Chapter 5
WORK CULTURE AND WORK BEHAVIOUR IN THE HIGH TEA PERFORMING INDUSTRY

This chapter depicts the work culture of the labour in the high performing tea industry in India and Bangladesh and analyses their work behaviour. The major cultural factors which influence their work behaviour are worker's experience, work choice, outlook towards work, understanding with co-workers, sense of duty and responsibility, good faith, emotion, obligation towards work and so on. Work behaviour refers to (i) worker's work performance, efficiency, regularity, sincerity, contentment and so on and (ii) absenteeism, leisure, unrest, strikes, go-slow at work etc. Let us first delineate the cultural factors of work in the industry in order to analyse the work behaviour of labourers. This chapter divides into four sections; viz., work culture in the industry, work behaviour of labour in the industry, results and discussion and conclusion.

I
WORK CULTURE IN THE HIGH PERFORMING INDUSTRY

The work culture of the industry in India and Bangladesh comprises inheritance of labour, distance of work place from home, mode of access to work place, implements used, work allocation patterns, work attitude, time span of accomplishing excess work done, surplus production, awareness about efficient workers, time of speediness in work, labour- management relationship, planning of work performing, types of obligation to work, feelings about work, appreciation of best situation of work, attitude towards holidays, demand for wage in holidays, addiction, service benefits given in tea gardens, consumption of alcohol, quarrel of labourers with supervisor/ manager, benefits given by management and so on. These are discussed hereunder:

Inheritance of Labour

In case of the majority of the labourers in the tea industry the tea garden work has transmitted from their previous generations- parents and grandparents who had also worked in the gardens. The following two tables show the distribution of the labourers whose parents and/ or grandparents also worked in the Rosekandy and Gazipure tea estates of India and Bangladesh respectively:

TABLE 5.1

Labourers whose Parents Worked in the Tea Industry India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Forefathers who Worked in Tea Industry	ROSEKANDY						G. Total N=43			GAZIPURE						G. Total N=90		
	Hindu		Total N=39	Muslim		Total N=03	M N=16	F N=27	Total	Hindu		Total N=71	Muslim		Total N=19	M N=43	F N=47	Total
	M N=14	F N=25		M N=02	F N=02					M N=35	F N=36		M N=08	F N=11				
Parent (s)	13 (92.86)	23 (92.00)	36	01 (50.00)	02 (100)	3 (75.00)	14 (87.50)	25 (92.59)	39 (90.70)	32 (91.43)	12 (33.33)	44 (62.97)	07 (87.50)	06 (54.55)	13 (68.42)	39 (90.69)	18 (38.24)	57 (63.33)
Grand Parent (s)	13 (92.86)	23 (92.00)	36 (92.30)	01 (50.00)	02 (100)	3 (75.00)	14 (87.50)	25 (92.59)	**39 (90.70)**	06 (17.14)	24 (66.67)	30 (42.25)	05 (62.50)	06 (54.55)	11 (57.89)	11 (25.58)	30 (63.82)	41 (45.56)

Source: Field Data Collected from Tea Gardens in India (Rosekandy- 01-09-12 to 22-10-12) and Bangladesh (Gazipure- 24-04-12 to 03-06-12)

The table exhibits that in Rosekandy tea garden of India, 93% of the workers each had parents and grandparents in the tea gardens while in the Gazipure tea estate of Bangladesh, two thirds and over two fifths of the workers had their parents and grandparents respectively as the labourers. Inheritance of labour from parents is found across gender and religion. They are distributed across gender and religion.

Thus, it seems that the present labourers have largely inherited the labour from their previous generations, which also seems to be replicated in case of the Rosekandy tea garden.

Access to Work Place

The distance of work place from home of labourers in tea estates of India and Bangladesh includes four categories such as 0-1, 1-2, 2-3 and 3-4 kms. The distance also influences the labourers' work performance. The following table shows the distance of work place from home:

TABLE 5.2

Distance of Work Place from home among Labourers in India and Bangladesh by Religion and Gendern(Percentage in Parentheses)

Distance of Work Place from Home Distance (in km)	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
0-1	04 (28.57)	01 (4.00)	5 (12.82)	01 (50.00)	--	1 (25.00)	5 (31.25)	1 (3.70)	**6 (13.96)**	06 (17.14)	01 (2.78)	7 (9.85)	04 (50.00)	--	4 (21.05)	10 (23.25)	1 (2.12)	**11 (12.22)**
1-2	04 (28.57)	10 (40.00)	14 (35.89)	01 (50.00)	--	1 (25.00)	5 (31.25)	10 (27.04)	**15 (34.89)**	08 (22.86)	02 (5.55)	10 (14.08)	01 (12.50)	--	1 (5.26)	9 (20.93)	2 (4.25)	**11 (12.22)**
2-3	04 (28.57)	08 (32.00)	12 (30.77)	--	01 (50.00)	1 (25.00)	4 (25.00)	9 (33.33)	**13 (30.23)**	02 (5.71)	11 (30.55)	13 (18.30)	02 (25.00)	03 (27.28)	5 (26.31)	4 (9.30)	14 (29.78)	**18 (20)**
3-4	02 (14.29)	06 (24.00)	8 (2.051)	--	01 (50.00)	1 (25.00)	2 (12.50)	7 (25.92)	**9 (20.93)**	19 (54.29)	22 (61.11)	41 (57.57)	01 (12.50)	08 (72.72)	9 (47.36)	20 (46.51)	30 (63.82)	**50 (55.56)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, over three fifths of the labourers' work place is 1-3 km from from house and over one fifth have their work place 3-4 km. from their house while in Gazipure over half of the labourers find the distance of about 3-4 km from home followed by one fourth who travel 1-3 km from home for work place.

The mode of access to work place of labourers in Rosekandy and Gazipure tea estates of India and Bangladesh include walking, cycle, truck and tractor. Their distribution is shown in the following table:

TABLE 5.3

Mode of Access to Work Place among the Respondents in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Mode of Access to Work Place from Home Distance (in km)	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu			Muslim						Hindu			Muslim					
	M	F	Total	M	F	Total	M	F		M	F	Total	M	F	Total	M	F	
Walk	4 (28.57)	11 (44.00)	15 (38.46)	1 (50.00)	--	1 (25.00)	5 (31.25)	11 (40.74)	**16 (37.20)**	8 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	**90 (100)**
Cycle	4 (28.57)	--	4 (10.26)	1 (50.00)	--	1 (25.00)	5 (31.25)		**06 (13.96)**	--	--	--	--	--	--	--	--	**0**
Tractor	6 (42.86)	14 (56.00)	20 (51.28)		2 (100)	2 (50.00)	6 (37.50)	16 (59.25)	**22 (51.16)**	--	---	--	--	--	--	--	--	**0**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**8 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in Rosekandy tea estate, the mode of access to work place among over half of the workers is tractor, 37. 20% of the workers go to the work place on foot and an insignificant number of them go to the work place by cycle. On the other hand, in Gazipure tea estate all the workers go to their workplace by only walking. Thus, the Rosekandy tea garden has better modes of access to work place from their houses.

Tools Used

The tools used by labourers in India and Bangladesh include stick & umbrella, knife, scissors with shaft, napkin with knapsack and broom which are shown in the following table:

TABLE- 5.4

Tools Used by the Respondents in India and Bangladesh by Religion and Gender by Religion and Gender (Percentage in Parentheses)

Name of Implement	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu			Muslim						Hindu			Muslim					
	M	F	Total	M	F	Total	M	F		M	F	Total	M	F	Total	M	F	
Stick & Umbrella	--	01 (4.00)	1 (2.56)	--	--	--	--	1 (3.70)	**1 (2.32)**	02 (4.71)		2 (2.82)				02 (4.65)		**2 (2.22)**
Knife, Scissors with Shaft	13 (92.86)	17 (68.00)	30 (76.92)	--	--	--	13 (81.25)	17 (62.97)	**30 (69.77)**	31 (88.57)	36 (100)	. 67 (94.37)	8 (100)	11 (100)	19 (100)	39 (90.69)	47 (100)	**86 (95.96)**
Napkin with knapsack	01 (7.14)	07 (28.00)	8 (20.51)	02 (100)	02 (100)	4 (100)	3 (18.75)	9 (33.33)	**12 (27.91)**	--	--	---	--	--	--	--	--	**0**
Broom	--	--	--	--	--	--	--	--	**0**	02 (5.71)	--	2 (2.82)	--	--	--	2 (4.65)	--	**2 (2.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, over two thirds of the labourers (69.77%) use knife, scissors with shaft, followed by napkin with knapsack, and insignificant numbers of them use stick & umbrella whereas in the Gazipure tea estate most of the labourers use knife, scissors with shaft and insignificant numbers of them use stick & umbrella and broom.

· Thus, the Rosekandy tea garden has better tools than the Gazipure tea estate.

Work Allocation Patterns

The work allocation among labourers in India and Bangladesh includes three categories; namely, work in selected area, work in section and work in time, work in time and material and by contact of office time and material. Their distribution patterns are shown in following table:

TABLE 5.5

Work Allocation among the Respondents in India by Religion and Gender

(Percentage in Parentheses)

Work Allocation	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Work in Selected Area	01 (7.14)	07 (28.00)	8 (20.51)	02 (100)	02 (100)	4 (100)	3 (18.75)	9 (33.33)	**12 (27.91)**	--	--	0	--	--	0	--	--	**0**
Work in Section		01 (4.00)	1 (2.56)	--	--	0		1 (3.70)	**1 (2.33)**	02 (4.71)	--	2 (2.82)	--	--	0	02 (4.65)	--	**2 (2.22)**
Work in time and material	13 (92.86)	17 (68.00)	30 (76.92)				13 (81.25)	17 (62.97)	**30 (69.76)**	31 (88.57)	36 (100)	67 (94.37)	8 (100)	11 (100)	19 (100)	39 (90.69)	47 (100)	**86 (95.96)**
By contact of office's time and material	--	--	--	--	--	--	--	--	--	02 (5.71)	--	2 (2.82)	--	--	--	2 (4.65)	--	**2 (2.22)**
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea estate, over two thirds of the workers work in time and material followed by work in selected area and very few of the labourers work in section only. In the Gazipure tea garden, most of the labourers work in time followed by Work in Section and by contact of office time and material.

The work allocators or officials among labourers in India and Bangladesh include Tilla babu/ Tilla Clerk, Sarder and Manager/ Factory Manager. Their distribution is shown in the following table:

TABLE 5.6

Work Allocating Officials of Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Designation of Official	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Tilla babu/ Tilla Clerk	--	--	--	--	--	0	--	--	0	03 (8.57)	--	3 (4.23)	--	--	0	3 (6.98)	--	3 (3.33)
Sarder	13 (92.86)	24 (96.00)	37 (94.87)	02 (100)	02 (100)	4 (100)	15 (93.75)	26 (96.29)	**41 (95.34)**	31 (88.57)	36 (100)	67 (94.37)	08 (100)	11 (100)	19 (100)	39 (90.69)	47 (100)	**86 (95.97)**
Manager/ Factory Manager	01 (7.14)	01 (4.00)	2 (5.13)	--	--	0	1 (6.25)	1 (3.70)	**2 (4.66)**	01 (2.86)	--	1 (1.41)	--	--	0	1 (2.33)	--	**1 (1.11)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in Rosekandy tea estate, work allocating official of over nine tenth of labourers (95.34%) is Sarder followed by Manager/ Factory Manager (4.66%) whereas in Gazipure, majority of workers (95.97%) is Sarder and very insignificant number find as Tilla babu/ Tilla Clerk and Manager/ Factory Manager.

Work Attitude

The work attitude of labourers in India and Bangladesh includes production of quantity, and production of quantity with quality. It is shown in the following table:

TABLE- 5.7

Work Attitude of Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Preference of Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Quantity	01 (7.14)		1 (2.56)	--	--	0	1 (6.25)	--	**1 (2.32)**	01 (2.86)	26 (72.22)	27 (38.02)	08 (100)	09 (81.82)	17 (89.47)	9 (20.93)	35 (74.46)	**44 (48.89)**
Quantity with Quality	13 (92.86)	25 (100)	38 (97.43)	02 (100)	02 (100)	4 (100)	15 (93.75)	27 (100)	**42 (97.68)**	34 (97.14)	10 (27.78)	44 (61.97)	--	02 (18.18)	2 (10.53)	34 (79.06)	12 (25.53)	**46 (51.11)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate, most of labourers (97.68%) prefer production of quantity with quality work followed by only quantity work (2.32%) whereas in the Gazipure tea estate over half (51.11%) of the labourers prefer to work having quantity with quality and the rest believe in only quantity of work.

