lanka is with 550 Rupee (BDT 328) about 5 times as high. Health and hygienic situation of tea garden laborer is seriously concern. 88% are dependent on allopathic treatment, 64% used to work Place emergency measure provided by tea garden authority or self based (Haque, 2012). It is found that 96% of child birth has been take place at Home, where 78% rely on Midwife and traditional birth attendance Provided by tea garden. 74% of total respondents get Garden authority provided health facility and it should be taken into consider that those who get garden's health facilities, all of them are permanent Labor of tea garden (Chowdhury et al, 2011).

### **3.18 Legislation related to tea workers**

Most of the laborer laws and rules are enacted for general laborer forces are also applicable for tea plantation sector in Bangladesh. Laborer related legislations in Bangladesh are as follows:

The Maternity Benefit Tea Estate Act 1950.

The Bangladesh Plantation Employees Provident Fund Ordinance, 1959.

The Tea Plantation Laborer Ordinance, 1962.

The Tea Plantation Laborer Rules, 1977.

The Tea (amendment) Ordinance, 1986 and

The Bangladesh cha sramik kallyan fund (Bangladesh tea workers welfare fund) Ordinance, 1986 (The Bangladesh code).

## **Loobacherra Tea Estate**

### **3.19 An overview**

- Garden lands 1714.46 acre
- Proprietor 124.55 acre
- Access land 124.95 acres
- Total population 908
- Distribution of land —▶

- Under tree 259.13hactre
- Bamboo 14 hactre
- Forest tree 13 hactre
- Natural tree 181.63hactre
- Sungrass 60.22 hactre
- Jackfruit 4.00 hactre
- Lemon tree 2.00 hactre
- Others 30.37 hactore
- Paddy land 81.00 hactore

Sub-total 645.35 hactre





Picture 3: Leaf plucking by laborer in research garden  
Source: Field survey, 2015.

Non-productive land:

- Fallow land 23.24 hactre
- Ponds, river 7 hactre
- Masjid, mondir 2 hactre.
- Grave 3 hactre
- Laborer and staff quarter 33.97 hactre.
- Factory,bangloo, office 12.39
- School, Hospital 2.19
- Road with sectional path 15.24

Sub-total 99.19

Total land:  $(645.35+99.19) = 744.54$  hactre  $= 744.54 \times 2.47 = 1839.0138$  acre



### **3.20 Organizational structure of Loobacherra Tea Estate**

- Total office staff      12 Nos
- Manager                      1 No
- Assistant manager      2 Nos
- Head clerk                  1 No
- Tilla staff                    2 Nos
- Compounder                1 No
- Driver                        1 No
- Mechanic                    1 No
- School mistress          1 No
- Imam                         1 No
- Messenger                  1 No
- Monthly rated staff      11 Nos

### **3.21 Man power statement**

Our research area is a “C” category garden. Category is defined on the basis of production. During our liberation war factory in this garden was fully destroyed with bombing. For why, garden was laid off for about 14 years after liberation war. Total staff position of this garden is as follows.

- Permanent laborer 217
- Men 111
- Women 106
- Causal laborer 102
- Total worker is 383 including office staff

### **3.22 Historical evolution of Loobacherra Tea Estate**

Physically visiting the garden office and getting information from the existing owner we found that land was acquired in 1814 in favor of “Octivious Steel and Company” for Loobacherra, Kalaine cherra, Horine cherra, Digar khal, Jalalpore, Natanpore, Dona, Mulagul and Nooncherra. The whole area was named as Loobacherra Tea Estate. About 30 years had been passed for land acquisition, handover and other processing due to bureaucratic red tapism. Plantation was started in 1844. From this point of view it is the first tea garden in Bangladesh though malnicharra has been taken into account as the first tea garden (plantation was started in 1854). The possible reason was that during the time of establishing this tea estate this region was under kachar district of India not under Sylhet district of the same India. After separation of India and Pakistan, the Mulagul, Loobacherra, Nooncherra went under Duncan brothers of Pakistan and rest of the part of Loobacherra tea estate was remain under “Octivious Steel and Company”. The present owner Mr. James Leo Furguson Nanca (though a civil case is running on the question of ownership between him and Mr.Ragib Ali) said that the laborers were brought from Odissa, Ranchi and Bihar. They are basically belongs to Hindus religion. In 1953 the Duncan brothers decided to sell the garden and senior most engineer and tea planter of Duncan brothers bought it from owner. After death, his only daughter June Furguson became owner in 1969. This lady died in 1983 and her only son Mr.James Leo Furguson (Nanca) was awarded with ownership of this garden. Now the total land area is about 1839 acre and access land is 137.35 acre. The river Surma starts where the Barak river from northeast India divides at the Bangladesh border into the Surma and Kushiyara rivers. Kushiyara flows by the side of Moulvibazar district and another part Surma flows by the side of this garden and merged with Looba river(came from near by Indian hill) and flows as Surma. There is also a stone quarry named Looba quarry.

### 3.23 Production of Loobacherra Tea Estate

The owner said that this garden was seriously destroyed by bombing during our historical liberation war.

**Table 2.8: Year wise production of Loobacherra tea estate**

<b>Year</b>	<b>Production (kg)</b>
2000	226868
2001	294680
2002	295579
2003	316266
2004	320723
2005	425234
2006	447555
2007	412112 behind
2008	541678
2009	490389 behind
2010	514905
2011	605525
2012	572978 behind
2013	605674
2014	638994

Source: Loobacherra Tea Estate office, kanaighat, Sylhet.

For why, the garden and its factory were totally closed for the time being. Most of the laborers were left this garden during layoff time. The existing laborers were lived by cutting

and selling shade trees. It was restarted in 1986. Regardless of this break-up garden is running well. Now the garden sells green leaf to other garden due to lack of processing factory. Yearly green leaf production was 226868 kg in 2000. After then, production is rising up-to-date except three times fluctuation (2007, 2009, 2012). The fluctuation was due to various reasons like rough weather, pest and insect, lack of proper management etc. At present yearly production reached at 638994 kg. But according to Bangladesh Tea Board (BTB) this productivity is not at expected level.

# **CHAPTER FOUR**

## **METHODOLOGY**

### **4.1 Introduction**

This study was carried out with the help of following methodological techniques. First of all, ten laborer sections has been selected after a detailed discussion with cha shramik union leaders in the area and officials of the garden and primary survey has been conducted with the help of structured questionnaire. Secondly, apart from household survey we made attempt to bring out relevant issues from the management side. We conducted a semi- structured interview with the manager and owner of the tea garden.

### **4.2 Qualitative research**

Qualitative research is a method of inquiry included many different academic disciplines, traditionally in the social sciences, but also in market research by the business sector and further contexts including research and service demonstrations by the non-profit sectors. Qualitative researchers are involved in studies of almost any imaginable phenomenon, and their studies often require institutional human subject approvals "in the field". Qualitative researchers face many choices related to data collection ranging from grounded theory development and practice, narratology, storytelling, classical ethnology state or governmental studies, research and service demonstrations, focus groups, case studies, participant observation, qualitative review of statistics, or shadowing, among many others. This research is not only qualitative.

### **4.3 Quantitative research**

In natural sciences and social sciences, quantitative research is the systematic empirical investigation of observable phenomena via statistical, mathematical or computational techniques. The objective of quantitative research is to develop and employ mathematical models, theories and/or hypotheses pertaining to phenomena. In quantitative research numerical data are collected. But in this research another types of data including numerical were collected. So our study is not only quantitative research.

### **4.4 Mixed research**

The essential goal of mixed methods research is to tackle a given research question from any relevant angle, making use where appropriate of previous research and/or more than one type of investigative perspective. Sometimes it refers to as mixed methodology, multiple methodologies or multi-methodology research, mixed methods research offers the best of both worlds: the in-depth, contextualized, and natural but more time-consuming insights of qualitative research coupled with the more-efficient but less rich or compelling predictive power of quantitative research. In these research two types of data were collected, qualitative and quantitative. Data on wage pattern of laborer are quantitative and livelihood of laborer like health, sanitation, living conditions are qualitative. So this research is mixed method research.

### **4.5 Sampling method**

Sampling from each spot, around 252 of 319 respondents were drawn through repeated visits within one week. The representatives of tea laborer union worked with us as volunteers with the consent of the employer. We have visited all section of the laborer. A random sampling method had been used. Data were 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 laborer line. Sample selected from all section and interviewed them. We have visited employer office several times. We have visited 252 workers house physically and talked to their house wives as well as over saw their living conditions. In the sample, attempts were made to include all the categories of workers. In loobacherra tea garden there are 319 workers of various types. Some of them are skilled, some of them are non-skilled. Among them 252 workers were interviewed.

## **4.6 Survey time/period**

Data were collected from June 19 to June 26 of 2015. We worked from morning to evening with the help of the laborer union.

## **4.7 Key informant interview**

Owner, Manager, and head cleark were interviewed.

## **4.8 Survey questionnaire development**

Questionnaire was developed on the basis of objectives of the study. It was prepared considering the indicators of wage pattern and livelihood of laborer.

## **4.9 Testing survey questionnaire**

Interview schedule and observation methods were mostly used to collect requisite data for the study. At first a draft schedule was prepared considering the objectives of the study. Then the schedule was pretested in the selected area among a few tea garden workers. After making necessary modification and correction, the final schedule was prepared. The interview schedule was both close and open ended. I myself collected data following survey method, using interview schedule. The data are collected during the period of the months June 19 to June 26, 2015. After the collection of whole range of data, they were processed and tabulated. Editing, coding and decoding of collected data were also done simultaneously, avoiding irrelevant and unreliable information. The tabulated data were analyzed and

described according to the aims and objectives of the study, using simple statistical techniques.

#### **4.10 Sources of livelihood of tea garden laborers**

The main sources of livelihood of tea laborers are the weekly wages and rationing. The workers have no land and building of their own. Some laborer keep/rear livestock for additional earnings which slightly help them for their livelihood. Sometimes they cultivate vegetables for their own consumption at home stead. The wages and ration they get is not sufficient any more. Most of the tea gardens are located at very remote area. Around the tea garden, there is no other economic activity where rest of the family member of tea laborer can engage for extra income generating activities. So the whole family has to depend on the earnings of the member working in garden. They get little medical facilities in the name of treatment. In some garden there are only primary schools. But high school or college is very far from there. Not only this, the boys or girls have to trade off education with wages for their livelihood. Passing out SSC/HSC is hardly found among tea garden laborer family. Even family planning activity among them is not common, most of them are not aware of it. Employers also discourage them due to wasting time during working hour. Family planning workers hardly visit the garden due to remote area from upazilla headquarters.

# CHAPTER FIVE

## DATA ANALYSIS

### Demographic information:

Different particulars of the respondents especially demographic information, past history, management related information have been analyzed to show wage pattern and livelihood of the tea garden laborers.

### 5.1 Length of service of the respondent

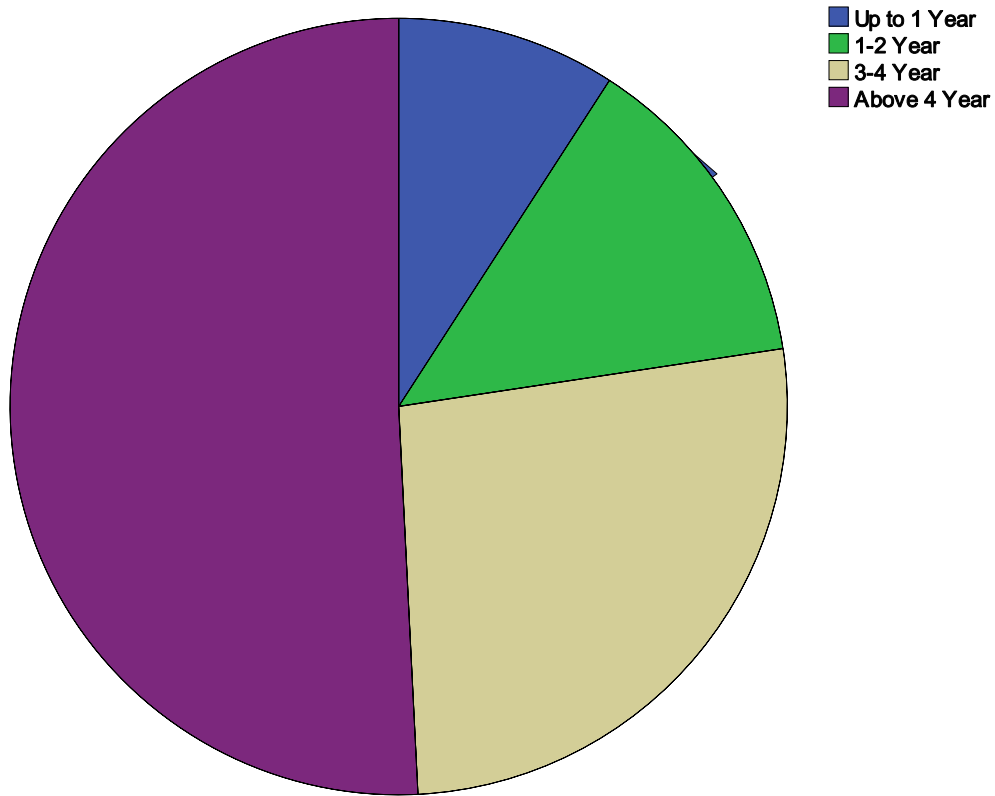
The duration of service of the respondent are categorized into four groups (0-1year, 1-2year, 3-4year, above 4 year) to easily interpret the information. It is shown in the following Table 5.1.

**Table 5.1: Respondent age group distribution**

<b>Respondent of different age group</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Up to 1 Year	23	9.1	9.1	9.1
1-2 Year	34	13.5	13.5	22.6
3-4 Year	67	26.6	26.6	49.2
Above 4 Year	128	50.8	50.8	100.0

The field data revealed that 9.1% of the respondent belongs to group of 0-1 year, 13.5% belongs to group 1-2 year, 26.6 belongs to group 2-3 year, 50.8% belong to above 4 years.