Thus, the Rosekandy's labourers have better work attitude than the Gazipure's labourers.

Time Span of Accomplishing Work Production

The time span of excess work accomplishment of labourers in India and Bangladesh includes the categories: within 4 hours and 5--7 hours. The following table shows their distribution patterns:

TABLE- 5.8

Time Span of Work Accomplishment among Labourers in India by Religion and Gender (Percentage in Parentheses)

Time Span	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Within 4 hrs	4 (28.57)	10 (40.00)	33 (84.62)	--	--	0	4 (25.00)	10 (37.03)	**14 (32.56)**	6 (17.14)	4 (11.11)	10 (14.08)	--	--	0	6 (13.95)	4 (8.52)	**10 (10)**
5—7 hrs	10 (71.43)	15 (60.00)	6 (15.38)	02 (100)	02 (100)	4 (100)	12 (75.00)	17 (62.97)	**29 (67.44)**	29 (82.86)	32 (88.89)	61 (85.92)	8 (100)	11 (100)	19 (100)	37 (86.05)	43 (91.48)	**80 (90)**
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, the time span of work accomplishment of 67.44% of labourers is 5--7 hours and the rest do it within 4 hours while in the Gazipure tea estate, the time span of work accomplishment of majority of labourers (90 %) is 5--7 hours followed by within 4 hours (10%).

It shows better standard of work accomplishment in the Rosekandy tea estate.

Surplus Production

Only surplus production and quality with excess production are the two types of the excess production the labourers go for in the industry. The following table shows the distribution of the labourers in India and Bangladesh in the two categories:

TABLE- 5.9

Surplus Production by Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Surplus Production	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Excess Production only	09 (64.29)	20 (80.00)	29 (74.36)	01 (50.00)	--	01 (25.00)	10 (62.50)	20 (74.07)	**30 (69.77)**	03 (8.57)	13 (36.11)	16 (22.53)	--	02 (18.18)	02 (10.53)	03 (6.98)	15 (31.91)	**18 (20)**
Quality with Excess Production	05 (35.71)	05 (20.00)	10 (25.64)	01 (50.00)	02 (100)	03 (75.00)	06 (37.50)	07 (25.92)	**13 (30.23)**	32 (91.43)	23 (63.89)	55 (77.46)	08 (100)	09 (81.82)	17 (89.47)	40 (93.02)	32 (68.08)	**72 (80)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate, the surplus production is carried out by over two thirds of the labourers (69.77%) followed by quality excess production (30.23%) while in the Gazipure tea estate (80%) of the labourers do surplus production with quality and only 20% of the labourers do only excess production.

Thus, the Gazipure tea estate's labourers have better attitude towards surplus production with quality as compared to the Rosekandy tea garden.

The shortest periods of achieving excess production by labourers in tea estates of India and Bangladesh include 4, 5, 6 and 7 hours as shown in the following table:

TABLE- 5.10

Shortest Period of Achieving Excess Production by Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Shortest Period of Achieving Excess Production	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
4 hours	--	06 (24.00)	06 (15.38)	--	01 (50.00)	01 (25.00)	--	07 (25.92)	**7 (16.27)**	--	--	0	--	--	0	--	--	**0**
5 hours	02 (14.29)		02 (5.13)		--	0	02 (12.50)	--	**2 (4.66)**	--	--	0	--	--	0	--	--	**0**
6 hours	--	--	0	01 (50.00)	--	01 (25.00)	01 (6.25)	--	**1 (2.32)**	--	01 (2.78)	01 (1.41)	--	--	0	--	01 (2.12)	**1 (1.11)**
7 hours	12 (85.71)	19 (76.00)	31 (79.49)	01 (50.00)	01 (50.00)	02 (50.00)	13 (81.50)	20 (74.08)	**33 (76.75)**	35 (100)	35 (97.22)	70 (98.59)	08 (100)	11 (100)	19 (100)	43 (100)	46 (97.88)	**89 (98.89)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12

The table shows that in the Rosekandy tea garden the shortest periods of achieving excess production among near about four fifth of the labourers is less than 7 hours followed by 4 hours (16.27%), 5 hours (4.66%) and 6 hours (2.32%) while in the Gazipure tea estate the shortest period of achieving excess production among most of the labourers is 7 hours (98.89%) and among a very few it is 6 hours.

Thus, the rosekandy tea garden has more efficient labourers than the Gazipure tea estate, perhaps due to inheritance of a relatively long labour tradition.

Awareness about Efficient Workers

The awareness about efficient workers among labourers indicates whether they are aware about efficient workers in their respective garden/ estate. The following table shows the distribution pattern of labourers in India and Bangladesh by the status of awareness:

TABLE 5.11

Awareness about Efficient Workers among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Awareness about Efficient Workers	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Yes	10 (71.43)	22 (88.00)	23 (58.97)	01 (50.00)	02 (100)	03 (75.00)	11 (68.75)	24 (88.89)	**35 (81.39)**	26 (74.29)	27 (75.00)	53 (74.23)	07 (87.50)	09 (81.82)	16 (84.21)	33 (76.74)	36 (76.59)	**69 (76.67)**
No	04 (28.57)	03 (12.00)	05 (12.83)	01 (50.00)		01 (25.00)	05 (31.25)	03 (11.11)	**8 (18.61)**	9 (25.71)	09 (25.00)	18 (25.35)	01 (12.50)	02 (18.18)	03 (15.79)	10 (23.25)	11 (23.41)	**21 (23.33)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in Rosekandy tea estate, over four fifths of the labourers (81.39%) are aware about efficient workers and near about one fifth of them (18.61%) are not aware about it whereas in Gazipure tea estate, 76.67% of the labourers are aware about efficient workers and rest are not aware about it.

Shifts of Speedy Work

Shifts of speedy work among labourers in the Rosekandy and the Gazipure tea garden/ estate are morning and afternoon. The following table shows the distribution of the shifts among labourers in India and Bangladesh:

TABLE 5.12

Time of Speedy Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Time of Speediness in Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Morning	03 (21.43)	02 (8.00)	05 (12.82)	02 (100)	01 (50.00)	03 (75.00)	05 (31.25)	03 (11.11)	**8 (18.61)**	21 (60.00)	08 (22.22)	29 (40.84)	05 (62.50)	07 (54.54)	12 (63.15)	26 (60.46)	15 (31.91)	**41 (45.56)**
Afternoon	11 (78.57)	23 (92.00)	34 (87.17)		01 (50.00)	01 (25.00)	11 (68.75)	24 (88.89)	**35 (81.39)**	14 (40.00)	28 (77.78)	42 (59.16)	03 (37.50)	04 (36.36)	07 (36.85)	17 (39.54)	32 (68.09)	**49 (54.44)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden the time of speedy work among most of the labourers (81.39 %) is afternoon whereas insignificant numbers of the labourers increase speed in the morning whereas in the Gazipure tea estate over half of the labourers speed up the work in afternoon and the rest do it in the morning.

Thus, the workers speed up their work in the afternoon in order to finish it before the work time is over.

The frequency of speedy work in a day by labourers of two tea industries is shown in the following table:

TABLE- 5.13

Frequency of Speedy Work by Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Frequency of Speedy Work in a Day	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
One Time	08 (57.14)	20 (80.00)	28 (71.79)	02 (100)	02 (100)	04 (100)	10 (62.50)	22 (81.48)	**32 (74.41)**	16 (45.71)	22 (61.11)	38 (53.52)	--	04 (36.36)	04 (21.05)	16 (37.21)	26 (55.32)	**42 (46.67)**
Two Times	06 (42.86)	05 (20.00)	11 (28.21)	--	--	--	06 (37.50)	05 (18.52)	**11 (25.59)**	19 (54.29)	14 (38.89)	33 (46.48)	08 (100)	07 (63.64)	15 (78.95)	27 (62.79)	21 (44.68)	**48 (53.33)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden the frequency of speedy work by near about four fifths of the labourers (74.41%) is one time followed by two times (25.59%) while in the Gazipure tea estate over half of the tea garden labourers speed up their work two times in a day and the frequency of speedy work by labourers (46.67%) is one time in a day.

Thus, it indicates the speedy work done in the Gazipure tea estate as compared to the Rosekandy tea garden.

Types of Obligation to Work

The types of obligation to work among labourers include obligation of self, obligation of family and obligation for religious belief. These are shown in the following table:

TABLE- 5.14

Types of Obligation to Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Types of Obligation to Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Obligation of Self	11 (78.57)	18 (72.00)	29 (74.36)	01 (50.00)	02 (100)	03 (75.00)	12 (75.00)	20 (74.07)	**32 (74.41)**	11 (31.43)	16 (44.44)	27 (38.02)	08 (100)	11 (100)	19 (100)	19 (44.19)	27 (57.44)	**56 (62.22)**
Obligation of Family	03 (21.43)	06 (24.00)	09 (23.08)	--	--	0	03 (18.75)	06 (22.22)	**09 (20.93)**	01 (2.86)	01 (2.78)	02 ()2.82	--	--	0	01 (2.33)	01 (2.12)	**02 (22.22)**
Obligation for Religious Belief	--	01 (4.00)	01 (2.56)	01 (50.00)	--	01 (25.00)	01 (6.25)	01 (3.70)	**02 (4.66)**	23 (65.71)	19 (52.78)	42 (59.15)	--	--	0	23 (53.49)	19 (40.42)	**42 (46.67)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, near about four fifths of the labourers (74.41%) have obligation of self followed by obligation of family (20.93%) obligation for religious belief(4.66%) while in the Gazipure tea estate, over three fifths of the labourers have obligation of self followed by obligation for religious belief (46.67%) and obligation of family (22.22%).

Thus, in the Indian industry the work commitment comes from the self (rationality) of the workers while in the Bangladesh industry it comes from religious belief.

Labour- Management Relationship

Likings/ dislikings for administration among labourers include all officials, manager/ tilla babu and nobody. Their distribution is shown in the following table:

TABLE 5.15

Likings/ Dislikings for Administration among the Labourers in India and Bangladesh by Religion and Gendern (Percentage in Parentheses)

I Liked	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
All Officials	09 (64.29)	17 (62.96)	26 (66.67)	02 (100)	02 (100)	4 (100)	11 (68.75)	19 (70.37)	**30 69.77)**	19 (54.29)	14 (38.89)	33 (46.48)	04 (50.00)	08 (72.72)	12 (63.15)	23 (53.49)	22 (46.80)	**45 (50)**
Manager/ Tillabau	05 (35.71)	07 (25.92)	12 (30.77)	--	--	0	05 (31.25)	07 (25.93)	**12 (27.91)**	13 (37.14)	18 (50.00)	31 (43.66)	04 (50.00)	02 (18.18)	06 (31.58)	17 (39.53)	20 (42.55)	**37 (41.11)**
No Body	--	01 (3.70)	01 (2.56)	--	--	0	--	01 (3.70)	**01 (2.32)**	03 (8.57)	04 (11.11)	07 (9.85)	--	01 (9.10)	01 (5.26)	03 (6.98)	05 (10.63)	**8 (8.89)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, over three fifths of males (67.77%) like all officials, followed by Manager/ Tillababu (27.91%) and very few of them (2.32%) do not like anyone. In Gazipure tea estate of Bangladesh half of the labourers (50%) like all officials, followed by Manager/ Tillababu (23.07%) and nobody (8.89).