### Graphical presentation of respondent length of work



The highest number of respondent belongs to above 4years that is 50.8%

## 5.2 Respondent educational level

Educational level of the respondent categorized into five groups (illiterate, only literate, primary, secondary and higher secondary) to easily interpret educational information. It is shown in the following Table 5.2.

**Table 5.2: Frequency distribution of respondent educational level**

<b>Classification of respondent</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Illiterate	93	36.9	36.9	36.9
Only literate	125	49.6	49.6	86.5
Primary	34	13.5	13.5	100.0

After analyzing the primary data we found that tea garden laborer are basically divided into three groups on the basis of their having education. It is also dramatically found that there is no secondary and higher secondary educational degree among respondent. The data revealed that 36.9% of the respondent is illiterate, 49.6% of the respondent is only literate and 13.5% of the respondent passed primary school. The highest number of respondent is only literate that is 49.6%. Only literate means a respondent only can put his/her signature. At the end of the week respondent has to take his/her wages by giving his/her signature. Perhaps, it is the main reason of highest number of percentage.

### **5.3 Respondent job status.**

The respondents are categorized into two groups (permanent or not) to find out the respondent job status whether their jobs permanent or not. It is shown in following Table 5.3. The data revealed that 70.6% of the respondents are permanent job and rest 29.4% of the respondent are casual job. The Table 5.3 says that most of the respondents are with permanent job.

**Table 5.3: Respondent job status(permanent or not)**

<b>Types of job (permanent or not)</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Yes	178	70.6	70.6	70.6
No	74	29.4	29.4	100.0

## 5.4 Profession of the respondent family

Respondent are categorized into seven groups (farmer, daily laborer, rickshaw puller, garmentworker, small business and others) to find out their family profession. It is shown in following Table 5.4. Dramatically it was observed that only three categorized respondent are found (farmer, daily laborer and rickshaw puller). 3.6% of the total respondents are farmer, 96% of the total respondents are daily laborer and 0.4% of total respondent are rickshaw puller. Figure says that the highest number of respondent is daily laborer which is 96%.

**Table 5.4: Respondent family profession distribution**

<b>Classification of profession</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Farmer	9	3.6	3.6	3.6
Daily labor	242	96.0	96.0	99.6
Rickshaw puller	1	0.4	0.4	100.0

Almost all of the family member's profession was found as daily laborer working in the said garden. Some member was found working outside the garden. One member was found working in salon as barber. 52 member were found working in nearby stone quarry in guise after their duty in garden. They said that size of each family member is very high. For this, they are not able to maintain their family with low wages.

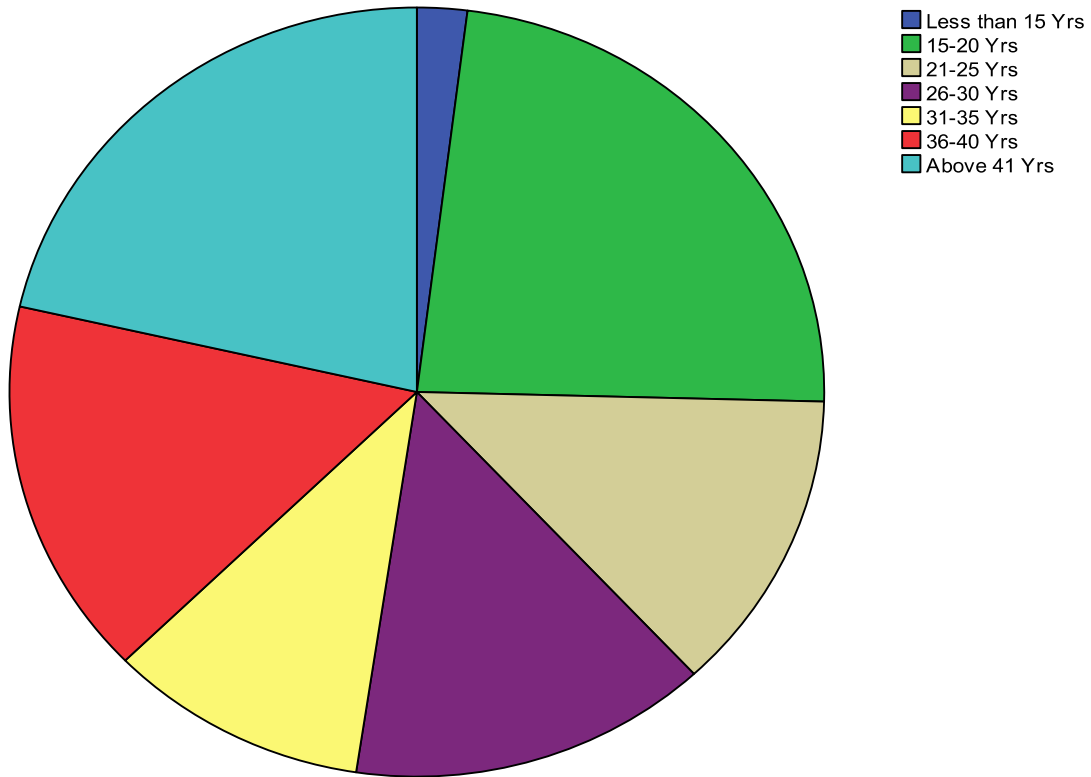
## 5.5 Age of respondent.

Respondent are categorized into seven groups on the basis of age to easily interpret the primary data. It is shown in following Table 5.5.

**Table 5.5: Respondent age distribution**

<b>Respondent of different ages</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Less than 15 Yrs	5	2.0	2.0	2.0
15-20 Yrs	59	23.4	23.4	25.4
21-25 Yrs	32	12.7	12.7	38.1
26-30 Yrs	36	14.3	14.3	52.4
31-35 Yrs	26	10.3	10.3	62.7
36-40 Yrs	40	15.9	15.9	78.6
Above 41 Yrs	54	21.4	21.4	100.0

**Graphical presentaiion of respondent age**



Data revealed that only 2% of the total respondents are less than 15 years old. 23.4% of total respondents are 15-20 years old. 12.7% of respondent are 21-25 years old. 14.3% of total respondents are 26-30 years old. 10.30% of respondent are 31-35 years old. 15.90% of total respondents are 36-40 years old and 21.40% of total respondents are above 41 years old.

## 5.6. Respondent weekly wages

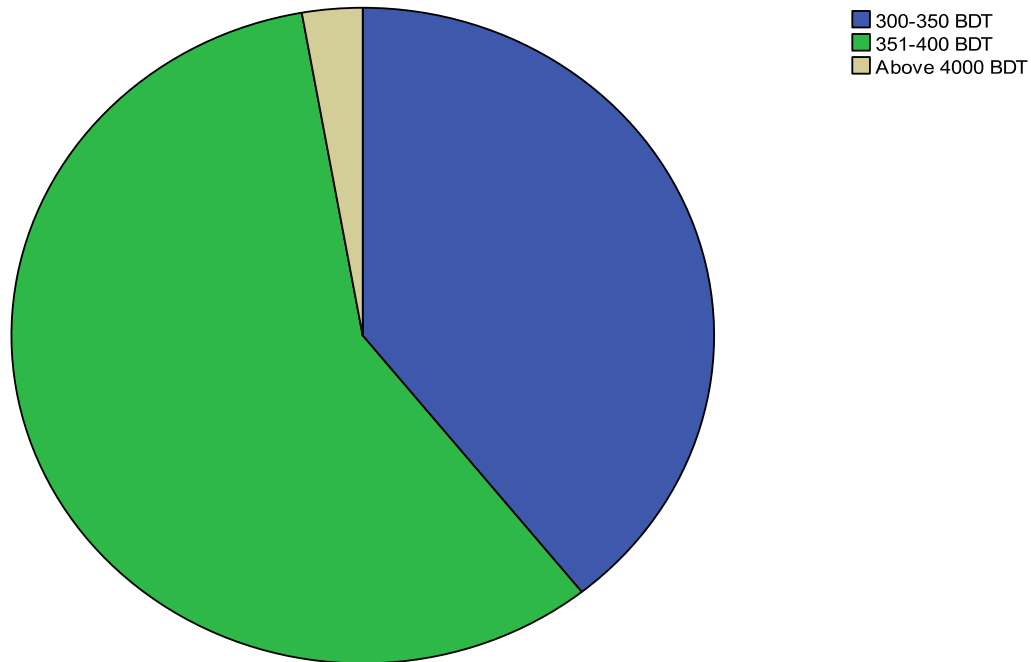
Frequency distribution of weekly wages for the respondent is presented in the following Table 5.6. Weekly wages of respondent are categorized into three groups (BDT 300-350, BDT 351-400 and above BDT 400) to easily interpret the wages information.

**Table 5.6: Respondent weekly wages frequency distribution**

<b>Weekly wages of different groups</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
BDT 300-350	99	39.3	39.3	39.3
BDT 351-400	146	57.9	57.9	97.2
Above BDT 400	7	2.8	2.8	100.0



### Graphical presentation of respondent weekly wages



Analyzed data disclosed that 39.3% of total respondent are getting BDT 300-350 per week as wage and rest 57.9% of total respondent are getting BDT 351-400 as wages. Highest numbers of respondent are of this group. Though there was a third group (above BDT 400) but only 2.8% respondent belongs to this group. Because, only two types of laborer are in tea garden. Of them one is permanent and another is casual.

### 5.7 Ration for respondent

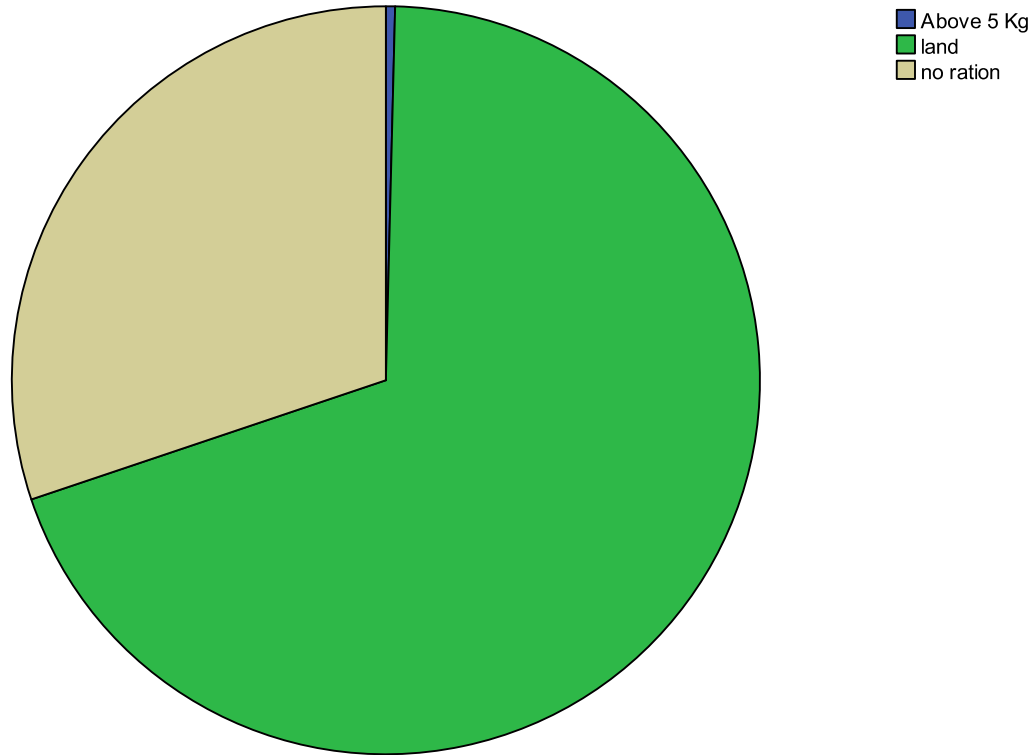
In the following Table respondent ration opinion is presented. It is remarkable that 30.2% respondent is not getting ration from the garden owner. Land is given by the respondent is about 69.4%.

**Table 5.7: Frequency distribution of ration for respondent**

<b>Amount of ration</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Above 5 Kg	1	.4	.4	.4
Land	175	69.4	69.4	69.8
no ration	76	30.2	30.2	100.0

Respondent are categorized into more than one group to easily interpret the collected data. It is shown in Table 5.7. But it is found that 69.4% respondents are enjoying land as ration. 0.4% is getting flour as ration. 30.2% are not getting any fringe benefit as ration. Though it is right of tea laborers to gets ration as fringe benefit but in this garden there are inhuman provisions in the name of ration. Every laborer gets 2 care (One care=33 decimal) paddy land and this provision only for permanent laborer. Causal laborers get no paddy land or ration. Not only this, laborer claim that the land that allotted for them are eligible for one crop a year. This allocated land is not beneficial to laborer. After top soil there are uncountable numbers of stone pieces (from 3 inch to 30 inch diametre) that is obstacle to cultivate paddy or other crop sufficiently. Basically it remains unused during dry season. They have no time for cultivation especially for widow laborer and it is cultivable only in

### Graphical presentation of ration (rice or flower) for respondent



rainy season. They have to rent it to others. Thus they get only 3-5 mond (120-200kg) rice a year. So if they had ration facilities it would be more suitable for them. Physically visiting the paddy land it seems to us that basically such types of land is not useful for employers for why this policy has been taken by the management. Twenty permanent laborers claim that they did not get paddy land yet.

### 5.8 Ration in other garden

In a 'A' category garden ration rate is as follows.

One laborer get=3.27kg flour per week which costs BDT 1.30 (male or female). Adolescent get=2.445kg flour per week.

## 5.9 Respondent Payment (wages/salary)

Respondent are categorized into two groups (regular and irregular) to interpret the collected data. It is shown in following Table.

**Table 5.8: Mode of payment distribution status for the respondent**

Types of pament	Frequency	Percent	Valid Percent	Cumulative Percent
Regular	211	83.7	83.7	83.7
Irregular	41	16.3	16.3	100.0

The data revealed that 83.7% of total respondent are getting wages regularly which is the highest percentage and 16.3% of total respondent are getting wages irregularly.