The reasons for likings for administration among labourers include good behaviour and no cause. These are shown in the following table:

TABLE 5.16

Reasons for Likings/Dislikings for Administration among the Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Cause for Liking	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
For Good Behaviour	14 (100)	24 (96.00)	38 (97.43)	02 (100)	02 (100)	04 (100)	16 (100)	26 (96.29)	**42 (97.68)**	32 (91.43)	32 (88.89)	64 (90.19)	08 (100)	10 (90.90)	18 (94.47)	40 (93.02)	42 (89.36)	**82 (91.11)**
No		01 (4.00)	01 (2.56)	--	--	0		01 (3.70)	**01 (2.32)**	03 (8.57)	04 (11.11)	07 (9.85)	--	01 (9.10)	01 (5.26)	03 (6.98)	05 (10.63)	**8 (8.89)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, most of the labourers (97.68%) like for administration for good behaviour and the rest (2.32%) do not find

any cause whereas in Gazipure tea estate of Bangladesh, most of the labourers (91.11%) do not like administration for good behaviour and the rest (8.89%) do not find any cause.

Planning of Work

It indicates whether or not labourers plan their work before performing it. The following table shows the distribution of labourers in both the tea estates:

TABLE 5.17

Plan of Work before Performing among the Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Labourers Plan their Work before Performing it	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Yes	13 (92.86)	15 (60.00)	28 (71.79)	02 (100)	02 (100)	04 (100)	15 (93.75)	17 (62.96)	**32 (74.41)**	31 (88.57)	25 (69.44)	56 (78.87)	05 (62.50)	11 (100)	16 (84.21)	36 (83.72)	36 (76.59)	**72 (80)**
No	01 (7.14)	10 (40.00)	11 (28.20)	--	--	0	01 (6.25)	10 (37.04)	**11 (25.59)**	04 (11.43)	11 (30.56)	15 (21.13)	03 (37.50)		03 (15.79)	07 (16.28)	11 (23.40)	**18 (20)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandi tea garden, near about four fifths of labourers (74.41%) plan their work before performing it and the rest (25.59%) do not plan whereas in the Gazipure tea estate, most of labourers (80%) plan their work before performing it.

Thus, in both the industries there is find high level of sincerity for work among the labourers.

Preference of Doing Work

The preference of doing work among labourers includes collectively, individually and individually as well as collectively as shown in the following table:

TABLE- 5.18

Preference of Doing Work among the Labourers in India and Bangladesh by Religion and Gender (Percentage in parenthesis)

Preference of Doing Work	ROSEKANDY						G. Total		G. Total	GAZIPURE						G. Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Collectively	01 (7.14)	02 (8.00)	03 (7.69)	01 (50.00)	01 (50.00)	02 (50.00)	02 (12.50)	03 (11.11)	**05 (11.63)**	17 (48.57)	11 (30.54)	28 (39.44)		07 (63.64)	07 (36.84)	17 (39.53)	18 (41.86)	**35 (38.89)**
Individually	12 (85.71)	14 (56.00)	26 (66.67)	01 (50.00)	01 (50.00)	02 (50.00)	13 (81.25)	15 (55.56)	**28 (65.12)**	18 (51.43)	25 (69.66)	43 (60.56)	08 (100)	04 (36.36)	12 (63.15)	26 (60.46)	29 (67.44)	**55 (61.11)**
Individually as well as Collectively	01 (7.14)	09 (36.00)	10 (25.64)	--	--	0	01 (6.25)	09 (33.33)	**10 (23.25)**	--	--	0	--	--	0	--	--	**0**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, over three fifths of the labourers (65.12%) prefer to do work individually, followed by individually as well as

collectively (23.25%) and also collectively while in the Gazipure tea estate of Bangladesh, over three fifths of the labourers (61.11%) prefer to do work individually, followed by collectively (38.89%).

The distribution shows similarity among labourers in preference of doing work individually in both India and Bangladesh.

Feelings about Work

The feelings of labourers about work indicate whether the job of labourers is burden to them or not. The following table shows their distribution pattern:

TABLE 5.19

Whether Job is Burden to Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Job is Burden to Labourers	ROSEKANDY						G Total		GAZIPURE							Total		G. Total
	Hindu		Total	Muslim		Total			Hindu			Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Yes	06 (42.86)	15 (60.00)	21 (53.85)	02 (100)	01 (50.00)	3 (75.00)	08 (50.00)	16 (59.25)	24 (55.81)	--	---	0	01 (12.50)	03 (27.28)	4 (21.05)	1 (2.33)	3 (6.38)	04 (4.44)
No	08 (57.14)	10 (40.00)	18 (46.15)	--	01 (50.00)	1 (25.00)	08 (50.00)	11 (40.75)	19 (44.18)	35 (100)	36 (100)	71 (100)	07 (87.50)	08 (72.72)	15 (78.95)	42 (97.67)	44 (93.62)	86 (95.56)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-) and Bangladesh (Gazipure 24-04-12 to 03-06)

The table shows that in the Rosekandy tea garden, over half of total labourers (55.81%) feel that job is a burden for them and the rest (44.18%) feel that it is not burden for them. Similarly, most of the total labourers (95.56%) of Gazipure tea estate also feel that it is not a burden for them and rest are feel about buden on them.

Thus, the labourers in Bangladesh enjoy the work while in India majority find it a burden.

The causes of feeling work as burden include physical & mental disability and insufficient income which are shown in the following table:

TABLE 5.20

Causes for Feeling of Work Burden among Labourers of India by Religion and Gender (Percentage in Parentheses)

Cause of Feeling Work Burden	ROSEKANDY						Total		G. Total	GAZIPURE		
	Hindu		Total	Muslim		Total				Muslim		Total
	M	F		M	F		M	F		M	F	
Physical & Mental Disability	02 (33.33)	8 (53.33)	10 (47.62)	01 (50.00)	01 (100)	2 (66.67)	3 (37.50)	09 (56.25)	12 (50)	1 (100)	2 (66.67)	3 (75.00)
Insufficient Income	04 (66.67)	7 (43.67)	11 ()52.38	1 (50.00)		1 (33.33)	5 (62.50)	7 (43.75)	12 (50)	--	1 (33.33)	1 (25.00)
Total (%)	6 (100)	15 (100)	21 (100)	2 (100)	1 (100)	3 (100)	8 (100)	16 (100)	24 (100)	1 (100)	3 (100)	4 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-) and Bangladesh (Gazipure 24-04-12 to 03-06)

The table shows that in the Rosekandy tea garden, half, each, of total labourers feel job as a burden because of physical & mental disability and one third feel it as

burden because of insufficient income. Similarly, three fourths of the total labourers (94%) of the Gazipure tea estate also feel that it is a burden to them due to physical & mental disability.

Thus, this pattern is common among the labourers of both the tea estates.

Consideration of Best Situation of Work

The consideration of best situation of work among labourers includes only work and work with leisure. The following table shows their distribution among labourers in India and Bangladesh:

TABLE- 5.21

Consideration of Best Situation of Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Consideration of Best Situation of Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Only work	5 (35.71)	5 (20.00)	10 (25.64)	01 (50.00)	01 (50.00)	02 (50.00)	06 (37.50)	06 (22.22)	**12 (27.91)**	9 (25.71)	2 (5.55)	11 (15.49)				9 (20.93)	2 (4.25)	**11 (12.22)**
Work with leisure	9 (64.29)	20 (80.00)	29 (74.36)	01 (50.00)	01 (50.00)	02 (50.00)	10 (62.50)	21 (77.78)	**31 (72.09)**	26 (74.29)	34 (94.44)	60 (84.51)	8 (100)	11 (100)	19 (100)	34 (79.06)	45 (95.75)	**79 (87.78)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandi tea garden, the consideration of best situation of work is found among half of the workers each as work with leisure and only work. In the Gazipure tea estate of Bangladesh, over four fifths of the labourers (87.78%) consider work with leisure as best situation of work.

Thus, the distribution shows similar attributes among labourers considering the best situation of work in both India and Bangladesh.

Attitude towards Holidays

The attitude towards holidays among labourers includes sufficient and insufficient holidays. The following table shows the distribution of attitude patterns among labourers in India and Bangladesh:

TABLE- 5.22

Attitude towards Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Attitude towards Holidays	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Sufficient	4 (28.57)	2 (8.00)	6 (7.69)	--	2 (100)	4 (50.00)	04 (25.00)	04 (14.81)	**08 (18.61)**	01 (2.86)	--	01 (1.41)	2 (25.00)		02 (10.53)	03 (6.98)	--	**03 (3.33)**
Insufficient	10 (71.43)	23 (92.00)	33 (84.61)	2 (100)	--	4 (50.00)	12 (75.00)	23 (85.18)	**35 (81.39)**	34 (97.14)	36 (100)	70 (98.59)	6 (75.00)	11 (100)	17 (89.47)	40 (93.02)	47 (100)	**87 (96.66)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, over four fifths of labourers (81.39%) consider holidays insufficient whereas in the Gazipure tea estate of Bangladesh, most of labourers (96.66%) consider holidays insufficient.

Thus, the labourers in both India and Bangladesh find the existing holidays insufficient.

The status of expectation of holidays is shown in the following table:

TABLE- 5.23

Status of Expecting More Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Labourers Expect more Holidays	ROSEKANDY						Total		G. Total	GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	Total
Yes	13 (92.86)	10 (40.00)	23 (58.97)	01 (50.00)	--	01 (25.00)	14 (87.50)	10 (37.04)	**24 (55.82)**	35 (100)	35 (97.22)	70 (98.59)	7 (87.50)	11 (100)	18 (94.74)	42 (97.67)	46 (97.87)	**88 (97.78)**
No	01 (7.14)	15 (60.00)	16 (41.03)	01 (50.00)	2 (100)	03 (75.00)	02 (12.50)	17 (62.96)	**19 (44.18)**	--	01 (2.78)	01 (1.41)	01 (12.50)	--	01 (5.26)	01 (2.33)	01 (2.13)	**02 (2.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, over half of the tea garden labourers (55.82%) expect more whereas in Gazipure tea estate of Bangladesh, most of the labourers (97.78%) expect more holidays.

The expected number of more holidays among labourers is from 3 days to above 20 days. The following table shows the distribution of labourers in India and Bangladesh:

TABLE- 5.24

Expected Number of Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Expectation of Duration of Holidays	ROSEKANDY				G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim				Hindu		Total	Muslim		Total			
	M	F		M	M	F		M	F		M	F		M	F	Total
3 -10 days		5 (50.00)	5 (21.74)	--	0	5 (50.00)	**05 (20.84)**	28 (80.00)	34 (97.14)	62 (88.57)	1 (14.29)	--	1 (5.55)	29 (69.05)	34 (73.91)	**63 (70)**
11 - 20 days	1 (7.69)		1 (4.35)	--	0	--	--	5 (14.29)	1 (2.86)	06 (8.57)	2 (28.57)	3 (27.27)	5 (27.78)	7 (16.67)	4 (8.70)	**11 (12.22)**
Above 20 Days	12 (92.31)	5 (50.00)	17 (73.91)	1 (100)	14 (100)	5 (50.00)	**19 (79.16)**	2 (5.71)	--	02 (2.86)	4 (57.14)	8 (72.73)	12 (66.67)	8 (14.28)	8 (17.39)	**16 (17.78)**
Total (%)	**13 (100)**	**10 (100)**	**23 (100)**	**01 (100)**	**14 (100)**	**10 (100)**	**24 (100)**	**35 (100)**	**35 (100)**	**70 (100)**	**7 (100)**	**11 (100)**	**18 (100)**	**42 (100)**	**46 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, the expected number of more holidays among near about four fifths of the labourers (79.16%) is above 20 days, followed by 3 – 10 days (20.84%) while in the Gazipure tea estate of Bangladesh, over

three fifths of the labourers (70%) expect 3 – 10 days more, followed by above 20 days (17.78%) and 11-20 days also.

Reasons for expecting holidays among labourers include taking rest, celebrating family programme and earning more. These are shown in the following table:

TABLE- 5.25

Reasons of Expecting Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Reason for Expecting Holidays	ROSEKANDY				G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M				M	F		M	F				
For Taking Rest	8 (61.54)	2 (20.00)	10 (43.48)	--	8 (57.14)	2 (20.00)	**10 (41.67)**	14 (40.00)	24 (68.57)	38 (54.28)	---	4 (36.36)	04 (22.22)	14 (33.33)	28 (60.87)	**42 (47.13)**
To Celebrate Family Programme	5 (38.46)	7 (70.00)	12 (52.17)	01 (100)	06 (42.86)	07 (70.00)	**13 (54.17)**	21 (60.00)	9 (25.71)	30 (42.86)	5 (71.43)	7 (63.64)	12 (66.67)	26 (61.90)	16 (34.78)	**42 (47.13)**
For More Earning		1 (10.00)	1 (4.35)	--	--	01 (10.00)	**01 (4.16)**	--	2 (5.71)	2 (2.86)	2 (28.57)	--	02 (11.11)	02 (4.77)	2 (4.35)	**04 (4.44)**
Total (%)	**13 (100)**	**10 (100)**	**23 (100)**	**01 (100)**	**14 (100)**	**10 (100)**	**24 (100)**	**35 (100)**	**35 (100)**	**70 (100)**	**7 (100)**	**11 (100)**	**18 (100)**	**42 (100)**	**46 (100)**	**88 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea garden, the cause for expecting more holidays among over half of the tea garden labourers (54.17%) is to celebrate family programme, followed by taking rest (41.67%) and more earning money (4.16%) while in the Gazipure tea estate of Bangladesh, most of the labourers expect more holidays for taking rest and celebrate family programme, followed by earning more money (4.44%).

Thus, the labourers want more holidays for celebrations and taking rest.

Payment of Wage for Holidays

The patterns of wage payment for holidays are given below.

TABLE- 5.26

Payment of Wage for Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Payment of Wage for Holidays	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	7 (50.00)	8 (32.00)	15 (38.46)	--	--	o	7 (43.75)	8 (29.63)	**15 (34.89)**	18 (51.43)	16 (44.44)	34 (47.89)	2 (25.00)	7 (63.64)	9 (47.36)	20 (46.51)	23 (48.93)	**43 (47.78)**
No	7 (50.00)	17 (68.00)	24 (61.54)	2 (100)	2 (100)	04 (100)	9 (56.25)	19 (70.37)	**28 (65.11)**	17 (48.57)	20 (55.56)	37 (52.11)	6 (75.00)	4 (36.36)	10 (52.64)	23 (53.49)	24 (51.06)	**47 (52.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that one third of the labourers in India and about half of those in Bangladesh get wages for holidays. The demand for wages in holidays among labourers is given in the following table:

TABLE- 5.27

Demand for Wages in Holidays among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Demand for Wages in Holidays	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	Total
Yes	5 (35.71)	8 (32.00)	13 (33.33)	--	01 (50.00)	01 (25.00)	5 (31.25)	9 (33.33)	**14 (32.56)**	2 (5.71)	--	2 (2.82)	01 (12.50)	3 (27.28)	4 (21.05)	03 (15.79)	03 (6.38)	**06 (6.67)**
No	9 (64.29)	17 (68.00)	26 (66.67)	2 (100)	01 (50.00)	03 (75.00)	11 (68.75)	18 (66.67)	**29 (67.44)**	33 (94.29)	36 (100)	69 (97.18)	7 (87.50)	8 (72.72)	15 (78.95)	40 (93.02)	44 (93.61)	**84 (93.33)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India,over three fifths of the tea garden labourers (67.44%) do not demand for wages in holidays and the rest (32.56%) demand for wages in holidays whereas in Gazipure tea estate of Bangladesh, most of the labourers (93.33%) do not demand for wages in holidays and the rest (6.67%) demand. The respondents who demanded wages for holidays said that it is their right to get wages.

Thus, though labourers want wages for holidays they cannot demand because of their subjugated conditions.

Addiction

It means that whether the labourers of tea estates are addicted to bidi/tobacco or not. Their distribution pattern is shown in the following table:

TABLE 5.28

Addiction to Bidi/ Tobacco among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether they are Addicted to Bidi/Tobacco	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	09 (64.29)	--	09 (23.08)	01 (50.00)	--	01 (25.00)	10 (62.50)	--	**10 (30.23)**	13 (37.14)	---	13 (18.31)	05 (62.5)	07 (63.64)	12 (63.16)	18 (41.86)	07 (14.89)	**25 (27.78)**
No	05 (35.71)	25 (100)	30 (76.92)	01 (50.00)	02 (100)	03 (75.00)	06 (37.50)	27 (100)	**30 (69.77)**	22 (62.86)	36 (100)	58 (81.69)	03 (37.50)	04 (36.36)	7 (36.84)	25 (58.14)	40 (85.11)	**65 (72.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in Rosekandy tea estate of India, over three fifths of total labourers (69.77%) are not addicted to bidi/ tobacco and the rest of them (30.23%) are addicted to bidi/tobacco. On the other hand, more or less similar things are find out in Gazipure tea estate of Bangladesh.

Thus, over one fourth of the labourers are each addicted in the two countries. The reasons for addiction of bidi/tobacco among labourers of both the tea estates include ill-treatment of master and insistence of colleagues to take it. The following table shows their distribution:

TABLE- 5.29

Reasons for Addiction among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Reason for Addiction	ROSEKANDY				G. Total		G. Total	GAZIPURE						G. Total		G. Total
	Hindu	Muslim		Total				Hindu		Total	Muslim		Total			
	M	M	F		M	F		M	F		M	F		M	F	
Ill-treatment of Master	05 (55.55	01 (50.00)	01 (100)	01 (100)	06 (60.00)	--	**06 (25)**	08 (61.54)	--	08 (61.54)	03 (60.00)	04 (57.14)	07 (58.33)	11 (61.11)	04 (57.14)	**15 (60)**
Colleagues Insist to take	4 (44.45)	01 (50.00)	02 (100)	03 (75.00)	04 (40.00)	--	**04 (75)**	05 (38.46)	--	05 (38.46)	02 (40.00)	03 (42.86)	05 (41.67)	07 (38.89)	03 (42.86)	**10 (40)**
Total (%)	**09 (100)**	**02 (100)**	**02 (100)**	**01 (100)**	**10 (100)**	--	**10 (100)**	**13 (100)**	--	**13 (100)**	**05 (100)**	**07 (100)**	**12 (100)**	**18 (100)**	**07 (100)**	**25 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, three fourths of total labourers (60.00%) are addicted to bidi/tobacco due to the insistence of colleagues and the rest of them (40.00%) take it due to the ill-treatment of master. On the other hand, in the Gazipure tea estate of Bangladesh, three fifths of total labourers (60%) are addicted to bidi/tobacco due to the ill-treatment of master and the rest of them (40%) take it due to the insistence of colleagues.

Thus, in similar number in both countries are addicted due to ill treatment of masters in the industry.

Two types of timings of intoxication are found among labourers such as during work and during break time. The following table shows their timings of intoxication among the labourers in the two tea estates:

TABLE- 5.30

Time of Intoxication among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Time of Intoxication	ROSEKANDY					G. Total		GAZIPURE				G. Total		
	Hindu		Total	Muslim	Total	M	Total	Hindu	Muslim		Total			
	M	F		M				M	M	F		M	F	Total
During Work	02 (22.22)		02 (22.22)	--	0	02 (20.00)	**02 (18.18)**	09 (69.23)	02 (40.00)	05 (71.43)	7 (58.33)	11		**18 (60)**
During Break Time	07 (77.78)		07 (77.78)	01 (100)	01 (100)	08 (80.00)	**09 (18.82)**	04 (30.77)	03 (60.00)	02 (28.57)	5 (41.67)	7		**12 (40)**
Total (%)	**9 (100)**		**9 (100)**	**1 (100)**	**1 (100)**	**10 (100)**	**11 (100)**	**13 (100)**	**5 (100)**	**7 (100)**	**12 (100)**	**18**		**30 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, time of intoxication of labourers is during the work time and break time. On the other hand, in Gazipure tea estate of Bangladesh, 60% of the labourers use intoxication during work time and rest are take it during the break time.

Thus, in India and Bangladesh majority of the labourers smoke during the work time.

The frequency of intoxication among labourers includes once in a day and 3-4 times in a day. Their distribution is shown in the following table:

TABLE- 5.31

Frequency of Intoxication among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Frequency of Intoxication	ROSEKANDY		Total	GAZIPURE				Total		G. Total
	Hindu	Muslim	M	Hindu	Muslim		Total	M	F	
	M	M		M	M	F				
Once in a day	01 (11.11)	--	01 (10.00)	06 (46.15)	--	05 (71.43)	05 (41.67)	06 (33.33)	05 (71.43)	**11 (44)**
3-4 times in a day	08 (88.89)	01 (100)	09 (90.00)	07 (53.85)	05 (100)	02 (28.57)	07 (58.33)	12 (66.67)	02 (28.57)	**14 (56)**
Total (%)	**9 (100)**	**1 (100)**	**10 (100)**	**13 (100)**	**5 (100)**	**7 (100)**	**12 (100)**	**18 (100)**	**7 (100)**	**25 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, frequency of intoxication of labourers (90%) is 3-4 times in a day, followed by once in a day (10%) while in the Gazipure tea estate of Bangladesh, over half of the labourers take it 3-4 times in a day followed by once in a day.

Thus, majority of the labourers smoke 3-4 times a day.

Consumption of Alcohol

The consumption of alcohol indicates whether the labourers consume alcohol or not. It is analysed in the following table:

TABLE 5.32

Alcohol Consumption among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Consumption of Alcohol	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu			Muslim						Hindu			Muslim					
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Yes	06 (42.86)	02 (8.00)	8 (20.51)	--	--	0	06 (37.50)	02 (7.41)	08 (18.61)	11 (31.43)	01 (2.78)	12 (16.90)	--	01 (9.09)	01 (5.26)	11 (25.58)	02 (4.25)	13 (14.44)
No	08 (57.14)	23 (92.00)	31 (79.49)	02 (100)	02 (100)	4 (100)	10 (62.50)	25 (92.59)	35 (81.39)	24 (68.57)	35 (97.22)	59 (83.09)	08 (100)	10 (81.81)	18 (94.74)	32 (74.41)	45 (95.75)	77 (85.56)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over four fifths of total labourers (81.39%) do not consume alcohol and 18.61% consume alcohol. On the other hand, in Gazipure tea estate of Bangladesh, similar pattern is found. It shows that majority of the total labourers (85.56%) do not consume alcohol and the rest 14.44% consume it.

Thus, over one fifth of the labourers consume alcohol in the Indian industry and one tenth consume alcohol in the Bangladesh industry. The time of alcohol consumption is shown in the following table:

TABLE 5.33

Alcohol Consumption among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Time of Taking Alcohol (in hours)	ROSEKANDY			GAZIPURE				G. Total		
	Hindu		Total	Hindu		Total	Muslim	M	F	Total
	M	F		M	F		F			
2 Hours	01 (16.67)	02 (100)	03 (37.50)	04 (36.36)	01 (100)	05 (41.67)	01 (100)	04 (36.36)	01 (100)	05 (40)
3 Hours	--	--	0	01 (9.09)	--	01 (8.33)	0	01 (9.09)		01 (10)
24 Hours	05 (83.33)	--	05 (62.50)	06 (54.55)	--	06 (50.00)	--	06 (54.55)		06 (50)
Total (%)	6 (100)	2 (100)	8 (100)	11 (100)	01 (100)	12 (100)	01 (100)	11 (100)	01 (100)	12 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden, over three fifths of the labourers (62.5%) take alcohol in 24 hours, followed by 3 hours. On the other hand, in Gazipure tea estate of Bangladesh, similar pattern is found which shows that half of the total labourers (50%) take alcohol in 24 hours, followed by in 2 and 3 hours.

Thus, one finds similar patterns of alcoholism in the two countries.The places of consuming alcohol among labourers include home and liquor shop which are analysed in the following table:

TABLE 5.34

Place of Consuming Alcohol among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Place of Consuming Alcohol	ROSEKANDY			Total		G. Total	GAZIPURE					G. Total		
	Hindu		Total	M	F		Hindu		Total	Muslim	Total	M	F	Total
	M	F					M	F		F				
Home	05 (83.33)	02 (100)	7 (87.50)	05 (83.33)	02 (100)	07 (87.5)	04 (36.36)	01 (100)	5 (41.67)	01 (100)	01 (100)	04 (36.36)	02 (100)	06 (46.15)
Liquor shop	01 (16.67)	--	1 (12.50)	01 (16.67)	--	01 (12.5)	07 (63.64)	--	7 (58.33)	0	---	07 (63.64)	--	07 (53.85)
Total (%)	6 (100)	2 (100)	8 (100)	6 (100)	2 (100)	08 (100)	11 (100)	1 (100)	12 (100)	1 (100)	1 (100)	11 (100)	2 (100)	13 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over four fifths of the total labourers (87. 5%) take alcohol at home, followed by liquor shop (12.5%). On the other hand, in the Gazipure tea estate of Bangladesh, over half of the total labourers (53.85%) take alcohol in liquor shop and the rest take it at home.