## 5.10 Respondent working hour

Respondent are categorized into three groups (group 1 day, group 2 evening and group 3 night) to easily interpret the collected information. It is shown in the following Table 5.9.

**Table 5.9: Respondent working hour**

Working time	Frequency	Percent	Valid Percent	Cumulative Percent
Day	244	96.8	96.8	96.8
Night	8	3.2	3.2	100.0

Analyzed data disclosed that 3.2% of total respondent are working at night and 96.8% of total respondent are working at daytime which is the highest number. Basically respondents work at night as guard.

## 5.11 Overtime of the respondent

Respondent are categorized into two groups (group-1 compulsory and group-2 optional) to easily interpret the collected primary data. It is shown in the following Table.

**Table 5.10: Respondent overtime type frequency distribution**

<b>Types of overtime</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Compulsory	9	3.6	3.6	3.6
Optional	243	96.4	96.4	100.0

Primary data are analyzed and result revealed that job of 3.6% of total respondent are compulsory and job of 96.4% of total respondent are optional that is the highest percentage. Working time is from 8am to 2pm for male and from 8am to 5pm for female. There is no hard and fast rule about overtime rather laborers are also interested for overtime. Only those who are working at Manager Bungalow or leaf carrying track they are entitled for overtime. From March to August is the leaf plucking time. Every day 22kg leaf plucking is compulsory for a laborer. In addition to 22kg a laborer gets BDT 2 for per kg leaf plucked.

## 5.12 Descriptive statistics on variable items

Different particulars of the respondents especially respondent satisfaction with various benefit provided by the employers, have been analyzed to show wage pattern and livelihood of the tea garden laborers. It is shown in the following Table.

**Table 5.11: Descriptive statistics of respondent satisfaction items**

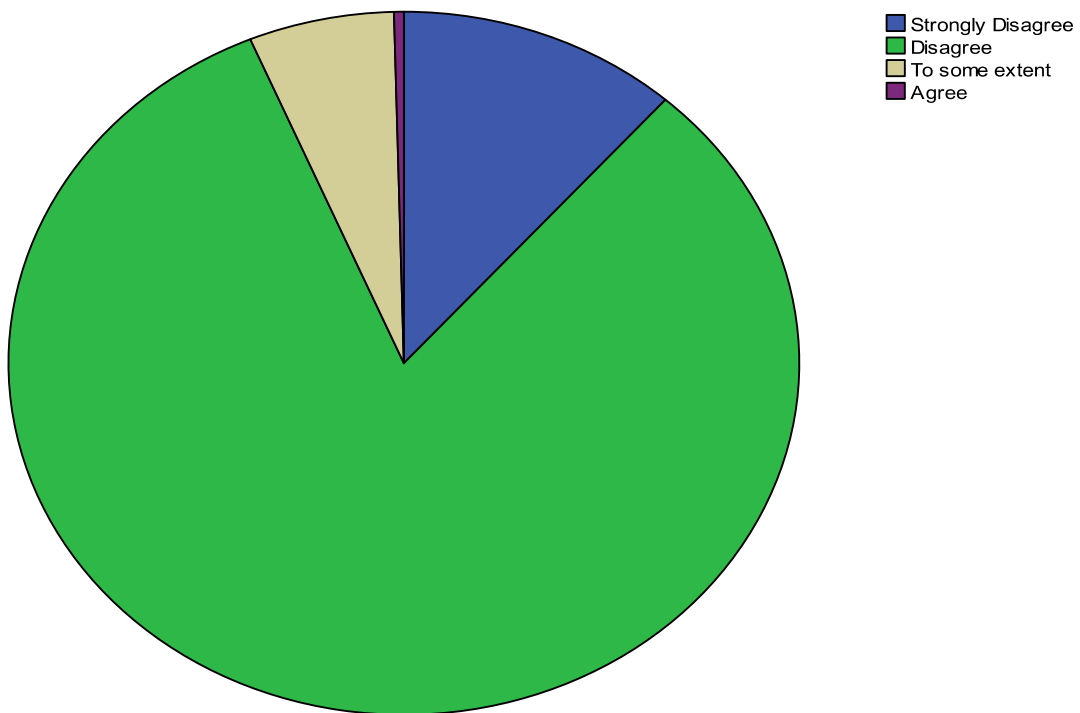
<b>Name of the variables</b>	<b>Number of respondents</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
Satisfaction with salary (weekly salary)	252	1	4	1.91	.561
Satisfaciton with weekly ration	252	1	3	1.66	.506
House or room allotment	252	1	3	1.20	.409
Medical facilities	252	1	3	1.50	.671
sanitation facilities	252	1	4	1.95	.435
children scope for education	252	1	4	1.97	.476
job security	252	1	4	2.23	.768
use of skillness	252	1	4	2.59	.801
employer attitude	252	1	4	2.27	.643
alloted homestead	252	1	3	2.18	.589
scope of rearing cattle	252	1	5	2.54	.754
sick leave and maternity leave	252	1	5	2.94	.831
satisfied with job	252	1	4	1.62	.641
satisfied with EPI	252	1	4	2.05	.580
satisfied with family planning	252	1	3	1.21	.427

### **5.12.1 Sanitation facilities provided by employer**

Respondent sanitation facilities are categorized into four groups (strongly disagree, disagree, to some extent, agree and strongly agree) in order to easily interpret the collected data related to sanitation facilities. It is shown in following Table 5.12. Question was raised to respondent about sanitation facilities provided by employer .The revealed data state that 0.4% of total respondent are agree with the sanitation facilities provided by the employer. 6% of total respondent are satisfied to some extent, 11.5% are strongly disagree and 82.1% are disagree with such facilities which is the highest. Total disagree is 93.6%. Sanitation is the

hygienic means of promoting health through prevention of human contact with the hazard of wastes as well as the treatment and proper disposal of sewage or wastewater. The world health organization explains sanitation as follows: “sanitation generally refers to the provision of facilities and services for the safe disposal of human urine and feces. The word sanitation also refers to the maintenance of hygienic conditions, through services such as garbage collection and wastewater disposal. Basically it refers to wastewater treatment plants, Solid waste management systems, drainage system for rain water (storm water drainage). Though it is supposed sanitary latrine and other related activities to be constructed or maintained/repared by the employer but reality is different. The employer only constructed a ring-well/indira/kua for 15-20 families. Physically visiting it is found that employer give no sanitation facilities. A local NGO named caritas and Brac gave total thirty sets sanitary latrine for twenty

**Graphical presentation of satisfaction with sanitation facilities**



**7Table 5.12: Respondent satisfaction with sanitation facility**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	29	11.5	11.5	11.5
Disagree	207	82.1	82.1	93.7
To some extent	15	6.0	6.0	99.6
Agree	1	.4	.4	100.0



Picture 5: A wring well adjacent to a toilet made of banana leaf and plastic mat  
 Source: Field survey, 2015

families. After getting the sanitary instrument from the NGO laborers themselves constructed the latrine with their cost. Among rest of the 160 family some use kacha latrine and others have no latrine. They leave their stool and urine in open field, drain, slope of hill etc. It is



made of dry banana leaf as fencing and two pieces of brick to keep foot during leaving stool. This kacha latrine is the matter of serious concern.

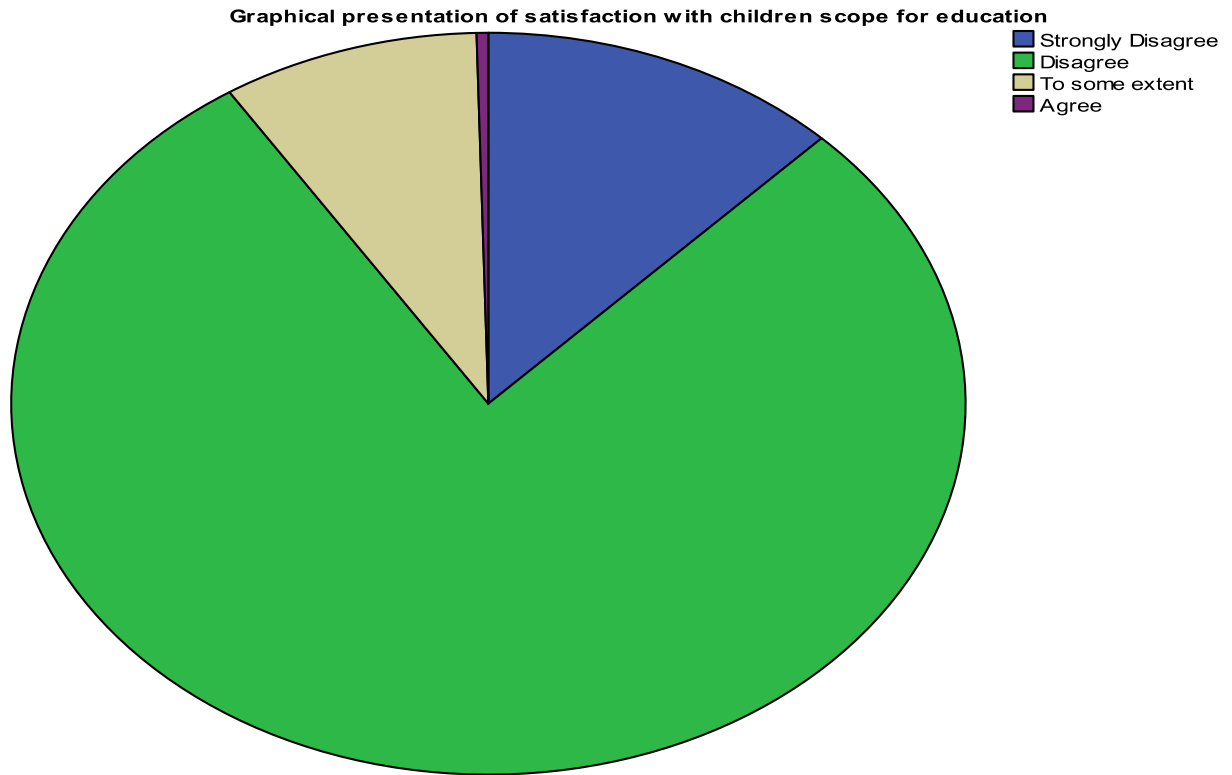
### 5.12.2 Satisfaction with scope for Children education

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree and strongly agree) for proper interpretation of collected data. It is shown in the following Table.

**Table 5.13: Children scope for education**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	31	12.3	12.3	12.3
Disagree	198	78.6	78.6	90.9
To some extent	22	8.7	8.7	99.6
Agree	1	.4	.4	100.0

Analysis revealed that no respondent are categorized into strongly agree, 0.4% of total respondent agreed with the facilities related to sanitation, 8.7% are agreed to some extent,



12.3% are strongly disagreed and 78.6% of total respondent are disagreed with the scope to educate the children of the respondent that is the highest percentage. Total number of disagreed is 80.9%.

### **5.12.3 Education for tea Children**

No secondary and higher secondary school in the boundary of the garden. This garden consists of two parts. One is loobacherra mouza and another is noncherra mouza. There is one government primary school at noncherra mouza but no government primary school at loobacherra. The Noncherra school has no roof. It has been wept out by storm few months ago. A local non government organization “Caritas” run two primary schools (“Shishu Shikka Aloghar” and “Alobari”) in two parts. Garden owner provide BDT1200 to each school every month. Each school has two teachers. There are two secondary schools nearby the garden. One is Suryghat high school about 5 km away from the garden(no transport here without walking) another is Haris chowdhury Academy at the opposite bank of looba river

but 2 km away from the garden and one degree college that is 14km away from the garden. A permanent laborer Tulon patro said that his son was got admitted in Haris chowdhury Academy in class seven. He was not able to pay BDT 360 as dues. So he was compelled to stop his son's studying. Aroon bauri, president, Bangladesh cha shramik union, loobacherra tea eastate said that an ambitious son of chino kanomodi (tea laborer) left his laborer line for education. Since one can live in laborer line subject to the condition of selling his labour to the owner. Son of chino kanomodi is now getting lodging at upazilla headquarters area and doing his honors in Bengali at Kanaighat degree college. Thus a total of four boys are studying in college and ten have been passed secondary school certificate from this garden. Aroon bauri, president, Bangladesh cha shramik union, Loobacherra tea garden said that between two high school Haris chowdhury Academy is nearer to garden but it is totally private and tuition fee is higher but their wages is very low.



Picture 6: Children of tea laborer  
Source: Field survey, 2015

Due to high expensive transport cost and tuition fee the guardians are not able and willing to educate their children. When the issue is male they send him for work and when issue is

female they compel her for early marriage. This is the actual scenario of the tea garden children education. Most of the tea laborer said that they are eager for their children's education. Laborer will send their children for education if schools are available, transport cost is less and education cost is minimum (admission fee, annual sports fee, exam fee, development fee, and many other unnecessary charges in the name of fee, high cost of so called compulsory guide book). Reality is that since garden laborer wage is very low so their first priority is earnings, they don't like to invest in education like slow return. I physically visited most of the respondent home and saw unused new text book of their children. Laborer said that education is free, book is free, are all the fees charged by the school authority free? A combined guide book fixed by the school authority in class eight costs BDT 1450 that is not possible for a per day BDT 66 earning laborer to buy it. So they are doing trade off high costing education with labor. The employer is not giving any fringe benefit or facilities for education of tea laborer. Policy is that if the children cannot get education he/she will be bound to work in garden, if they get education employer will lose a cheap laborer permanently. Laborer's children will become laborer traditionally.

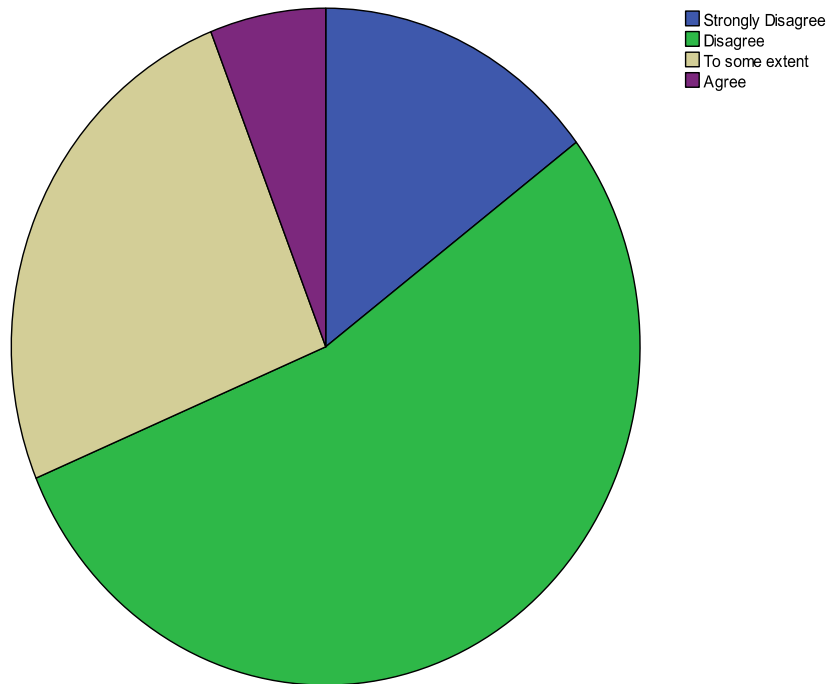
#### **5.12.4 Satisfaction with job security of respondent**

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree and strongly agree) for easy interpretation of collected data. Satisfaction is shown in the following Table.

**Table 5.14: Satisfaction of respondent with job security**

<b>Degree of satisfaction</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Strongly Disagree	37	14.7	14.7	14.7
Disagree	136	54.0	54.0	68.7
To some extent	64	25.4	25.4	94.0
Agree	15	6.0	6.0	100.0

**Graphical presentation of satisfaction with job security**



Analyzed data revealed that only 6% of total respondent are agreed with the given sanitation facilities by the employer. 14.70% respondents are strongly disagreed, 25.4% are agreed to some extent, 54% are disagreed with given facilities which are the highest percentage. Total disagreed is 68.7%.

### **5.12.5 Use of skillness and ability of respondent by employer**

Respondent are categorized into five groups (strongly disagree, disagree, agree, agree to some extent, strongly agree) to easily interpret the collected data. The satisfaction is shown in Table 5.15. Interpreted data revealed that 5.6% of total respondent are strongly disagreed with the opinion of making good use of skillness and ability of respondent, 14.3% are agreed. 35.7% are agreed to some extent, 44.4% are disagreed. So total disagree are 50% which is the highest percentage.

**Table 5.15: Satisfaction about using of skillness and ability of respondent**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	14	5.6	5.6	5.6
Disagree	112	44.4	44.4	50.0
To some extent	90	35.7	35.7	85.7
Agree	36	14.3	14.3	100.0

### **5.12.6 Respondent satisfaction about attitude of employer**

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree and strongly agree) to easily interpret collected information. Satisfaction is shown in the following Table. Analyzed data revealed that 0.8% of total respondent are agreed with the employer attitude, 9.9% are totally disagreed, 35.30% are agreed to some extent, 54% are disagreed which is the highest percentage and total disagree are 63.90%.

**Table 5.16: Satisfaction with employer attitude**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	25	9.9	9.9	9.9
Disagree	136	54.0	54.0	63.9
To some extent	89	35.3	35.3	99.2
Agree	2	0.8	0.8	100.0

### **5.12.7 Respondent satisfaction about allotment of homestead**

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected primary data. Satisfaction is shown in the following Table.

**Table 5.17: Respondent satisfaction about allotment of homestead**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	25	9.9	9.9	9.9
Disagree	157	62.3	62.3	72.2
To some extent	70	27.8	27.8	100.0

After analyzed collected data revealed that Analyzed data revealed that 9.9% of total respondent are strongly disagreed with the allotment of homestead, 27.80% are agreed to some extent, 62.30% are disagreed which is the highest percentage and total disagreed are 90.10%. Every house has some little bit homestead but it is not enough for vegetable cultivation that may or might be helpful as their extra income. In rainy season in some extent they can grow their family eating vegetable but during dry seasons nothing is not possible to grow here due scarcity of water. In most of the home stead banana trees are seen.

### **5.12.8. Satisfaction of respondent getting scope for rearing cattle**

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected primary data. Satisfaction is shown in Table18. Analyzed data revealed that 6.70% are strongly disagreed. 7.90% of total respondent are agreed with the scope for rearing cattle given by the employer. 40.90% are totally disagreed, 44% are agreed to some extent, which is the highest percentage.

**Table 5.18: Satisfaction of respondent getting scope for rearing cattle**

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	17	6.7	6.7	6.7
Disagree	103	40.9	40.9	47.6
To some extent	111	44.0	44.0	91.7
Agree	20	7.9	7.9	99.6
Strongly Agree	1	0.4	0.4	100.0

### 5.12.9 Satisfaction with facilities about sick leave and maternity leave

Respondent are categorized into five groups (strongly disagree, disagree, agree, agree to

**Table 5.19: Satisfaction with facilities about sick leave and maternity leave**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	14	5.6	5.6	5.6
Disagree	51	20.2	20.2	25.8
To some extent	123	48.8	48.8	74.6
Agree	63	25.0	25.0	99.6
Strongly Agree	1	.4	.4	100.0



Picture 7: A pregnant women is using unhygienic cherra water (canal water)

Source: Field survey, 2015



some extent. strongly agree) to easily interpret the collected data. The satisfaction is shown in Table 5.19. Interpreted data revealed that 5.6% of total respondent are strongly disagree with facilities for sick leave and maternity leave of respondent, 25% are agreed. 20.20% are disagreed, 48.80% are agreed to some extent which is the highest percentage. There is a policy for maternity leave. Once it was for three month. Now it is for four month with pay. Management demand that pregnant mother also go under monitoring. But physically we did not get any evidence in favor of this statement. Women laborer said that there is no extra care for pregnant lady. Most of the pregnant give birth to child in their own house without medical facilities.

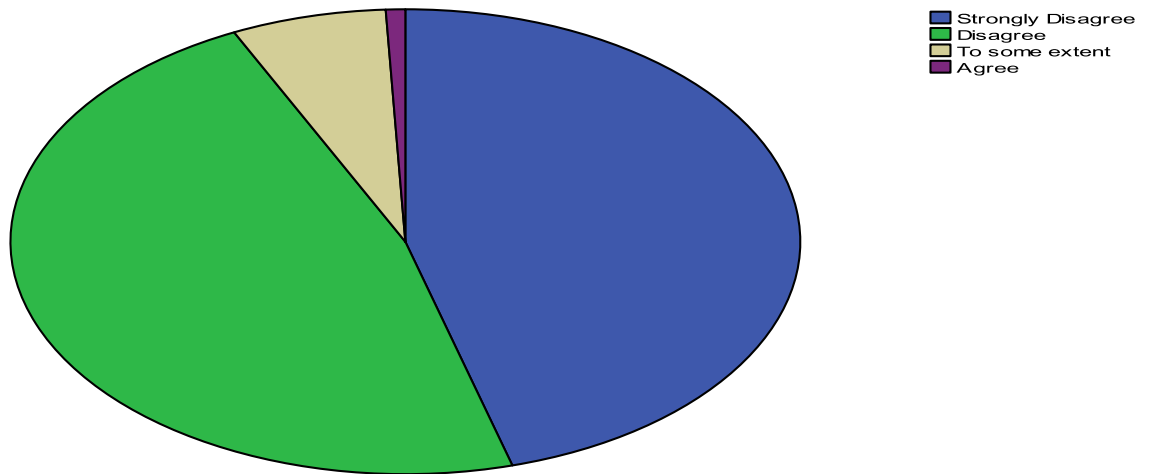
### 5.12.10 Respondent satisfaction with job

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected information. It is shown in the following Table.

**Table 5.20: Respondent satisfaction with job**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	115	45.6	45.6	45.6
Disagree	119	47.2	47.2	92.9
To some extent	16	6.3	6.3	99.2
Agree	2	.8	.8	100.0

**Graphical presentation of satisfaction with job**



Analyzed data stated that 45.6% of total respondent are strongly disagreed about satisfaction with their job, 47.20% are disagreed, 6.30% are agreed to some extent, 0.80% are agreed. Disagreed percentage is highest.

**5.12.11 Respondent satisfaction about EPI activities**

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected information. It is shown in the following Table. After analyzing it is stated that 12.70% of total respondent are strongly disagreed with EPI activities, 71 % are disagreed, 14.7% are agreed to some extent, only 1.60% are agreed with such type of activities. So 83.7% are dissagreed with this activity.

**Table 5.21: Respondent satisfaction with EPI activities**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	32	12.7	12.7	12.7
Disagree	179	71.0	71.0	83.7
To some extent	37	14.7	14.7	98.4
Agree	4	1.6	1.6	100.0

### 5.12.12 Respondent satisfaction with family planning activities

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected information. It is shown in the following Table.

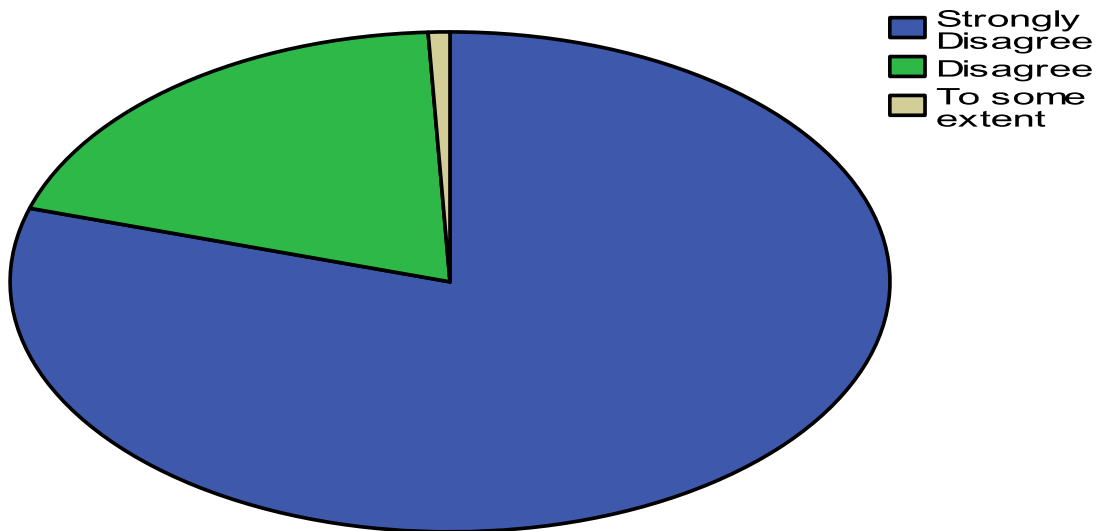
**Table 5.22: Frequency distribution for respondent satisfaction with family planning activities**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	201	79.8	79.8	79.8
Disagree	49	19.4	19.4	99.2
To some extent	2	.8	.8	100.0

After analyzing it is stated that 79.40% of total respondent are strongly disagree with family planning activities activities, 18.70% are disagreed, 0.8% are agreed to some extent, only 1.20% are agreed with such type of activities. So 98.1% are disagreed with this activity.

Virtually family planning activities are hardly found. I talked to both men and women laborer about it. All of them know nothing about family planning activities in the garden and the management part also comply with this statement. Most of the laborers give birth from two to six kids on an average which is extra burden to their lowest income. But the management has no pain about it. The main reason of management heedless about family planning is that high

## Graphical presentation of satisfaction with family planning activities



birth rate means more cheaper of laborer for the future to the employer. During data collection I talked to Thana Health and Family Planning Officer of kanaighat. He and his responsible subordinate claimed that family planning activities are running throughout the upazilla. But physically I got no activities in garden area. The responsible family planning assistant Mr.Maruf agreed with me that their activities are hardly alive in the garden area due to remote and long distance as well as no direct road communication.

### 5.12.13 Respondent daily meal and nutrituion

We have informed from the laborer that every day they take only vegetables with stick rice as daily meal. When they get weekly wages only then they can eat lentils. They can take fish with meal by catching from near by Looba river during holly day. They hardly take meat in a month. Sometimes they rear poultry in home and then they can take meat. We talked to

MBBS doctors of the research upzilla. They said that the amount of protein taken by the tea laborer is not scientifically sufficient for human body, no doubt they are suffering from



Picture 8: Tea laborer suffering from malnutrition  
Source: Field survey, 2015

malnutrition. Their opinion is that the laborer those who are suffering from mal nutrition cannot provide efficient laborer.

#### **5.12.14 Respondent provident fund**

There are two types of laborer: Causal and permanent laborer. Provident fund is applicable for permanent laborer. No provision of provident fund for causal laborer. Service age of entry level is 18 years and retirement age is 60 years. Provident fund follows the Bangladesh plantation employees provident fund rules, 1960. Every month 7.5% of total basic is deducted from salary. During the time of retirement the employee get double of deposited money with bank interest. But during retirement the employer gives no lump-sum grant as benefit and no policy for encashment of earned leave. A laborer get one day earned leave against 30 working days. When heavy rain or other natural calamities occur and they cannot go out for work then laborer are forced to enjoy his earned leave. But president Bangladesh cha shramik union, Loobacherra tea estate claim that around 20 pension (waiting for getting provident fund) cases are pending for a long time and management also confessed his allegation though they paid no attention to it.

### 5.12.15 Working hour and leave

For male laborer working time is from 8am to 3pm but for female laborer it is from 8am to 4pm. A laborer get one day earn leave after every working days and twenty days sick leave in a year. About 20% of total laborer work in factory and 80% work in field. 60% of total laborer involve in leaf plucking. There are some unproductive laborers like duty in bungalow, Chowkidar etc.