Thus, majority of the labourers take alcohol at home in India and at liquor shop in Bangladesh.

Benefits Given in Tea Gardens

The service benefits given in tea gardens include ration, provident fund, health facilities, wages, ration, health service among the labourers of both tea estates. The following table analyses their distribution among labourers:

TABLE 5.35

Service Benefits Given in Tea Garden among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Service Benefit given in Tea Garden	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Ration, provident fund, health facilities	6 (42.86)	16 (64.00)	22 (56.41)	1 (50.00)	2 (100)	03 (75.00)	7 (43.75)	18 (66.67)	25 (58.13)	31 (88.57)	30 (85.71)	61 (85.91)	--	8 (72.73)	8 (42.10)	31 (72.09)	38 (80.85)	69 (76.67)
Wages, ration, health service	8 (57.14)	9 (36.00)	17 (43.59)	1 (50.00)		01 (25.00)	9 (56.25)	9 (33.33)	18 (41.87)	4 (11.43)	6 (17.14)	10 (14.09)	8 (100)	3 (27.27)	11 (57.89)	12 (27.91)	9 (19.14)	21 (23.33)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea estate of India, near about three fifths of total labourers (58.13%) get the benefit of ration, provident fund, health facilities in tea gardens, followed by wages, ration, and health service (41.87%) while in the Gazipure tea estate of Bangladesh, near about four fifths of the total labourers (68%) get the benefits of ration, provident fund, health facilities and the rest (23.33%) get wages, ration, health service in tea gardens.

Thus, majority of the total labourers get the benefits of ration, provident fund, health facilities etc.

Future Planning of Labourers

The future planning of labourers include to make child educated, to invest money to other business, to arrange for earning money, to stop work after certain period and child will be a worker. The following table shows their distribution by planning type:

TABLE 5.36

Future Planning of Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Future Planning of Labourers	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
To make child educated	05 (35.71)	05 (20.00)	10 (25.64)	--	--	0	05 (31.25)	05 (18.52)	10 (23.25)	20 (57.14)	09 (25.00)	11 (15.49)	02 (25.00)	01 (9.09)	03 (15.79)	22 (51.16)	10 (21.27)	32 (35.56)
To invest money to other business	01 (7.14)	02 (8.00)	03 (7.69)	--	01 (50.00)	01 (25.00)	01 (6.25)	03 (11.11)	04 (9.31)	--	--	--	03 (37.50)	--	03 (15.79)	03 (6.98)	--	03 (3.33)
To arrange for earning money	03 (21.43)	05 (20.00)	8 (20.51)	02 (100)	--	02 (50.00)	05 (31.25)	05 (18.52)	10 (23.25)	12 (34.29)	17 (47.22)	19 (26.76)	02 (25.00)	07 (63.63)	09 (47.36)	14 (32.56)	24 (51.06)	38 (42.22)
To stop work after certain period	05 (35.71)	07 (28.00)	12 (30.77)	--	01 (50.00)	01 (25.00)	05 (31.25)	08 (29.63)	13 (30.23)	03 (8.57)	09 (25.00)	12 (16.90)	01 (12.50)	03 (27.28)	04 (21.05)	04 (9.30)	12 (25.53)	16 (17.78)
Child will be a worker	--	06 (24.00)	6 (15.38)	--	--	--	--	06 (22.22)	06 (13.96)	--	01 (2.78)	(1.41)	--	--	--	--	01 (2.12)	01 (1.11)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the future planning among over one fifth of total labourers (23.25%) is to make child educated, followed by arranging for earning money (23.25%), stopping work after certain period and making their child to be a worker. On the other hand, in the Gazipure tea estate of Bangladesh, the future planning among over two fifths of the total labourers (42.22%) is to arrange for earning money, followed by making child educated, stopping work after certain period, investing money to other business and making child a worker .

Thus, the labourers have similar future planning in the two countries.

Desire for getting Permanent Leaves

The labourers of both the tea estates desire to get permanent leaves for 30 days or more in a year. The distribution of the categories of desire of getting permanent leaves among labourers is given in the following table:

TABLE 5.37

Desire for getting Permanent Leaves among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Desire for getting Permanent Leaves	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
30 Days in a Year	10 (71.43)	18 (72.00)	28 (71.79)	1 (50.00)	2 (100)	03 (75.00)	11 (68.75)	20 (74.07)	31 (72.09)	22 (62.86)	19 (52.73)	41 (57.75)	7 (87.50)	8 (72.72)	15 (78.95)	29 (67.44)	27 (57.45)	56 (62.22)
Above 30 Days in a Year	4 (28.57)	7 (28.00)	11 (28.20)	1 (50.00)	--	01 (25.00)	05 (31.25)	7 (25.93)	12 (27.91)	13 (37.14)	17 (47.22)	30 (42.25)	1 (12.50)	3 (18.18)	04 (21.05)	14 (32.56)	20 (42.55)	34 (37.78)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, near about three fourths of total labourers (72.09%) desire to get permanent leaves for 30 days in a year, followed by above 30 days in a year (27.91%). On the other hand, in Gazipure tea estate of Bangladesh, over three fifths of the total labourers (62.22%) desire to get permanent leaves for 30 days in a year and the rest above 30 days in a year.

Thus, majority of the labourers in tea estates of India and Bangladesh want leaves for 30 days in a year.

Quarrel of Labourers with Supervisor/Manager

It indicates that whether labourers of both tea estates quarrel with their supervisor/manager or not. These are analysed in the following table:

TABLE- 5.38

Quarrel of Labourers with Supervisor/Manager in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Labourers Quarrel with Supervisor/Manager	ROSEKANDY								G. Total	GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	01 (7.14)	--	1 (2.56)	--	--	0	01 (6.25)		01 (2..32)	02 (5.71)		02 (2.82)	03 (37.50)	--	03 (15.79)	05 (11.63)	--	05 (5.56)
No	13 (92 86)	25 (100)	38 (97.45)	2 (100)	2 (100)	4 (100)	15 (93 75)	27 (100)	42 (97.68)	33 (94 29)	36 (100)	69 (97 18)	05 (62.50)	11 (100)	16 (84 21)	38 (88.37)	47 (100)	85 (94.44)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden of India, most of the labourers (97.68%) do not quarrel with their supervisor/manager. In the Gazipure tea estate of Bangladesh similar pattern is observed among labourers.

Benefits Given by Management

Three types of benefits are found among labourers of these two tea estates such as more bonus, gratuity, provident fund, child care; health care, labour welfare, pension; and housing, land for cultivation. The following table shows their distribution patterns:

TABLE- 5.39

Types of Benefits Given by Management to Labourers by Management in Bangladesh by Religion and Gender (Percentage in Parentheses)

Type of Benefits	ROSEKANDY						Grand Total			GAZIPURE						Grand Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
More bonus, gratuity, provident fund, child care	8 (57.14)	15 (60.00)	23 (58.97)	1 (50.00)	--	01 (25.00)	09 (56.25)	15 (55.56)	24 (55..89)	18 (51.43)	16 (45.44)	34 (47.89)	5 (62.50)	--	05 (26.31)	23 (53.49)	16 (34.04)	39 (43.33)
Health care, labour welfare, pension	2 (14.29)	5 (20.00)	07 (17.95)	--	--	0	02 (12.50)	05 (18.52)	07 (16.27)	16 (45.71)	4 (11.12)	20 (28.17)	2 (25.00)	2 (18.18)	04 (21.05)	18 (41.86)	06 (12.77)	24 (26.67)
Housing, land for cultivation,	4 (28.57)	5 (20.00)	09 (23.08)	1 (50.00)	2 (100)	03 (75.00)	05 (31.25)	07 (25.92)	12 (27.90)	1 (2.86)	16 (44.44)	17 (23.94)	1 (12.50)	9 (81.82)	10 (52.63)	02 (4.65)	25 (53.19)	27 (30)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden of India, benefits given by management to over half of total labourers (55.89%) include bonus, gratuity, provident fund, child care, followed by housing, land for cultivation (27.90%) and the rest get health care, labour welfare and pension (16.27%). On the other hand, in the Gazipure tea estate of Bangladesh, over two fifths of total labourers (43.33%) get more bonus, gratuity, provident fund and child care, followed by benefits of housing, land for cultivation(30)and the rest get health care, labour welfare and pension (26.67%).

Thus, about three fifths of the labourers in India and over two fifths in Bangladesh get bonus, gratuity, provident fund, child care.

II
WORK BEHAVIOUR OF LABOUR IN THE HIGH PERFORMING INDUSTRY

The work behaviour of the labourers in the tea industry of the two countries includes spontaneous inclination to work, working after asking by authority, average real periods of practical hours of work, job titles, jobs activity, work site, length of work experience, happiness/ unhappiness of labourers, work competitiveness, maintained time in doing work, perception of the time bound duty to work, time of highest pressure in work, enjoyment to work, preference to help co-workers, habit of taking rest during work time, topics of chatting during work time, expectation of remuneration after work, wage related to the production, average production, absenteeism, amount of wage loss in a year due to absenteeism, ways of working, regularity at work, duration of late coming at work, leaving work early and so on. These are analysed here.

Job Titles

The labourers have got different job titles in the tea gardens. These are shown in the following table:

TABLE- 5.40

Job title among the Respondents in India and Bangladesh by Religion and gender (Percentage in Parentheses)

Job Title	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Line Chowkidar				----	----					02 (5.72)		02 (2.82)				02 (4.65)		**02 (2.22)**
Tea Labourer	13 (92.86)	24 (96)	37 (94.88)	02 (100)	02 (100)	04 (100)	14 (87.5)	26 (96.29)	**40 (93.02)**	31 (88.56)	36 (100)	67 (94.36)	08 (100)	11 (100)	19 (100)	39 (90.70)	47 (100)	**86 (95.56)**
Cleaner (Jharudar)		--		----	----	0	--	--	**0**	02 (5.72)	--	02 (2.82)	--	--	0	02 (4.65)		**2 (2.22)**
Driver	01 (7.14)	--	1 (2.56)	----	----	0	1 (6.25)	--	**1 (2.32)**	--	--	0	--	--	0	--	--	**0**
Sweeper		1 (4)	1 (2.56)	----	----	0	1 (6.25)	1 (3.70)	**2 (4.66)**	--	--	0	--	-	0	--	--	**0**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that most of the workers are tea labourers followed by insignificant numbers of workers are line chowkidar, cleaner (jharudar), sweeper and driver in both the country. All the labourers are permanent staff.

Jobs Activity

The following table shows the job activity of labourers in the Rosekandi and Gazipure tea estates which include leaf sorting, surveillance, tea plucking, cleaning, driving, water distribution, mechanic, guard for each and every line. Their distribution is given in the following table:

TABLE- 5.41

Jobs Activity among the Respondents in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Job Activity	ROSEKANDY						Total		G.Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Cut Leaf Sorting	06 (42.86)	07 (28.00)	13 (33.33)	01 (50.00)	--	01 (25.00)	07 (43.75)	07 (25.92)	**14 (32.56)**	--	--	0	--	--	0	--	--	0
Surveillance	--	01 (4.00)	01 (2.56)	--	--	0		01 (3.70)	**1 (2.32)**	--	--	0	--	--	0	--	--	0
Tea Plucking	07 (50.00)	17 (68.00)	24 (61.54)	01 (50.00)	02 (100)	03 (75.00)	08 (50.00)	19 (70.39)	**27 (62.79)**	30 (85.71)	36 (100)	66 (92.95)	08 (100)	11 (100)	19 (100)	38 (88.37)	47 (100)	**85 (94.45)**
Cleaning	--	--	0	--	--	0	--	--	**0**	02 (5.71)		02 (2.81)	--	--	0	02 (4.65)	--	**2 (2.22)**
Driving	01 (7.14)	--	01 (2.56)	--	--	0	01 (6..25)	--	**1 (2.32)**	--	--	0	--	--	0	--	--	**0**
Water Distribution	--	--	0	--	--	0	--	--	**0**	01 (2.86)	--	01 (1.41)	--	--	0	01 (2.33)	--	**1(1.11)**
Guard to each and Every line	--	--	0	--	--	0	--	--	**0**	02 (5.71)	--	02 (2.82)	--	--	0	02 (4.65)	--	**2 (2.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate, the job activity of more than three fifths of the workers is tea plucking, followed by cut leaf sorting (32.56%), surveillance (2.32%) and driving (2.32%) whereas in the Gazipure tea estate about 95% workers are engaged in tea plucking, followed by insignificant numbers engaged in cleaning (2.22%), guarding lines (2.22%) and water distribution (1.11%).