Picture 9: Tripping by women laborer  
Source: Field survey, 2015

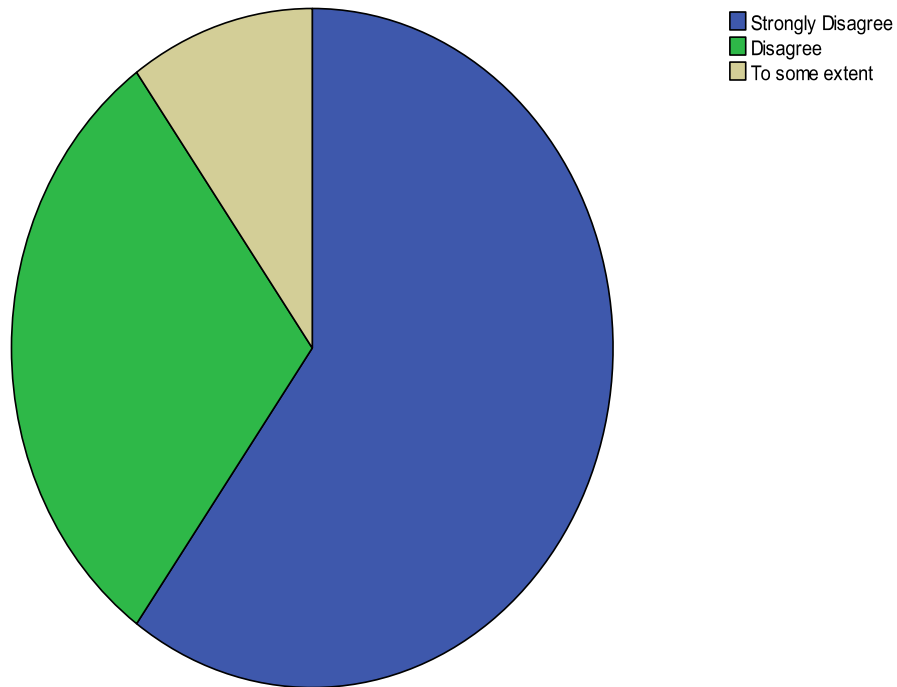
### 5.12.16 Medical facilities

Respondent are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected information. It is shown following Table. Cold, cough, fever, viral fever, diarrhoea, pneumonia etc are common diseases. They suffer from rain during rainy season and cold in winter. Caretaker (compounder) of the dispensary Mr.Shuvashis Das said that a laborer comes to him five times a month on an

**Table 5.23: Respondent Satisfaction with medical facilities**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	151	59.9	59.9	59.9
Disagree	76	30.2	30.2	90.1
To some extent	25	9.9	9.9	100.0

**Graphical presentation of satisfaction with medical facilities**



average. Every month about 10-15 patients refer for better treatment to upzilla or district hospital and employer bears all sorts of treatment costs. The figure revealed that 59.90% of total respondent are strongly disagreed with medical facilities. 30.20% are disagreed with medical facilities. Only 9.9 are agreed to some extent. On the other hand most of the laborers are satisfied with the medical facilities.

### **5.12.17 Types of laborer and wages:**

There are three types of garden A, B and C. Wages for permanent laborer are as follows:

A category: 69 BDT

B category: 67 BDT

C category: 66 BDT

There are two types of laborer: Casual and permanent laborer. A permanent laborer gets BDT 66 per day, a casual laborer gets BDT 54 per day. Laborer those who are working at bungalow or tractor/car the gets more due to their working time is above 8 hours. Main duties of laborers are plantation, green leaf sending, leaf plucking, withering green leaf, varieties plant nursing, drain and road working, cleaning, sickling (jungle cutting) ,weeding, loping medla (small tree for organic fertilizer and shading),spraying pesticide, herbicide, weedicide.

### **5.12.18 Festival bonus**

Every year they get two festival bonuses. The amount of per bonus is maximum tk.700. The amount depends on experience and nature of duties. But causal laborers get no bonus.

### **5.11.19 Drinking water**

Pure drinking water is one of a major concern in tea garden. In loobacherra area there are four ring well and three in noncherra area. But total laborer is above three hundred. Water is available in rainy season in theses ring-well. But during dry season water is hardly found in well. Then they have to rely on cherra water or they have to dig 2-4 feet deep cave that take half of the day to fill with water. Women collect this water 1-2 km away from their houses.





Figure 10: Tea girls are collecting unhygienic drinking water

Source: Field survey, 2015 in

They use this water both for drinking and bathing. They suffer from various water borne diseases including diarrhoea drinking this water.

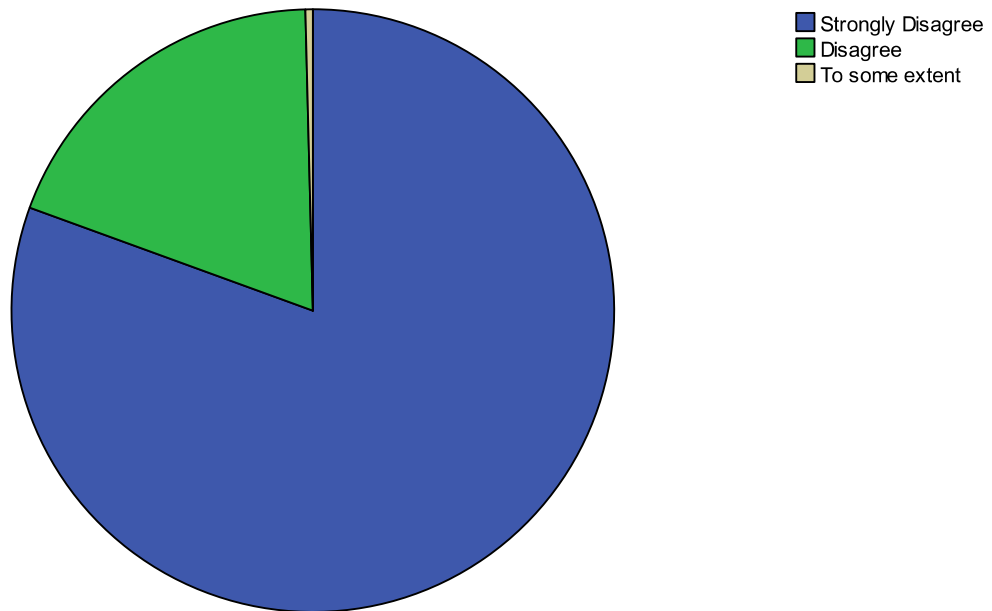
### **5.12.20 Allotted Houses**

Respondents are categorized into five groups (strongly disagree, disagree, agree to some extent, agree, strongly agree) to easily interpret collected information. It is shown in the following Table. Analyzed data revealed that 80.6% of total respondents are strongly disagreed with the housing facilities. About 19.0% are disagreed. 0.40% are agreed to some extent with such facilities.

**Table 5.24: Respondent satisfaction about housing facilities**

Degree of satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	203	80.6	80.6	80.6
Disagree	48	19.0	19.0	99.6
To some extent	1	.4	.4	100.0

**Graphical presentation of satisfaction with allotment of house or room**





Picture 11: House made of mud wall and sun grass by tea laborer

Source: Field survey, 2015 in

One permanent laborer gets one house. Every house consists of two rooms (one is for sleeping and another for kitchen). Room made of mud wall and sun grass. No cot or chowki. They sleep on mat made of jute. No electricity. Dramatically it was seen that there is no window in room. Fact is that the employer provides land, sun grass and bamboo in the name of allocating houses. Laborers construct their living room with provided elements in off day. They have no time to consider whether it is healthful or not rather their demand is getting more room for their adolescent or youth. When their children become youth then problem becomes serious. Then they apply for permission of constructing additional room. If it is not repair one can easily see the sky at day and night sleeping in the room. Though, it is supposed to be constructed by the employer as per Bangladesh laborer law, 2006. Twenty families claimed that they did not get yet houses by employer. So laborer law is being violated in all the tea garden.

### **5.12.20 NGO working in tea garden voluntarily**

#### **CARITAS (means love, affection)**

They constructed only twelve houses in this garden during their activities. They established two primary schools (from class one to five) in two parts of the garden. One is “Shishu hikkha school” in loobacherra and another is “Alooghore” in mongol por punji. They constructed the class room, provided education helping materials and teachers salary (two teachers). About three km kacha (mud) roads are repaired and maintained by them. 20% of total construction cost has been provided by the stakeholder as per condition. Now their flood preparedness project is running there. Since looba river comes from the upstream of nearby Indian hill and flows by the side of the garden. Sometimes devastating flash flood occurs and destroys a lot of the laborer. The flash flood in 2012 is remarkable. A lot of cattles and houses wash out. Caritas provide four ring well of which each covers 20 families. Eighty sets of sanitary latrine (5 ring+one slab including water seal) they have been distributed.

#### **BRAC**

This NGO is also working here. They have provided four ring well for drinking water and doing motivation programme for sanitation through BRAC Wash programme.

### **5.12.21 Savings account with bank**

The laborers have no account with bank. They said that they have no deposit with bank or in hand. The main reason not to having bank account is that the daily wages they get is not sufficient for their livelihood any more. The grocers in the garden area said that every laborer is debt to them. After getting weekly wages they pay their previous debt to the grocers and purchase daily necessities in due. This system is going on years to years.

## **Management Related**

### **5.12.22 Attention of management for employee benefits and employee safety**

We talked to both management and employees. Management claims they always pay attention about employee benefit and safety. But they could not explain how they do it. They employer has no documentary evidence in favoure of this policy. President, Bangladesh cha shramik union of the research garden qouted some objection about it. They physically brought us to the garden section when the laborer were sprying pesticide and herbicide without any protection measures though such types of spray are very harmful to human body. This pesticide is toxic in nature which has long time harmful effect in human body. About 20 pension cases are pending for a long time. Here pension means provident fund (double of deposited 7.5% of wages). Laborers claim that they get no benefit from the employer. They get wages in lieu of their labor. In the name of ration they get 66 decimal paddy land though it is too barren. But there is no alternative to paddy land. So they are compelled to take it as fringe benefit.

### **5.12.23 Support to employee accidental issues**

Owner of the garden said that they have policy but they could not produce any official document in favour of this policy. Talking to the respondent it has been confirmed that earlier management did not do so. The authority has no such type of policy. Major problem is that management has no official document in this regard.

### **5.12.24 Sexual harassment at tea garden**

Management could not clarify the question. They said that it is criminal offence. It is the responsibility of local police station. They have no authority to do anything about it. Leader of the laborer union said that earlier such types of offence occurred here but both of them did nothing, no criminal case filed in the police station. Since laborers do not know the procedure of filling criminal case in police station. They locally try to make a settlement with both of the party at best.

### **5.12.25 Medical services/health services**

Management opinion is that medical service or health service is enough for the laborer. They said that in any other sector most of the authority give no medical/health service to their employees. It is their kind that they are providing such type of service. Though there is no MBBS doctor. It is in addition to their right.

### **5.12.26 Suggestion by management for fair wage pattern**

They stated that their expenditure is very high. So they get minimum profit. They have to pay additional 0.5% to Bangladesh Tea Board against every provident fund. It is not supposed to be paid by them. It is a burden to the garden owner. Laborers are very lazy. They are not willing to do hard work. If they asked to do hard work they try to avoid it. So the existing wage pattern for the tea garden laborer is sufficient. It appeared to us that the management has no headach or will to increase or for fair wage pattern and livelihood of the laborers.

# CHAPTER SIX

## Conclusion and recommendations

### 6.1 Introduction

The chapter intends to present an overall conclusion and recommendation of the study. In the conclusion part, the results are analyzed in line with variables incorporated in analytical frame work and in second part recommendation are made herewith to draw the attention of the policy makers.

### 6.2 Conclusion

As a whole the wage pattern and livelihood of tea laborer in lobacherra tea estate, Sylhet are not satisfactory to the respondent. Different particulars of the respondent like length of service, especially demographic information like length of service, education level, job status, wages, ration, overtime, medical facilities, facilities and the following variables are analyzed and interpreted.

Basically wage pattern and livelihood related necessary variables are analyzed and discussed. Our analysis stated that the wage pattern and livelihood of tea garden laborer are not standard, sufficient, upto the mark or satisfactory. On the point of wage pattern and livelihood, human rights of tea garden laborer are being seriously violated. The employer is not interested to do something for increasing of wages and other indicator of living standard of the tea laborer. It was seen that production of the garden is not at expected level. Several times movement of tea laborer for increasing their standard of living became the leading news in different daily news paper. Our analysis found no indicator at expected level. So it is the duty and responsibilities of policy maker to take initiatives for maintaining human rights in tea garden of Bangladesh.

## 6.3 Recommendation

Based on the field observations some of the recommendations are put forward to take initiatives for increasing of wage pattern and livelihood of tea garden laborer. There should be proper labour development programme covering various aspects like the following:

- I. On the basis of length of service wages and other benefit needs to be increased. Employer as well as government should take initiatives for primary and secondary education of children of tea laborer. Education should be made compulsory among the tea laborer children and school uniforms and all sorts of books should be provided to every child. Both formal and non-formal education may be introduced for the children of tea gardeners, and of course awareness campaign regarding education among the tea gardeners must be undertaken. Early marriage, especially for girls, dowry problems, etc. must be stopped. GOs and NGOs jointly can do motivational work in this regard.
- II. Wage difference between permanent and casual laborer is not distinctive. A permanent laborer should get handsome wages.
- III. Analysis revealed that family member's profession of 96% of total respondent is daily laborer. It means that present children are the tea laborer of tomorrow. Kids of laborer will become laborer traditionally. This tradition is the violation of human rights. The policy makers should take it into consideration.
- IV. At present laborers of all age level are getting same wages and benefit. Interpretation said that 21.4% of total respondent are above 41 years. About 23.4% of total respondent are age of 15-20 years. So young laborer should get handsome wages and fringe benefit for better production in the garden. And aged laborer should get extra benefit on the basis of length of service.



- V. Weekly wages of tea laborer are very poor. Minimum wages are not adequate to meet basic needs or have not kept pace with rises in cost of living. So increase of laborer wage and laborer compensation is most essential.
- VI. Ration provision needs to be introduced in rice or flour instead of allotting so called paddy land.
- VII. Working time should be same both for male and female.
- VIII. Most of the laborer likes to have overtime facilities. A limited number of laborers are getting these facilities. It should be generalized.
- IX. Family planning activities required to be strengthened in the garden area with strong motivation.
- X. House should be allotted in accordance with requirement of the laborer.
- XI. Sanitation and pure drinking water facilities need to be immediately improved.
- XII. Scope for child education should be increased as per constitutional obligation (“universal primary education for all” article 17 of the constitution)
- XIII. EPI activities required to be strengthened.
- XIV. More homestead required for extra income generating activities. Employer attitude should be positive. Tea workers must be made aware of their basic rights, needs, governance, laborer laws of the country and gender equity through motivation.
- XV. If laborers get scope for rearing cattle they might not demand more wages. The tea laborer should be encouraged to produce the five most nutritious vegetables as well as raising poultry in their homestead for their own consumption which can make a difference in improving diets for their households.
- XVI. For better use of skillness authority can introduce new laborer policy on production basis like our garments industry.
- XVII. Sick leave must be considered.
- XVIII. Medical facilities need to be increased.
- XIX. Policy maker should take initiatives to eliminate malnutrition of tea laborer.
- XX. Initiatives should be taken for the development of human resource employed in the tea gardens through adult education, vocational and technical education.

- XXI. Recreational activities need to be arranged for the tea gardeners. Street play, folk theatre, ludu, carom, football, volleyball, cricket etc. may be held from time to time.
- XXII. Initiatives for raising awareness about good nutrition, health and sanitation practices through education programs.
- XXIII. Extensive socio-economic development programmes, especially income generating activities need to be introduced by GOs and NGOs in the tea garden areas, so that unemployment problem could be resolved.
- XXIV. A motivation programme can be conducted with the help of trade union of tea laborer to increase efficiency and productivity at minimum cost so that management can consider the existing wage pattern.

## **6.4 Future research direction**

This study has examined and analyzed the wage pattern and livelihood of tea laborer and their satisfaction with it in Loobacherra tea garden, Kanaighat, Sylhet, Bangladesh. The research have identified the areas where further improvements are required to achieve best production and ensure human rights, by increasing wages and other fringe benefit of tea laborer. Therefore, it is recommended for in-depth research on this area can be conducted. Future research may also be carried out to explore some of the important issues like actual reasons of recent low production, way of cost effective production, dissatisfaction of laborer with given wages as well as frienge benefit. By analyzing the issue it can be recommended to the proper policy guide lines which can improve human life of tea laborer and tea production.

## BIBLIOGRAPHY

1. Bangladesh Tea Board (2005), Monthly Statistical Bulletin.7
2. Bangladesh Bureau of Statistics (2004), Statistical Yearbook of Bangladesh.
3. Khalid, A.B.M. (1975), “Some Problems of the Tea Industry in Post Liberation
4. Bangladesh” The Dhaka University Studies, Vol. 23 (Part A), 61-82.
5. Majid, Z. (1991), “Sri Lanka’s Tea Production and Exports During 1970s”, South
6. Asian Studies, Vol. 8, No. 2, 52-63.
7. Sabur, S.A. (2002), “Tea Industry in Bangladesh: Marketing System and Price
8. Behavior”, Journal of the Institute of Bankers, Bangladesh, Vol. 49, 20-39.
9. Shabbir, S.M.N.S. (2006), “An Economic Analysis of Tea Export of Bangladesh:
10. UN published Ph.D. thesis, Rajshahi University, Rajshahi.
11. Shabbir, S.M.N.S. (2006) “expansion of tea production and export from Bangladesh: some policy suggestion”: vol. 16, no. 3 & 4
12. Tea manufacturing in Bangladesh: problems and prospects, Khisa, Pradipta and Iqbal.M, Department of Industrial & Production Engineering, Shahjalal University of Science & Technology, Sylhet.
13. Deplorable Living Conditions of Female Workers: A Study in a Tea Garden of Bangladesh, Hassan, A.B. MEnamol, Chittagong University of Engineering and Technology(CUET), Chittagong-4349, Bangladesh American Journal of Humanities and Social Sciences, Vol. 2, No. 2, 2014, 121-132, DOI: 10.11634/232907811402522

14. Chowdhury, M. A. I., Hasan, G. M. J. & Karim, M. A.(2011) A Study on Existing WATSAN condition of Two Tea Gardens in Moulvibajar. Journal of Enviromental Science & Natural Resources, 4(2),pp. 13-18 , ISSN 1999-7361
15. Gain, Philip (Director, Society for Environment and Social Development.) the daily star may 13, 2015.
16. Khaisa, P., and Iqbal, M. (2001). Tea Manufacturing in Bangladesh: Problems and Prospects. Department of Industrial & Production Engineering Shahjalal University of Science & Technology, Sylhet.
17. Das, Tulshi kumar and Islam, SM.Hassan Zakirul on Human rights on the tea garden: A case study of selected gardens in Sylhet.
18. Wikipedia, on 24 October, 2011, “The tea garden workers in the Chittagong hill tracts area of Bangladesh.
19. Saturday, June 20, 2015 Chairman, Bangladesh tea board bulletin.
20. Haque, Md. Ashraful “EU ambassador visits labour line, condemns extreme low wages to tea workers”
21. Chowdhury, R. Health and Hygiene Situation of Tea Garden Laborers: A study on sylhet
22. Sarma, G. (2007) A Study on the Socio-economic Conditions of Laborers in the Tea Gardens of Jorhat District, Assam, North-Eastern Hill University, Shillong, 793022, Meghalaya. Retrieved from <http://nehu-economics.info/PhD-Synopsis/g-sarmasynopsis.pdf>
23. Biswas D, Hazarika NC, Doloi P, Mahanta J. Study on nutritional status of tea garden workers of Assam with special emphasis on body mass index (BMI) and

- central obesity. *J Hum Ecol* 2002; 13: 299-302.
24. World Health Organization. Physical status: The use and interpretation of anthropometry. Technical report Series-854. WHO: Geneva; 1995.
  25. Rao VG, Yadav R, Dolla CK, Kumar S, Bhondeley MK, Ukey M. Undernutrition and childhood morbidities among tribal preschool children.
  26. Round table discussion on “Bangladesh tea industries: Problems *Indian J Med Res* 2005; 122: 43-7. and Problems, organized by BISS, on Thursday.
  27. Kashem, Abul, Health and sanitation behavior of tea garden laborer: Crisis and deprivation 10 January, 2015. Shahjalal University Assessment of the situation of children and women in the tea gardens of Bangladesh: UNICEF.
  28. Socio-economic conditions of women workers in Plantation Industry, 2008-09, Govt of India, Ministry of Labour & Employment, Labour Bureau, Chandigarh
  29. Sarthak Sengupta, (2009), *The Tea Labourers of North-East India: An Anthropohistorical Perspective*.
  30. Dr. Horen Goowalla, (2012), *Labour Relations Practices in Tea Industry of Assam With Special Reference to Jorhat District of Assam*, *IOSR Journal of Humanities and Social Science*, PP 35-41
  31. *Development of Tea Garden Community and Adivasi identity politics in Assam*, 2008
  32. “Health Problems and Nutritional Status of Tea Garden Population of Assam”, *Indian Journal of Medical Science*, Vol.60. No.12. pp.496-505
  33. Gadapani Sharma, (2007), “A study on the socio-economic conditions of Labourers in the Tea Gardens of Jorhat, Assam.”

34. Patrika Sharma, “Agriculture based livelihood options of inhabitants of tea gardens in Jorhat District of Assam.”
35. Increasing tea productivity through improved nutrition, G Global Alliance for Improved Nutrition (GAIN) Centre for Development Innovation Wageningen University & Research Centre.
36. Rana Pratap Behl, ”Wage Structure and Labour: Assam Valley Plantation”,1900-1947.
37. Human Development Report, Assam, 2003. 11. Tea Tribes Welfare Department, Assam.
38. Barkat, A., Mahiyuddin, G. Shaheen, N., Poddar, A., Osman, A., Rahman, M., & Ara, R. (2010) Assessment of the situation of children and women in the tea gardens of Bangladesh, Human Development Research Centre, Mohammadpur,Dhaka.Retrievedfrom[http://www.researchgate.net/profile/Nazma\\_Shaheen/publication/258238096\\_Assessment\\_of\\_the\\_s...](http://www.researchgate.net/profile/Nazma_Shaheen/publication/258238096_Assessment_of_the_s...)
39. Chakrabarti, M. (2012) Tea and Tea Plantation Workers of Tripura in the Past and Present, P.435 retrieved from [www.dspace.nehu.ac.in](http://www.dspace.nehu.ac.in). Accessed 12 October,2013
40. Deborah A. Cobb-Clark & Sherrie A. Kossoudji (1999) Did legalization matter for women? Amnesty and the wage determinants of formerly unauthorized latina workers. *Gender Issues*, 17(4), 3-14. doi: 10.1007/s12147-998-0001-5
41. European Commission (2012) EU Employment and Social Situation, Quarterly Report, September 2012, cited in Female Labour Market participation, PP. 01-09, retrieved from 131 M E. Hassan[http://ec.europa.eu/europe2020 /pdf/](http://ec.europa.eu/europe2020/pdf/)

themes/31\_labour\_market\_participation\_of\_women.pdf

42. Gita Bharali (2007) The Tea Crisis, Health Insecurity and Plantation Laborers' Unrest, Paper presented at a Seminar 'Society, Social Change and Sustainable Development' organized by Dept. of Sociology, North Bengal University. Retrieved from [http://onlineministries.creighton.edu/CollaborativeMinistry/NESRC/Gita/GITA\\_NORTHBENGAL.doc](http://onlineministries.creighton.edu/CollaborativeMinistry/NESRC/Gita/GITA_NORTHBENGAL.doc)
43. Hossain, M. A. (2012, May 26) Ensure Minimum Wage of Tea Garden Workers. The Financial Express. Retrieved from [www.thefinancialexpressbd.com/more.php](http://www.thefinancialexpressbd.com/more.php). Accessed 12 October, 2013
44. IFPAAW-International Federation of Plantation Agricultural and Allied Workers (1986, November 5-13) Working and Living Conditions of the Plantation Workers in Asia, Seminar held at South East Asia Hotel, Kuala Lumpur, Malaysia, retrieved from <http://library.fes.de/pdf-files/netzquelle/c97-03894.pdf>
45. International Labour Organization (2010): Women in Labour Markets: Measuring Progress and Identifying challenges, International Labour Office, Geneva, pp.02-06, retrieved from [http://ilo.org/empelm/pubs/WCMS\\_123835/lang-en/index.htm](http://ilo.org/empelm/pubs/WCMS_123835/lang-en/index.htm), Accessed 11 April, 2014.
46. Islam, T., (1996, February 26) Bangladesh-Agriculture: Tea Estate Workers Poor, Illiterate, retrieved from [www.ipsnews2.wpengine.com/1996/02/Bangladesh-agriculture-tea-estate-workers-poor-illiterate](http://www.ipsnews2.wpengine.com/1996/02/Bangladesh-agriculture-tea-estate-workers-poor-illiterate). Accessed 04 August, 2013.
47. Morser, A. (2010) A Bitter Cup: The Exploitation of Tea Workers in India and Kenya Supplying British Supermarkets, War on Want, London. Retrieved

from [http:// www.waronwant.org/attachments/A%2520Bitter%2520Cup.pdf](http://www.waronwant.org/attachments/A%2520Bitter%2520Cup.pdf)

48. Tea plantation workers in Bangladesh, retrieved from [www.rasheeka.wordpress.com](http://www.rasheeka.wordpress.com). accessed 05August, 2013.
49. Misra, S.R. (1986), Tea Industry in India, Asish Publishing House, 8/81
50. Annual Report 1990-2000, Bangladesh Tea Association Chittagong
51. Amar Desh(Bangla Newspaper), April 02, 2005
52. The Daily Star(English Newspaper), May 09,2002
53. Bangladesh Economic Riview, 2012.
54. <http://www.bangladesh.com/blog/tea-gardens-in-bangladesh> accessed on 28 July, 2015
55. Haque, Mahfuzul, 2013, Environmental Governance, Emerging Challenges for Bangladesh, AHDPH, Dhaka



# **Appendix-1**

BRAC INSTITUTE OF GOVERNANCE AND DEVELOPMENT

BRAC UNIVERSITY

MA in Governance and Development

2014-2015

Survey on: Wage pattern and livelihood of tea garden laborer: A Study on Loobacherra Tea Estate, Kanaighat, Sylhet, Bangladesh

## **Field Survey Questionnaire**

[This study attempts to measure wage pattern practices and to examine worker's livelihood of Loobacherra Tea Estate, Kanaighat, Sylhet, Tea garden (worker only) in my case study. I select Loobacherra Tea Estate Kanaighat, Sylhet for my research area. I am a student and researcher of MA in Governance and Development of BRAC University. I seek your kind help to collect some information. Your information will be used only for academic purpose and your personal identity will not be disclosed. Your kind cooperation in this aspect will be highly appreciated.]

Question no- \_\_\_\_\_ (Only for researcher) Date of interview: \_\_\_\_\_

### Section 1: Demographic Information

These following statements ask you and your socio economic and demographic condition.