Thus, tea plucking and leaf sorting are the major activities of the labourers in both the gardens.

Work Site

The work place of labourers of the Rosekandy and Gazipure tea estates of India and Bangladesh respectively include Tilla of Tea Labourers, House of Personnel, tractor, Factory/ Power House and Hospital. The following table shows their distribution pattern:

TABLE- 5.42

Places of Works among the Respondents in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Place of Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Tilla of Tea Labourer	7 (50.00)	17 (68.00)	24 (61.53)	1 (50)	2 (100)	3 (75)	8 (50)	19 (70.37)	**27 (62.78)**	33 (94.29)	36 (100)	69 (97.77)	8 (100)	11 (100)	19 (100)	41 (95.34)	47 (100)	**88 (97.78)**
House of Personal	0	1 (4)	1 (2.56)	--	--	0	--	1 (3.70)	**01 (2.32)**	--	--	0	--	--	0	--	--	**0**
Tractor	1 (7.14)	0	1 (2.56)	--	--	0	1 (6.25)	--	**01 (2.32)**	--	--	0	--	--	0	--	--	**0**
Factory/ Power House	6 (42.86)	7 (28)	13 (33.33)	1 (50)	--	1 (25)	7 (43.76)	7 (25.92)	**14 (32.56)**	--	--	0	--	--	0	--	--	**0**
Hospital	--	--	0	--	--	0	--	--	**0**	2 (5.71)	--	2 (2.83)	--	--	0	02 (4.66)	--	**02 (2.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate, the place of work of majority of workers (62.78%) is the tilla of tea labourers and insignificant numbers work in the Factory/ Power House, house of personnel and factory/ power house whereas only half of the males work in the tilla of tea labourers. In the Gazipure tea estate, most of workers (97.78%) work in the tilla of tea labourers and the place of work of insignificant numbers is factory/ power house and hospital. However it is only the tilla of tea labourers in case of all females.

Thus, most of the females work at the tilla of labourers, plucking/ sorting tea leaves.

Length of Work Experience

The length of work experience of labourers of tea estates in India and Bangladesh include 1-5, 6-10, 11-15, 16-20 and 21-25 years. These are shown in the following table:

TABLE- 5.43

Length of Work Experience among the Respondents in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Length of Work Experience	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
1-5	03 (33.33)	03 (12.00)	6 (15.38)	----	----	----	3 (18.75)	3 (11.11)	**6 (13.96)**		04 (11.11)	4 (5.63)	02 (25.00)		2 (10.53)	2 (4.65)	4 (8.51)	**6 (6.67)**
6-10	03	02 (8.00)	5 (12.82)	--	--	0	3 (18.75)	2 (7.14)	**5 (11.4)**	10 (28.57)	05 (13.89)	15 (21.12)	02 (25.00)	03 (27.28)	5 (26.31)	12 (27.91)	8 (17.02)	**20 (22.22)**
11-15	07 (66.67)	06 (24.00)	13 (33.33)	01 (50.00)	2 (100)	3 (75.00)	8 (50.00)	8 (29.63)	**16 (37.20)**	04 (11.43)		4 (5.63)	01 (12.50)	02 (18.18)	3 (15.79)	5 (11.63)	2 (4.25)	**7 (7.77)**
16-20	01 (7.14)	07 (28.00)	8 (20.51)	----	----	----	1 (6.25)	7 (25.92)	**8 (18.60)**	03 (8.57)	03 (8.33)	6 (8.45)	01 (12.50)	01 (9.10)	2 (10.53)	4 (9.30)	4 (8.51)	**8 (8.88)**
21-25	----	05 (20.00)	5 (12.82)	01 (50.00)	----	1 (25.00)	1 (6.25)	5 (18.52)	**6 (13.96)**	10 (28.57)	12 (33.33)	22 (30.98)	01 (12.50)	01 (9.10)	2 (10.53)	11 (25.58)	13 (27.65)	**24 (26.66)**
Above 25	--	02 (4.00)	2 (5.13)	--	--	0		2 (11.11)	**2 (4.66)**	09 (25.71)	11 (30.55)	20 (28.17)	01 (12.50)	04 (36.36)	5 (26.31)	10 (23.25)	15 (31.91)	**25 (27.77)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12

The table shows that in the Rosekandy tea estate, by gender, the length of work experience of three fifths of males (60%) is from 11 to 15 years, followed by 1-5 and 6-10 years and insignificant numbers have been working for 16 to 20 and 21-25 years whereas more or less similar distribution is found in case of all females.

In the Gazipure tea estate, by gender, the length of work experience of half of males is from 21 to 25 years, followed by 1-5 (26.93%) and 11-15 years whereas over three fifths of females (66.67%) have been working for 21 to 25 years, followed by 1-5 and 16-20 years, each. By religion and gender, more or less similar distribution is found among tea garden labourers.

Spontaneous Inclination to Work

It indicates whether the labourers are spontaneously inclined to work or not. The following table shows their distribution pattern:

TABLE- 5.44

Spontaneously Inclined to Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Spontaneously Inclined to Work	ROSEKANDY								G. Total	GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	13 (92.86)	21 (84.00)	34 (87.17)	2 (100)	2 (100)	4 (100)	15 (93.75)	23 (85.18)	38 (88.37)	20 (57.14)	29 (80.55)	49 (69.01)	3 (37.50)	11 (100)	14 (73.68)	23 (53.49)	40 (85.10)	63 (70)
No	1 (7.14)	4 (16.00)	5 (12.82)	--	--	0	1 (6.25)	4 (14.81)	5 (11.63)	15 (42.86)	7 (19.44)	22 (30.98)	5 (62.50)		5 (26.31)	20 (46.51)	7 (14.89)	27 (30)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over four fifths of the tea garden labourers (88.37%) are spontaneously inclined to work and the rest (11.63%) are not spontaneously inclined to work. On the other hand, in the Gazipure tea estate of Bangladesh, 70% of the labourers are spontaneously inclined to work and the rest are not spontaneously inclined to work.

It implies that some of the labourers are working after being asked by authority to do the work. The following table shows their distribution pattern:

Feeling When Asked to Work Over Time

The feelings after being asked to work over time among labourers are that of work being tiresome and hard work as bad work; however for extra wages it is good to work extra. The patterns are shown in the following table:

TABLE- 5.45

Feeling after asking to work over time among labourers in India by Religion and Gender (Percentage in Parentheses)

Feeling after asking to work over time	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Tottal	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
As Work is Tiresome and Hard so Bad	2 (12.50)	13 (52.00)	15 (38.46)	2 (100)	1 (50.00)	03 (75.00)	04 (25.00)	14 (51.85)	**18 (41.87)**	28 (80.00)	34 (94.44)	62 (87.32)	4 (50.00)	4 (36.36)	8 (42.10)	32 (74.41)	38 (80.85)	**70 (77.78)**
For Excess Wages Somehow Good	12 (75.00)	12 (48.00)	24 (61.54)	--	1 (50.00)	01 (25.00)	12 (75.00)	13 (48.15)	**25 (58.13)**	7 (20.00)	02 (5.55)	9 (12.67)	4 (50.00)	7 (63.63)	11 (57.89)	11 (25.58)	9 (19.15)	**20 (22.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the cause for working after asking by the authority among near about three fifths of the labourers (58.13 %) is somehow good for excess wages and the rest say that as work is tiresome and hard, so it is bad. In Gazipure tea estate of Bangladesh, more labourers find it tiresome and bad.

Average of Actual Hours of Work

The average actual hours of work among labourers include 4 – 5 hours, 6 – 7 hours and 8 hours and above as shown in the following table:

TABLE- 5.46

Average Hours of Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Average of Actual Work Hours	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
4 - 5	2 (12.50)	6 (24.00)	8 (20.51)	--	1 (50.00)	1 (25.00)	2 (12.50)	7 (25.92)	**09 (20.94)**	--	--	0	--	--	0	--	--	**0**
6 - 7	12 (75.00)	19 (76.00)	31 (79.49)	2 (100)	1 (50.00)	3 (75.00)	14 (87.50)	20 (74.08)	**34 (79.06)**	35 (100)	36 (100)	0	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	**90 (100)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden of India, the average hours of work among nearly four fifths of tea garden labourers (79.06%) are 6 – 7 hours and the rest are work 4-5 hours. On the other hand in the Gazipure tea estate of Bangladesh, all labourers actually work for 6 – 7 hours.

Happiness/ Unhappiness of Labourers

It denotes whether labourers in India and Bangladesh are happy or unhappy with the work. The following table shows their distribution:

TABLE 5.47

Happiness/ Unhappiness of Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

State of Happiness/ Unhappiness	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Happy	14 (100)	19 (76.00)	33 (84.62)	02 (100)	02 (100)	4 (100)	16 (100)	21 (77.78)	**37 (86.04)**	29	33 (91.67)	62 (86.32)	06 (75.00)	11 (100)	17 (89.47)	35 (81.39)	44 (93.61)	**79 (87.78)**
Unhappy	--	06 (24.00)	6 (15.38)	--	--	0	--	06 (22.22)	**6 (13.96)**	06	03 (8.33)	09 (12.68)	02 (25.00)		02 (1053)	08 (18.60)	03 (6.38)	**11 (12.22)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea estate, over four fifths of labourers are happy and over one tenth (13.96%) are unhappy whereas In Gazipure tea estate, majority of labourers are happy and only 12.22% are unhappy.

Thus, both the countries have similar patterns of happiness and unhappiness.

Work Competitiveness

The status of competitiveness denotes whether the labourers in India and Bangladesh are competitive or not. The following table shows their distribution patterns:

TABLE- 5.48

Competitiveness among Co-Workers of Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Status of Competitiveness	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F		M	F		M	F		M	F	
Yes	12 (85.71)	21 (84.00)	33 (84.62)	01 (50.00)	02 (100)	3 (75.00)	13 (81.25)	23 (85.18)	**36 (83.73)**	01 (2.86)	27 (75.00)	28 (39.44)	02 (25.00)	08 (72.73)	10 (52.63)	3 ()	35 (74.46)	**38 (42.22)**
No	02 (14.29)	04 (16.11)	6 (15.38)	01 (50.00)		1 (25.00)	3 (18.75)	4 (1481)	**7 (16.27)**	34 (97.14)	09 (25.00)	43 (60.56)	06 (75.00)	03 (27.27)	9 (47.36)	40	12 (25.53)	**52 (57.78)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate, four fifths of labourers compete with their co-workers and the rest (16.27%) do not compete whereas In the Gazipure tea estate, over half of the labourers are not competitive. The cause of this competitiveness is to pluck more leaves and earn more.

Thus, the Rosekandy tea garden shows more competitive sentiment among the labourers than the Gazipure tea estate.