Socio Economic and Demographic condition:

01	How many month/years have you work here?	0-1yr 1-2yr 3-4yr Above 4yr	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
02	Please mention your education level?	Illiterate Only Literate Primary Secondary Higher Secondary	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
03	Is your job permanent in this garden?	Yes No	<input type="checkbox"/> <input type="checkbox"/>
04	Please mention your family member (Father/ brother/husband) profession?	Farmer Daily labor Rickshaw puller Small business Garment's worker Others	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
05	Your age	Less than 15 15-20yrs 21-25yrs 26-30yrs 31-35yrs 36-40yrs 41-above	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

06	Your salary/wage in taka (weekly)	a.300-350	<input type="checkbox"/>
		b.351-400	<input type="checkbox"/>
		c. above 400	<input type="checkbox"/>
07	Your weekly ration(rice + flour)	1.1-3kg	<input type="checkbox"/>
		2.4-5kg	<input type="checkbox"/>
		3. above 6kg	<input type="checkbox"/>
		4.paddy land 2 care	<input type="checkbox"/>
		5. no ration	<input type="checkbox"/>
08	Payment of salary/wage	Regular	<input type="checkbox"/>
		Irregular	<input type="checkbox"/>
09	Working Hour	Day	<input type="checkbox"/>
		Evening	<input type="checkbox"/>
		Night	<input type="checkbox"/>
10	Overtime	Compulsory	<input type="checkbox"/>
		Optional	<input type="checkbox"/>

## Section 2: Past history

Could you tell us about your family history like your grandfather and your parent occupation? How you come to this occupation? (in brief).

## Section 3: Laborer satisfaction

The following statements ask your satisfaction level from your organizational perspective. Please circle only one number that best reflects your opinion on following 5 point scale statement.(5= Strongly Agree, 4= Agree, 3=To some extent, 2= Disagree, 1= Strongly Disagree).

Items	5	4	3	2	1
I feel encourage with weekly payment	5	4	3	2	1
I am satisfied with weekly ration	5	4	3	2	1
Houses/rooms allotted for me is sufficient	5	4	3	2	1
Medical facilities are enough	5	4	3	2	1
Sanitation facilities are satisfactory	5	4	3	2	1
Children have enough scope for getting education	5	4	3	2	1
Job security is satisfactory	5	4	3	2	1
My job makes good use of my skills and abilities.	5	4	3	2	1
Employer attitude encourage to	5	4	3	2	1

perform my duty					
Allotted home stead is enough for vegetable cultivation	5	4	3	2	1
I am getting scope to rear cattle as extra income generating activities	5	4	3	2	1
Sick leave and maternity leave is satisfactory	5	4	3	2	1
Considering everything, how satisfied are you with your job?	5	4	3	2	1
I am satisfied with EPI activities	5	4	3	2	1
I am satisfied with family planning activities.	5	4	3	2	1

### 3. Management Related

3.1 Do management pays attention for employee benefits and employee safety?

3.2 Does management policy support employee accidental issues?

3.3 How management address, if there is any sexual harassment at Tea garden?

3.4 How do you see medical services/health services for the employee by this garden?

4. Please give some suggestion for fair wage pattern for the Tea garden laborer.

Thank you for your valuable time and cooperation.

## Appendix-2

### List of tea garden in Bangladesh

Sl.	Name Of Tea Estates	Post Office	UpaZila	Circle	District
1	Aasia	Bhojpur	Fatickchari	Chittagong	Chittagong
2	Afifanagar	Jaintiapur	Jaintiapur	N.Sylhet	Sylhet
3	Agha	Tetulia	Tetulia	Panchagarh	Panchagarh
4	Agunia	Dhamirhat	Rangunia	Chittagong	Chittagong
5	Alibahar	Akhalia	Sylhet	N.Sylhet	Sylhet
6	Alladad	East	Barlekha	Juri	Maulvibazar
7	Allynugger	Shamshernagar	Kamalganj	Manu-Doloi	Maulvibazar
8	Ameenabad	Baramchal	Rajnagar	Lungla	Maulvibazar
9	Amo	Chandpur-	Chunarughat	Luskerpore	Habiganj
10	Amrail	Sathgaon	Srimangal	Balisera	Maulvibazar
11	Amtali	Rashidpur	Bahubal	Luskerpore	Habiganj
12	Andharmanik	Chikancherra	Fatickchari	Chittagong	Chittagong
13	Asghorabad	Prithimpassa	Kulaura	Lungla	Maulvibazar
14	Atiabagh	Silloah Via Jur	Barlekha	Juri	Maulvibazar
15	Ayeshabagh	Sridharpur	Barlekha	Juri	Maulvibazar
16	Bahadurpur	Barlekha	Barlekha	Juri	Maulvibazar
17	Baikunthapur	Itakhola	Madhabpur	Luskerpore	Habiganj
18	Balisera	Kalighat	Srimangal	Balisera	Maulvibazar
19	Baramasia	Nazirhat	Fatickchari	Chittagong	Chittagong
20	Baraooora	Srimangal	Srimangal	Balisera	Maulvibazar
21	Bawany	Putijuri	Nabiganj	Balisera	Habiganj
22	Bejoya	Rangirkul	Kulaura	Lungla	Maulvibazar

23	Bimalanagar	Indeswar	Rajnagar	Lungla	Maulvibazar
24	Brindabon	Putijuri	Bahubal	Luskerpore	Habiganj
25	Btri	Srimangal	Srimangal	Balisera	Maulvibazar
26	Burhan Nagar			Lungla	Maulvibazar
27	Burjan	Khadimnagar	Sylhet	N.Sylhet	Sylhet
28	Chaklapunji	Chandpur-	Chunarughat	Luskerpore	Habiganj
29	Champarai	Patrakhola	Kamalganj	Manu-Doloi	Maulvibazar
30	Chandbagh	Indeswar	Rajnagar	Lungla	Maulvibazar
31	Chandpore	Chandpur-	Chunarughat	Luskerpore	Habiganj
32	Chandpur-Belgaon	Banigranm	Banskhali	Chittagong	Chittagong
33	Chatlapore	Shamshernagar	Kulaura	Manu-Doloi	Maulvibazar
34	Chhotalekha	Barlekha	Barlekha	Juri	Maulvibazar
35	Chundeecherra	Chadpur-	Chunarughat	Luskerpore	Habiganj
36	Clevedon	Rangirkul	Kulaura	Juri	Maulvibazar
37	Clonal	Bhunabir	Srimangal	Balisera	Maulvibazar
38	Daddnagar	Tilagar	Sylhet	N.Sylhet	Sylhet
39	Dahuk	Panchagarh	Panchagarh	Panchagarh	Panchagarh
40	Dalia	Lakhaura	Sylhet	N.Sylhet	Sylhet
41	Dallucherra	Fenchuganj	Fenchuganj	Lungla	Sylhet
42	Dantmara			Chittagong	Chittagong
43	Daragaon	Rashidpur	Bahubal	Balisera	Habiganj
44	Dauracherra	Munshibazar	Kamalganj	Balisera	Maulvibazar
45	Deanston	Kajuricherra	Balisera	Maulvibazar	
46	Deundi	Chandpur-	Chunarughat	Luskerpore	Habiganj
47	Dhamai	Juri	Barlekha	Juri	Maulvibazar
48	Dildarpur	Rangirkul	Kulaura	Juri	Maulvibazar
49	Dilkusha	Silloah Via Jur	Kulaura	Juri	Maulvibazar

50	Dinarpur	Shamsherganj	Srimangal	Balisera	Maulvibazar
51	Doloi	Patrokhola	Kamalganj	Manu-Doloi	Maulvibazar
52	Ellahi-Noor	Nazirhat	Fatickchari	Chittagong	Chittagong
53	Etah	Karimpore	Rajnar	Lungla	Maulvibazar
54	Fatehbagh	East	Barlekha	Juri	Maulvibazar
55	Fatehpur	Baranagar	Goainghat	N.Sylhet	Sylhet
56	Ghazipore	Kulaura	Kulaura	Lungla	Maulvibazar
57	Habibnagar	Chiknagool	Goainghat	N.Sylhet	Sylhet
58	Hafiz	East	Barlekha	Juri	Maulvibazar
59	Hajinagar	Kajaldhara	Rajnar	Lungla	Maulvibazar
60	Haldavalley	Narayans Hat	Fatickchari	Chittagong	Chittagong
61	Hamidia	Mather Kapan	Maulvibazar	Balisera	Maulvibazar
62	Harihar	Merashani	Brahmanbaria	Luskerpore	Brahmanbaria
63	Hingajea	Kajaldhara	Kulaura	Lungla	Maulvibazar
64	Hossainabad	Kalighat	Srimangal	Balisera	Maulvibazar
65	Imam	Putijuri	Bahubal	Luskerpore	Habiganj
66	Islamabad	Silloah	Kulaura	Juri	Maulvibazar
67	Jafflong	Jafflong	Goainghat	N.Sylhet	Sylhet
68	Jagadishpur	Italhola	Madhobpore	Luskerpore	Habiganj
69	Jhemai	Kulaura	Kulaura	Lungla	Maulvibazar
70	Julekhanagar	Kajuricherra	Srimangal	Balisera	Maulvibazar
71	Junglebari	Kalighat	Srimangal	Manu-Doloi	Maulvibazar
72	Kaiyacherra-Dalu	Bhojpur	Fatickchari	Chittagong	Chittagong
73	Kalikabari	East	Barlekha	Juri	Maulvibazar
74	Kaliti	Kulaura	Kulaura	Lungla	Maulvibazar
75	Kapnapahar	Juri	Kulaura	Juri	Maulvibazar
76	Karimpore	Karimpore	Rajnar	Lungla	Maulvibazar



77	Kashipur	Lungla	Rajnagar	Lungla	Maulvibazar
78	Kazi And Kazi	Panchagarh	Panchagarh	Panchagarh	Panchagarh
79	Keramatnagar	Barlekha	Barlekha	Juri	Maulvibazar
80	Khadim	Khadimnagar	Sylhet	N.Sylhet	Sylhet
81	Khan	Chiknagool	Goainghat	N.Sylhet	Sylhet
82	Kodala	Kodala	Rangunia	Chittagong	Chittagong
83	Koratoa	Jogodal	Sathmera	Panchagarh	Panchagarh
84	Kornafuli	Fatickchari	Fatickchari	Chittagong	Chittagong
85	Kumarshail	Sridharpur	Barlekha	Juri	Maulvibazar
86	Kurmah	Patrakhola	Kamalganj	Manu-Doloi	Maulvibazar
87	Lackatoorah	Sylhet	Sylhet	N.Sylhet	Sylhet
88	Lalchand	Shahajibazar	Chunarughat	Luskerpore	Habiganj
89	Lallakhal	Jaintiapur	Jaintiapur	N.Sylhet	Sylhet
90	Loobacherra	Kanaighat	Kanaighat	N.Sylhet	Sylhet
91	Luayuni	AndKajaldhara	Kulaura	Lungla	Maulvibazar
92	Lungla	Lungla	Kulaura	Lungla	Maulvibazar
93	Luskerpore	Chandpur-	Chunarughat	Luskerpore	Habiganj
94	M M			Panchagarh	Panchagarh
95	M R Khan	Srimangal	Srimangal	Balisera	Maulvibazar
96	Maa Jaan	Dantmara	Fatickchari	Chittagong	Chittagong
97	Madabpore	Patralhola	Kamalganj	Manu-Doloi	Maulvibazar
98	Madanmohanpur	Patrakhola	Kamalganj	Manu-Doloi	Maulvibazar
99	Madhupur	Bahubal	Bahubal	Luskerpore	Habiganj
100	Mainaguri	Panchagarh	Panchagarh	Panchagarh	Panchagarh
101	Malnicherra	Sylhet	Sylhet	N.Sylhet	Sylhet
102	Marina	Kulaura	Kulaura	Lungla	Maulvibazar
103	Mazdehee	Naraincherra	Srimangal	Balisera	Maulvibazar

104	Mertinga	Munshibazar	Kamalganj	Manu-Doloi	Maulvibazar
105	Mirzapore	Shamsherganj	Srimangal	Balisera	Maulvibazar
106	Mohammadnagar	Mirzarhat	Fatickchari	Chittagong	Chittagong
107	Monipur	Fertilizer Fact	Fenchuganj	Lungla	Sylhet
108	Moomincherra	Bhatera	Fenchuganj	Lungla	Sylhet
109	Moulvi	Naraincherra	Maulvibazar	Balisera	Maulvibazar
110	Muraicherra	Prithimpassa	Kulaura	Lungla	Maulvibazar
111	Nahar	Kajuricherra	Srimangal	Balisera	Maulvibazar
112	Nalua	Chandpur-	Chunarughat	Luskerpore	Habiganj
113	Nandarani	Kalighat	Kamalganj	Manu-Doloi	Maulvibazar
114	Naseha	Dantmara	Fatickchari	Chittagong	Chittagong
115	Narayans Hat	Fatickchari	Chittagong	Chittagong	
116	New Dantmara	Dantmara	Fatickchari	Chittagong	Chittagong
117	New Samanbagh	Dakshinbagh	Barlakha	Juri	Maulvibazar
118	Noyapara	Itakhola	Madhobpore	Luskerpore	Habiganj
119	Nurjahan	Srimangal	Srimangal	Balisera	Maulvibazar
120	Oodaleah	Nazirhat	Fatickchari	Chittagong	Chittagong
121	Oot.and Indanugger		Rajnagar	Lungla	Maulvibazar
122	Pallakandi	Lunga	Kulaura	Lungla	Maulvibazar
123	Pallathal	East	Barlekha	Juri	Maulvibazar
124	Panchabati	Mirzarhat	Fatickchari	Chittagong	Chittagong
125	Parkul-Nasimabad	Rashidpur	Chunarughat	Balisera	Habiganj
126	Patrakhola	Patrakhola	Kamalganj	Manu-Doloi	Maulvibazar
127	Phooltullah	Phooltullah	Kulaura	Juri	Maulvibazar
128	Phulbari	Keramatnagar	Kamalganj	Manu-Doloi	Maulvibazar
129	Potiya	Karunacherra	Potia	Chittagong	Chittagong
130	Premnagar	Naraincherra	Maulvibazar	Balisera	Maulvibazar