Maintenance of Time in Doing Work

It enquires whether or not the labourers maintained time in doing work. The patterns are shown in the following table:

TABLE- 5.49

Maintenance of Time in Doing Work smong Labourers in India by Religion and Gender Percentage in Parentheses)

Maintenance of Time in Doing Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total	M	F		Hindu		Total	Muslim		Total	M	F	
	M	F		M	F					M	F		M	F				
Yes	--	20 (80.00)	20 (51.28)	01 (50.00)	01 (50.00)	02 (50.00)	1 (6.25)	21 (77.78)	**22 (51.16)**	14 (40.00)	15 (41.67)	29 (40.84)	03 (37.50)	06 (54.55)	09 (47.36)	17 (39.53)	21 (44.68)	**38 (42.22)**
No	14 (100)	05 (20.00)	19 (48.72)	01 (50.00)	01 (50.00)	02 (50.00)	15 (93.75)	06 (22.22)	**21 (48.84)**	21 (60.00)	21 (58.33)	42 (59.16)	05 (62.50)	05 (45.45)	10 (52.64)	26 (60.47)	26 (55.32)	**52 (57.78)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over a half of labourers (51.16%) maintain time in doing work while in the Gazipure tea estate of Bangladesh, near about three fifths of the labourers (57.78%) do not maintain time.

This means that more labourers in India are punctual at work than in Bangladesh.

Perception of the Time Bound Duty of Work

It examines whether or not the labourers are having perception of the time bound duty to work. The following table shows their distribution patterns:

TABLE- 5.50

Perception of the Time Bound Duty to Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Perception of the Time Bound Duty to Work	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	10 (71.43)	08 (32.00)	18 (46.15)	2 (100)	2 (100)	4 (100)	12 (75.00)	10 (37.04)	**22 (51.16)**	34 (97.14)	33 (91.67)	67 (94.37)	07 (87.50)	07 (63.63)	14 (73.68)	41 (95.34)	40 (85.10)	**81 (90)**
No	04 (28.57)	17 (68.00)	21 (53.85)	--	--	0	04 (25.00)	17 (62.96)	**21 (48.84)**	01 (2.86)	03 (8.33)	04 (5.63)	01 (12.50)	04 (36.37)	05 (26.32)	02 (4.66)	07 (14.90)	**9 (10)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over half of the workers (51.16%) perceive the work as time bound duty the rest (48.84%) do not. On the other hand, in the Gazipure tea estate of Bangladesh, 90% of the tea garden labourers perceive the work as time bound duty and the rest do not.

Thus, more Bangladesh labourers than those of India perceive the work as time bound duty; however in the matter of punctuality the figures reveal reverse.

Time of Greatest Pressure in Work

The time of highest pressure in work among labourers includes evening, morning, before lunch and after lunch as shown in the following table:

TABLE- 5.51

Time of Highest Pressure in Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Time of Greatest Pressure in Work	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Evening	09 (64.29)	01 (4.00)	10 (25.64)	01 (50.00)	--	01 (25.00)	10 (62.50)	01 (3.70)	**11 (25.58)**	07 (20.00)	20 (55.55)	27 (38.02)	7 (87.50)	01 (9.09)	08 (42.10)	14 (32.56)	21 (44.68)	**35 (38.89)**
Morning	--	--	0	--	--	0	--	--	**0**	01 (2.86)	01 (2.78)	02 (2.82)	--	--	0	01 (2.33)	01 (2.12)	**02 (2.22)**
Before Lunch	04 (28.57)	04 (16.00)	08 (20.51)	--	--	0	04 (25.00)	04 (14.81)	**08 (18.61)**	07 (20.00)	01 (2.78)	08 (11.27)	--	01 (9.09)	01 (5.26)	07 (16.28)	02 (4.25)	**09 (10)**
After Lunch	01 (7.14)	20 (80.00)	21 (53.85)	01 (50.00)	02 (100)	03 (75.00)	02 (12.50)	22 (81.48)	**24 (55.82)**	20 (57.14)	14 (38.89)	34 (47.89)	01 (12.50)	9 (81.82)	10 (52.63)	21 (48.84)	23 (48.93)	**44 (48.88)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in Rosekandy tea estate of India, time of greatest pressure in work among over half (55.82%) is after lunch, followed by evening and before lunch while in the Gazipure tea estate of Bangladesh, near about half of the labourers (48.88%) find the greatest pressure in work after lunch, followed by evening , before lunch and morning.

Thus, the labourers generally attempt the work targets after lunch or in the evening.

Enjoyment of Work

It asks whether or not the labourers enjoy their work. The pattern is shown in the following table:

TABLE- 5.52

Enjoyment of Work among Respondents in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Enjoyment to Work	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	5 (35.71)	8 (32.00)	13 (33.33)	--	01 (50.00)	01 (25.00)	05 (31.25)	09 (33.33)	**14(32.56)**	14 (40.00)	21 (58.33)	35 (49.29)	5 (62.50)	5 (45.45)	10 (52.63)	19 (44.19)	26 (55.31)	**45(50)**
No	9 (64.29)	17 (68.00)	26 (66.67)	02 (100)	01 (50.00)	03 (75.00)	11 (68.75)	18 (66.67)	**29(67.44)**	21 (60.00)	15 (41.67)	36 (50.71)	3 (37.50)	6 (54.55)	09 (47.37)	24 (55.81)	21 (44.68)	**45(50)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43(100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90(100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over three fifths of the labourers (67.44%) do not enjoy their work and 32% enjoy it. On the other hand, in the Gazipure tea estate of Bangladesh, one finds the equal number of them who enjoy and do not enjoy.

Thus, more labourers in the Bangladeh industry than in Indian industry enjoy their work. Those who do not enjoy their work also derive it when they are paid extra as they can save some amount.

Help to Co-Workers

It enquires whether or not the labourers help their co-workers. The following table shows their distribution pattern:

TABLE 5.53

Help to Co-Workers among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Help to Co-Workers	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	8 (57.14)	21 (84.00)	29 (74.36)	02 (100)	02 (100)	04 (100)	10 (62.50)	23 (85.18)	**33 (76.75)**	19 (54.29)	22 (61.11)	41 (57.75)	04 (50.00)	11 (100)	15 (78.95)	23 (53.49)	33 (70.22)	**56 (62.22)**
No	6 (42.86)	4 (16.00)	10 (25.64)	--	--	0	06 (37.50)	04 (14.81)	**10 (23.25)**	16 (45.71)	14 (38.89)	30 (42.25)	04 (50.00)	--	04 (21.05)	20 (46.51)	14 (29.78)	**34 (37.78)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over three fourths (76.75%) of the labourers help co-workers, but in the Gazipure tea estate of Bangladesh, 62.22% of the tea garden labourers help co-workers.

Thus, more labourers in India than in Bangladesh help their co-workers. Generally they help their co-workers after completing their own share of work. It reflects a better relationship among the labourers.

Habit of Chatting during Work Time

Some of the workers have the habit of chatting during the work time which affects their work performance. Their distribution is given in the following table:

TABLE- 5.54

Habit of Chatting during Work Time among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Habit of Chatting during Work Time	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	1 (7.14)	08 (32.00)	09 (23.08)	--	--	0	01 (6.25)	08 (29.63)	**09 (20.93)**	07 (20.00)	12 (33.33)	19 (26.76)	--	0	01 (5.26)	07 (16.28)	13 (27.65)	**20 (22.22)**
No	13 (92.86)	17 (68.00)	30 (76.92)	2 (100)	2 (100)	4 (100)	15 (93.75)	19 (70.37)	**34 (79.06)**	28 (80.00)	24 (66.67)	52 (73.24)	08 (100)	10 (90.91)	18 (94.74)	36 (83.72)	34 (72.35)	**70 (77.78)**
Total (%)	**14 (100)**	**25 (100)**	**39 (100)**	**2 (100)**	**2 (100)**	**4 (100)**	**16 (100)**	**27 (100)**	**43 (100)**	**35 (100)**	**36 (100)**	**71 (100)**	**8 (100)**	**11 (100)**	**19 (100)**	**43 (100)**	**47 (100)**	**90 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The data reveal that around one fifth labourers in India and Bangladesh chat while engaging in work. The topics of chatting during the work time among labourers of India

and Bangladesh are related to familial and personal matters. The following table shows their religion-wise and gender-wise distribution.

TABLE- 5.55

Topics of Chatting during Work Time among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Topic of Chatting during Work Time	ROSEKANDY			GAZIPURE				G. Total		
	Hindu		Total	Hindu		Total	Muslim	M	F	Total
	M	F		M	F		F			
Familial	1 (100)	2 (25.00)	3 (33.33)	7 (100)	7 (58.33)	14 (97.4)	1 (100)	07	08 (61.54)	15 (75)
Personal	--	6 (75.00)	6 (66.67)	--	5 (41.67)	5 (2.6)	0	--	05 (39.46)	05 (25)
Total (%)	1 (100)	8 (100)	9 (100)	7 (100)	12 (100)	19 (100)	1 (100)	7 (100)	13 (100)	20 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over two thirds of total labourers (66.67%) chat on personal topics during the time of work, followed by familial topics (33.33%). On the other hand, in the Gazipure tea estate of Bangladesh, three fourths of the labourers (75%) chat on familial topics during the time of work and the rest talk about personal topics.

Thus, the labourers of India and Bangladesh chat on personal and familial topics respectively.

Expectation of Remuneration after Work

The expectation of labourers of these two estates comes in four categories; namely, additional remuneration, more leaves, more wages and more holidays. Their distribution is shown in the following table:

TABLE- 5.56

Expectation of Remuneration after Work among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Expectation of Remuneration after Work	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Additional remuneration	07 (50.00)	14 (56.00)	21 (53.85)	2 (100)	2 (100)	4 (100)	09 (56.25)	16 (59.25)	25 (58.13)	29 (82.86)	26 (72.22)	55 (77.46)	03 (37.50)	--	03 (15.79)	32 (74.09)	26 (55.31)	58 (64.44)
More leave	03 (21.43)	09 (36.00)	12 (30.77)	--	--	0	03 (18.75)	09 (33.33)	11 (25.58)	02 (5.71)	03 (8.33)	05 (7.04)	05 (62.50)	08 (72.72)	13 (68.42)	07 (16.28)	11 (23.40)	18 (20)
More wages	01 (7.14)	--	01 (2.56)	--	--	0	01 (6.25)	--	01 (2.32)	04 (11.43)	02 (5.55)	06 (8.45)	--	03 (27.28)	30 (69.76)	04 (9.30)	05 (10.63)	09 (10)
More holidays	03 (21.43)	02 (12.00)	05 (12.82)	--	--	0	03 (18.75)	02 (7.14)	05 (11.63)	--	05 (13.89)	05 (7.04)	--	--	---	--	05 (10.63)	05 (5.56)
Total (%)	14 (100)	25 (100)	39 (100)	02 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the expectations of near about three fifths of the total labourers (58.13%) are additional remuneration and more wages, followed by more leaves and more holidays. On the other hand, in the Gazipure tea estate of Bangladesh near about two thirds of total labourers (64.44%)

expects more remuneration, followed by more leaves and more holidays and more wages.

Thus, additional income is a good incentive for increasing production in the tea industry. If wage is related to production there is possibility of increased production. The following table shows the status of wage-production relationship:

TABLE- 5.57

Wage Related Production among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Wage related to the Production	ROSEKANDY						G. Total			GAZIPURE						G.Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	06 (42.86)	11 (44.00)	17 (43.59)	01 (50.00)	02 (100)	03 (75.00)	07 (43.75)	13 (48.15)	20 (46.52)	33 (94.29)	31 (86.11)	64 (90.15)	08 (100)	11 (100)	19 (100)	41 (95.34)	42 (89.36)	83 (92.22)
No	08 (57.14)	14 (56.00)	22 (56.41)	01 (50.00)	--	1 (25.00)	09 (56.27)	14 (51.85)	23 (53.48)	02 (5.71)	05 (13.89)	7 (9.85)	--	--	0	2 (4.65)	5 (1064)	07 (7.78)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandy tea estate of India, over half of total labourers' (53.48%) wage is not related to production and that of the rest is related to production.. On the other hand in the Gazipure tea estate of Bangladesh, most of the labourers' (92.22%) wage is related to production and very few wages are not related in the production.

Thus, in Bangladesh tea production is related to production while in India half of the labourers get production related wages.