131	Rahmania	Barlekha	Barlekha	Juri	Maulvibazar
132	Rajghat	Kajuricherra	Srimangal	Balisera	Maulvibazar
133	Rajkie	Phooltullah	Kulaura	Juri	Maulvibazar
134	Rajnagar	Lungla	Rajnagar	Lungla	Maulvibazar
135	Ramgarh	NaluaVia	Fatickchari	Chittagong	Chittagong
136	Rangapani	Rangapani	Fatickchari	Chittagong	Chittagong
137	Rasheedabad	Dakshinbagh	Barlekha	Juri	Maulvibazar
138	Rasidpur	Rashidpur	Bahubal	Balisera	HAbiganj
139	Rehana	Kulaura	Kulaura	Lungla	Maulvibazar
140	Rema	Gazipur	Chunarughat	Luskerpore	Habiganj
141	Rungicherra	Prithimpassa	Kulaura	Lungla/Td>	Maulvibazar
142	Ruthna	Juri	Kulaura	Juri	Maulvibazar
143	Sabazpore	SujaulVia	Bara Barlekha	Juri	Maulvibazar
144	Sagurnal	Sagarnal	Kulaura	Juri	Maulvibazar
145	Saif	Sathgaon	Srimangal	Balisera	Maulvibazar
146	Sallylunn	Panchagarh	Panchagarh	Panchagarh	Panchagarh
147	Sathgaon	Sathgaon	Srimangal	Balisera	Maulvibazar
148	Serajnagar	Kajaldhara	Kulaura	Lungla	Maulvibazar
149	Shafinagar	Tengrabazar	Srimangal	Lungla	Maulvibazar
150	Shakera	Rajnagar	Rajnagar	Lungla	Maulvibazar
151	Shumshernugger	Shamshernagar	Kamalganj	Manu-Doloi	Maulvibazar
152	Silloah	Juri	Kulaura	Juri	Maulvibazar
153	Sonarupa	Dakshinbagh	Barlekha	Juri	Maulvibazar
154	Sreebari	Rashidpur	Chunarughat	Balisera	Habiganj
155	Sreepore	Jaintiapur	Jaintiapur	N.Sylhet	Sylhet
156	Srigobindpur	Patrokhola	Kamalganj	Manu-Doloi	Maulvibazar
157	Star	Sylhet	Sylhet	N.Sylhet	Sylhet

158	Surma	Itakhola	Madhobpore	Luskerpore	Habiganj
159	Teliapara	Itakhola	Madhobpore	Luskerpore	Habiganj
160	Thandacheri	Thandachari	Rangunia	Chittagong	Chittagong
161	Waggachara	Baraicari	Kaptai	Chittagong	Rangamati
162	Wahidabad	Sridharpur	Barlekha	Juri	Maulvibazar
163	Zareen	Srimangal	Srimangal	Balisera	Maulvibazar

## Appendix-3

Sl. No.	Name of garden	Post office	Upazila	Circle	District
1.	Afifanagar	Jaintiapur	Jaintiapur	N.sylhet	Sylhet
2.	Alibahar	Akhalia	Sylhet	N.sylhet	Sylhet
3.	Alladad	East shahbazpur	Barlekha	Juri	Maulvibazar
4.	Allynugger	Shamshernagar	Kamalganj	Manu-doloi	Maulvibazar
5.	Ameenabad	Baramchal	Rajnagar	Lungla	Maulvibazar
6.	Amo	Chandpur-bagan	Chunarughat	Luskerpore	Habiganj
7.	Amrail	Sathgaon	Srimangal	Balisera	Maulvibazar
8.	Amtali	Rashidpur	Bahubal	Luskerpore	Habiganj
9.	Asghorabad	Prithimpassa	Kulaura	Lungla	Maulvibazar
10.	Atiabagh	Silloah via jur	Barlekha	Juri	Maulvibazar
11.	Ayeshabagh	Sridharpur	Barlekha	Juri	Maulvibazar
12.	Bahadurpur	Barlekha	Barlekha	Juri	Maulvibazar
13.	Baikunthapur	Itakhola	Madhabpur	Luskerpore	Habiganj
14.	Balisera	Kalighat	Srimangal	Balisera	Maulvibazar
15.	Baraooora	Srimangal	Srimangal	Balisera	Maulvibazar
16.	Bawany	Putijuri	Nabiganj	Balisera	Habiganj
17.	Bejoya	Rangirkul	Kulaura	Lungla	Maulvibazar
18.	Bimalanagar	Indeswar	Rajnagar	Lungla	Maulvibazar
19.	Brindabon	Putijuri	Bahubal	Luskerpore	Habiganj
20.	Btri	Srimangal	Srimangal	Balisera	Maulvibazar
21.	Burhan nagar			Lungla	Maulvibazar
22.	Burjan	Khadimnagar	Sylhet	N.sylhet	Sylhet
23.	Chaklapunji	Chandpur-bagan	Chunarughat	Luskerpore	Habiganj
24.	Champarai	Patrakhola	Kamalganj	Manu-doloi	Maulvibazar
25.	Chandbagh	Indeswar	Rajnagar	Lungla	Maulvibazar
26.	Chandpore	Chandpur-bagan	Chunarughat	Luskerpore	Habiganj

27.	Chatlapore	Shamshernagar	Kulaura	Manu-doloi	Maulvibazar
28.	Chhotalekha	Barlekha	Barlekha	Juri	Maulvibazar
29.	Chundeecherra	Chadpur-bagan	Chunarughat	Luskerpore	Habiganj
30.	Clevedon	Rangirkul	Kulaura	Juri	Maulvibazar
31.	Clonal	Bhunabir	Srimangal	Balisera	Maulvibazar
32.	Daddnagar	Tilagar	Sylhet	N.sylhet	Sylhet
33.	Dalia	Lakhaura	Sylhet	N.sylhet	Sylhet
34.	Dallucherra	Fenchuganj	Fenchuganj	Lungla	Sylhet
35.	Daragaon	Rashidpur	Bahubal	Balisera	Habiganj
36.	Dauracherra	Munshibazar	Kamalganj	Balisera	Maulvibazar
37.	Deanston	Kajuricherra	Balisera	Maulvibazar	Moulvibazar
38.	Deundi	Chandpur-bagan	Chunarughat	Luskerpore	Habiganj
39.	Dhamai	Juri	Barlekha	Juri	Maulvibazar
40.	Dildarpur	Rangirkul	Kulaura	Juri	Maulvibazar
41.	Dilkusha	Silloah via jur	Kulaura	Juri	Maulvibazar
42.	Dinarpur	Shamsherganj	Srimangal	Balisera	Maulvibazar
43.	Doloi	Patrokhola	Kamalganj	Manu-doloi	Maulvibazar
44.	Etah	Karimpore	Rajnagar	Lungla	Maulvibazar
45.	Fatehbagh	East shahabazpu	Barlekha	Juri	Maulvibazar
46.	Fatehpur	Baranagar	Goainghat	N.sylhet	Sylhet
47.	Ghazipore	Kulaura	Kulaura	Lungla	Maulvibazar
48.	Habibnagar	Chiknagool	Goainghat	N.sylhet	Sylhet
49.	Hafiz	East shahbazpur	Barlekha	Juri	Maulvibazar
50.	Hajinagar	Kajaldhara	Rajnagar	Lungla	Maulvibazar
51.	Hamidia	Mather kapan	Maulvibazar	Balisera	Maulvibazar
52.	Hingajea	Kajaldhara	Kulaura	Lungla	Maulvibazar
53.	Hossainabad	Kalighat	Srimangal	Balisera	Maulvibazar
54.	Imam	Putijuri	Bahubal	Luskerpore	Habiganj
55.	Islamabad	Silloah	Kulaura	Juri	Maulvibazar
56.	Jafflong	Jafflong	Goainghat	N.sylhet	Sylhet
57.	Jagadishpur	Italhola	Madhobpore	Luskerpore	Habiganj
58.	Jhemai	Kulaura	Kulaura	Lungla	Maulvibazar
59.	Julekhanagar	Kajuricherra	Srimangal	Balisera	Maulvibazar
60.	Junglebari	Kalighat	Srimangal	Manu-doloi	Maulvibazar

61.	Kalikabari	East shahbazpur	Barlekha	Juri	Maulvibazar
62.	Kaliti	Kulaura	Kulaura	Lungla	Maulvibazar
63.	Kapnapahar	Juri	Kulaura	Juri	Maulvibazar
64.	Karimpore	Karimpore	Rajnagar	Lungla	Maulvibazar
65.	Kashipur	Lungla	Rajnagar	Lungla	Maulvibazar
66.	Keramatnagar	Barlekha	Barlekha	Juri	Maulvibazar
67.	Khadim	Khadimnagar	Sylhet	N.sylhet	Sylhet
68.	Khan	Chiknagool	Goainghat	N.sylhet	Sylhet
69.	Kumarshail	Sridharpur	Barlekha	Juri	Maulvibazar
70.	Kurmah	Patrakhola	Kamalganj	Manu-doloi	Maulvibazar
71.	Lackatoorah	Sylhet	Sylhet	N.sylhet	Sylhet
72.	Lalchand	Shahajibazar	Chunarughat	Luskerpore	Habiganj
73.	Lallakhal	Jaintiapur	Jaintiapur	N.sylhet	Sylhet
74.	Loobacherra	Kanaighat	Kanaighat	N.sylhet	Sylhet
75.	Luayuni and holicherra	Kajaldhara	Kulaura	Lungla	Maulvibazar
76.	Lungla	Lungla	Kulaura	Lungla	Maulvibazar
77.	Luskerpore	Chandpur-bagan	Chunarughat	Luskerpore	Habiganj
78.	M r khan	Srimangal	Srimangal	Balisera	Maulvibazar
79.	Madabpore	Patralhola	Kamalganj	Manu-doloi	Maulvibazar
80.	Madanmohanpu r	Patrakhola	Kamalganj	Manu-doloi	Maulvibazar
81.	Madhupur	Bahubal	Bahubal	Luskerpore	Habiganj
82.	Malnicherra	Sylhet	Sylhet	N.sylhet	Sylhet
83.	Marina	Kulaura	Kulaura	Lungla	Maulvibazar
84.	Mazdehee	Naraincherra	Srimangal	Balisera	Maulvibazar
85.	Mertinga	Munshibazar	Kamalganj	Manu-doloi	Maulvibazar
86.	Mirzapore	Shamsherganj	Srimangal	Balisera	Maulvibazar
87.	Monipur	Fertilizer fact	Fenchuganj	Lungla	Sylhet
88.	Moomincherra	Bhatera	Fenchuganj	Lungla	Sylhet
89.	Moulvi	Naraincherra	Maulvibazar	Balisera	Maulvibazar
90.	Muraicherra	Prithimpassa	Kulaura	Lungla	Maulvibazar
91.	Nahar	Kajuricherra	Srimangal	Balisera	Maulvibazar
92.	Nalua	Chandpurbagan	Chunarughat	Luskerpore	Habiganj
93.	Nandarani	Kalighat	Kamalganj	Manu-doloi	Maulvibazar

94.	New samanbagh	Dakshinbagh	Barlakha	Juri	Maulvibazar
95.	Noyapara	Itakhola	Madhobpore	Luskerpore	Habiganj
96.	Nurjahan	Srimangal	Srimangal	Balisera	Maulvibazar
97.	Oot.and indanugger	Indeswar	Rajnagar	Lungla	Maulvibazar
98.	Pallakandi	Lunga	Kulaura	Lungla	Maulvibazar
99.	Pallathal	East shahbazpur	Barlekha	Juri	Maulvibazar
100.	P-nasimabad	Rashidpur	Chunarughat	Balisera	Habiganj
101.	Patrakhola	Patrakhola	Kamalganj	Manu-doloi	Maulvibazar
102.	Phooltullah	Phooltullah	Kulaura	Juri	Maulvibazar
103.	Phulbari	Keramatnagar	Kamalganj	Manu-doloi	Maulvibazar
104.	Premnagar	Naraincherra	Maulvibazar	Balisera	Maulvibazar
105.	Rahmania	Barlekha	Barlekha	Juri	Maulvibazar
106.	Rajghat	Kajuricherra	Srimangal	Balisera	Maulvibazar
107.	Rajkie	Phooltullah	Kulaura	Juri	Maulvibazar
108.	Rajnagar	Lungla	Rajnagar	Lungla	Maulvibazar
109.	Rasheedabad	Dakshinbagh	Barlekha	Juri	Maulvibazar
110.	Rasidpur	Rashidpur	Bahubal	Balisera	Habiganj
111.	Rehana	Kulaura	Kulaura	Lungla	Maulvibazar
112.	Rema	Gazipur	Chunarughat	Luskerpore	Habiganj
113.	Rungicherra	Prithimpassa	Kulaura	Lungla/td>	Maulvibazar
114.	Ruthna	Juri	Kulaura	Juri	Maulvibazar
115.	Sabazpore	Sujaul via bara	Barlekha	Juri	Maulvibazar
116.	Sagurnal	Sagarnal	Kulaura	Juri	Maulvibazar
117.	Saif	Sathgaon	Srimangal	Balisera	Maulvibazar
118.	Sathgaon	Sathgaon	Srimangal	Balisera	Maulvibazar
119.	Serajnagar	Kajaldhara	Kulaura	Lungla	Maulvibazar
120.	Shafinagar	Tengrabazar	Srimangal	Lungla	Maulvibazar
121.	Shakera	Rajnagar	Rajnagar	Lungla	Maulvibazar
122.	Shumshernu	Gger	Kamalganj	Manu-doloi	Maulvibazar
123.	Silloah	Juri	Kulaura	Juri	Maulvibazar
124.	Sonarupa	Dakshinbagh	Barlekha	Juri	Maulvibazar
125.	Sreebari	Rashidpur	Chunarugh	Balisera	Habiganj
126.	Sreepore	Jaintiapur	Jaintiapur	N.sylhet	Sylhet
127.	Srigobindpur	Patrokhola	Kamalganj	Manu-doloi	Maulvibazar



128	Star	Sylhet	Sylhet	N.sylhet	Sylhet
128.	Surma	Itakhola	Madhobpore	Luskerpore	Habiganj
129.	Teliapara	Itakhola	Madhobpore	Luskerpore	Habiganj
130.	Wahidabad	Sridharpur	Barlekha	Juri	Maulvibazar
131.	Zareen	Srimangal	Srimangal	Balisera	M.bazar