Average Production

The average production of tea among labourers in India and Bangladesh is divided into four categories; namely, above 23 kg, 50 kg, above 50 kg and not weighing. Their distribution pattern is shown in the following table:

TABLE- 5.58

Average Production among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Average Production	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	
Not weighing	03 (21.43)		3 (7.69)	--	--	0	03 (18.75)	--	03 (6.98)	02 (5.71)	03 (8.33)	05 (7.04)	03 (37.50)	02 (27.29)	05 (26.31)	05 (11.63)	05 (10.63)	10 (11.11)
Above 23 kg	--	05 (20.00)	5 (12.82)	--	01 (50.00)	01 (25.00)		06 (22.22)	06 (13.95)	12 (34.29)	25 (69.44)	37 (52.11)	02 (25.00)	05 (45.45)	07 (36.89)	14 (32.56)	30 (63.82)	44 (48.89)
Up to 50 kg	03 (21.43)	06 (24.00)	9 (23.08)	01 (50.00)	01 (50.00)	02 (50.00)	04 (25.00)	07 (25.92)	11 (25.58)	17 (48.57)	08 (22.22)	25 (35.21)	03 (37.50)	04 (36.36)	07 (36.89)	20 (46.51)	12 (25.53)	22 (24.44)
Above 50 kg	08 (57.14)	14 (56.00)	22 (56.41)	01 (50.00)	--	01 (25.00)	09 (56.25)	14 (51.85)	23 (53.48)	04 (11.43)		04 (5.63)	--	--	0	04 (9.30)		04 (4.44)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table reveals that in the Rosekandi tea estate of India, over half of total labourers (53.48%) produce up to 50 kgs, followed by above up to 50 kgs, above 23 kgs and the rest are not weighing. On the other hand, in the Gazipure tea estate of Bangladesh, near about two fourths of the total labourers (48.89%) can produce above 23 kgs, followed by up to 50 kgs(24.44%), not weighing (11.11%)and above 50 kgs(4.44%).

Number of Leaves Taken

The number of leaves taken by labourers reflects their work behaviour. It includes two categories; viz., weekly 1 day and monthly 4 days. Their distribution by leave category is shown in the following table:

TABLE 5.59

Number of Leaves Taken by Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Number of Leaves Taken	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Weekly 1 day	1 (20.00)	4 (3077)	5 (27.78)	1 (50.00)	1 (50.00)	2 (75.00)	2 (28.57)	5 (35.71)	07(33.33)	1 (50.00)	1 (25.00)	2 (33.33)	1 (100)	2 (75.00)	3 (75.00)	2 (75.00)	3 (42.86)	05 (50)
Monthly 4 days	4 (80.00)	9 (69.23)	13 (72.22)	1 (50.00)	--	1 (25.00)	5 (71.43)	9 (64.29)	14 (66.67)	1 (50.00)	3 (75.00)	4 (66.67)	--	1 (25.00)	(25.00)	1 (25.00)	4 (57.14)	05 (50)
Total (%)	05 (100)	13 (100)	18	2 (100)	01 (100)	3 (100)	7 (100)	14 (100)	21 (100)	2 (100)	4 (100)	6 (100)	1 (100)	3 (100)	4 (100)	3 (100)	7 (100)	10 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the number of leaves taken by over three fifths of total labourers (66.67%) is monthly 4 days, followed by weekly 1 day (33.33%). On the other hand, in Gazipure tea estate of Bangladesh, half of the labourers each take the leave of monthly 4 days as well as one day also.

Thus, the labourers in the Rosekandy garden remain less absent from work than those in the Gazipure estate.

Here, it will be pertinent to know whether or not the labourers surpass leave limit in a year. The following table shows their distribution:

TABLE 5.60

Surpassing Leave limit in a Year among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether they take Surpass Leave in a Year	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	5 (35.71)	13 (52.00)	18 (46.15)	2 (100)	1 (50.00)	03 (75.00)	07 (43.75)	14 (51.85)	21 (48.84)	2 (5.71)	4 (11.11)	06 (8.45)	1 (12.50)	3 (27.28)	04 (21.05)	03 (6.98)	07 (14.89)	10 (11.11)
No	9 (64.29)	12 (48.00)	21 (53.85)	--	1 (50.00)	01 (25.00)	09 (56.25)	13 (48.15)	22 (51.16)	33 (94.29)	32 (88.89)	65 (91.55)	7 (87.50)	8 (72.72)	15 (78.95)	40 (93.02)	40 (85.10)	80 (88.89)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, three quarters of total labourers (75%) surpass leave in a year and the rest do not. On the other hand, in the Gazipure tea estate of Bangladesh, over four fifths of the total labourers (88.89%) do not surpass leave in a year and the rest (11.11%) surpass it.

This means that leave limit surpass in Bangladesh is quite low as compared to India. Causes for surpassing leave among labourers are different social and familial needs and better earning scope. These are shown in the following table:

TABLE 5.61

Causes for Surpassing Leave Limit among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Cause of Surpassing Leave	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
For Different Social and Familial Need	03 (60.00)	06 (46.15)	09 (50.00)	01 (50.00)	01 (100)	02 (66.67)	04 (57.14)	07 (50.00)	11 (52.38)	01 (50.00)	03 (75.00)	04 (66.67)	01 (100)	02 (66.67)	03 (75.00)	02 (66.67)	05 (71.43)	07 (70)
For Better Earning Scope	02 (40.00)	07 (53.85)	09 (50.00)	01 (50.00)	--	01 (33.33)	03 (42.86)	07 (50.00)	10 (47.62)	01 (50.00)	01 (25.00)	02 (33.33)	--	01 (33.33)	01 (25.00)	01 (33.33)	02 (28.57)	03 (30)
Total (%)	**5 (100)**	**13 (100)**	**18 (100)**	**2 (100)**	**1 (100)**	**03 (100)**	**07 (100)**	**14 (100)**	**21 (100)**	**2 (100)**	**4 (100)**	**6 (100)**	**01 (100)**	**3 (100)**	**4 (100)**	**03 (100)**	**07 (100)**	**10 (100)**

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the cause of leave limit surpass among over half of total labourers (52.38%) is related to different social and familial needs and it is for better earning scope among 47.62% labourers. On the other hand, in the Gazipure tea estate of Bangladesh, over two thirds of the total labourers (70%) surpass leave limit in a year for different social and familial needs and the rest (30%) for better earning scope.

Thus, the labourers in Rosekandy tea garden are more money oriented than those in the Gazipure tea estate.

Absenteeism among Labourers

It enquires whether or not the labourers remain absent from work in tea estates. This following table shows their distribution:

TABLE 5.62

Whether Labourers Remain Absent from Work in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Remain Absent	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	11 (78.57)	16 (64.00)	27 (69.23)	01 (50.00)	01 (50.00)	02 (50.00)	12 (75.00)	17 (62.96)	29 (67.44)	03 (8.57)	05 (13.89)	08 (11.27)	01 (12.50)	01 (9.09)	02 (73.68)	04 (9.09)	06 (12.77)	10 (11.12)
No	03 (21.43)	09 (36.00)	12 (30.77)	01 (50.00)	01 (50.00)	02 (50.00)	04 (25.00)	10 (37.04)	14 (32.55)	32 (91.43)	31 (86.11)	63 (88.73)	07 (87.50)	10 (90.91)	17 (89.47)	39 (90.69)	41 (87.23)	80 (88.89)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over two thirds of total labourers (67.44%) remain absent from work and 32.55% do not remain absent. On the other hand, in the Gazipure tea estate of Bangladesh, 88.89% of the total labourers do not remain absent.

This shows that the Gazipure tea estate witnesses very less absenteeism as compared with the Rosekandy tea garden.

Due to absenteeism all the labourers lose wages. The amount of wage loss due to absenteeism among labourers is from Rs 5000/ year to Rs 10,000/ year. It is shown in the following table:

TABLE 5.63

Amount of Wage Loss Due to Absenteeism among Labourers in India by Religion and Gender (Percentage in Parentheses)

Amount of Wage Loss Due to Absenteeism	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Up to 5000/	9 (69.23)	18 (72.00)	27 (71.05)	1 (50.00)	1 (50.00)	02 (50.00)	10 (75.00)	19 (70.37)	29 (69.04)	1 (50.00)	2 (66.67)	3 (60.00)	1 (50.00)	1 (50.00)	2 (50.00)	2 (50.00)	3 (60.00)	05 (55.56)
5000-10.000/	4 (30.77)	7 (28.00)	11 (28.95)	1 (50.00)	1 (50.00)	02 (50.00)	5 (25.00)	8 (29.53)	13 (30.96)	1 (50.00)	1 (33.333)	2 (40.00)	1 (50.00)	1 (50.00)	2 (50.00)	2 (50.00)	2 (40.00)	04 (44.44)
Total (%)	13 (100)	25 (100)	38 (100)	2 (100)	2 (100)	4 (100)	15 (100)	27 (100)	42 (100)	2 (100)	3 (100)	5 (100)	2 (100)	2 (100)	4 (100)	4 (100)	5 (100)	09 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the amount of wage loss due to absenteeism among over two thirds of total labourers (69.04%) is up to Rs 5000/ year, followed by Rs 5000--10,000/- a year (30.96%). On the other hand, in the Gazipure tea estate of Bangladesh over half of the total labourers (55.56%) bear a loss up to Rs 5000/- a year and the rest incurred loss of Rs 5000-- 10,000/- a year (44.44%).

Thus, in the two industries the labourers incur loss due to absenteeism.

Insufficiency of Leaves

It is appropriate to know whether or not the labourers find the existing leave number insufficient. Their response pattern is shown in the following table:

TABLE 5.64

Whether Labourers get Insufficient Leaves in India by Religion and Gender (Percentage in Parentheses)

Insufficiency of Leaves	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	12 (85.71)	22 (88.00)	34 (87.18)	1 (50.00)	2 (100)	3 (75.00)	13 (81.25)	24 (88.89)	37 (86.04)	11 (31.43)	17 (47.22)	28 (39.44)	5 (62.50)	7 (63.63)	12 (63.15)	16 (37.21)	24 (51.06)	40 (44.44)
No	2 (14.29)	3 (12.00)	5 (12.82)	1 (50.00)		1 (25.00)	3 (18.75)	3 (11.11)	06 (13.96)	24 (68.57)	19 (52.78)	43 (60.56)	3 (37.50)	4 (36.37)	7 (36.85)	27 (()62.79	23 (48.94)	50 (55.56)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over four fifths of total labourers (86.04%) find the existing number of leaves insufficient and the rest

(13.96%) do not. On the other hand, in the Gazipure tea estate of Bangladesh, over half of the total labourers (55.56%) do not find the existing leaves insufficient.

Thus, in India more labourers find the existing leaves insufficient while in Bangladesh more number of labourers find the existing leaves sufficient. However, in both the countries the labourers desire to get more leaves. The following table shows their distribution patterns:

TABLE 5.65

Desire for Getting Yearly More Leaves among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Desire of Getting Yearly Leaves	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Yes	--	23 (92.00)	23 (58.97)	01 (50.00)		1 (25.00)	01 (6.25)	23 (85.18)	24 (55.82)	33 (94.29)	31 (86.11)	64 (90.14)	01 (12.50)	03 (27.27)	4 (21.05)	34 (79.06)	34 (72.34)	68 (75.56)
No	14 (100)	02 (8.00)	16 (41.03)	01 (50.00)	02 (100)	3 (75.00)	15 (93.75)	04 (14.82)	19 (44.18)	02 (5.71)	05 (13.89)	7 (9.86)	07 (87.50)	08 (72.73)	15 (78.95)	9 (20.94)	13 (27.66)	32 (24.44)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over half of total labourers (55.82%) have desire of getting more yearly leaves while in the Gazipure tea estate of Bangladesh, over three fourths of the total labourers (75.65%) desire for more yearly leaves.

Thus, more labourers in Bangladesh desire for more leaves than those in India.

Ways of Working

The ways of working among labourers include slow work, quick work, slow and quick work and work as they like. The following table shows them:

TABLE 5.66

Ways of Working among Labourers in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Ways of Working	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total				Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	Total	M	F		M	F		M	F	Total
Slow Work	--	--	0	1 (50.00)	--	1 (25.00)	1 (6.25)	--	02 (2.32)	--	--	0	--	--	0	--	--	0
Quick Work	05 (13.71)	04 (16.00)	9 (23.08)	1 (50.00)	2 (100)	3 (75.00)	6 (37.50)	6 (22.22)	12 (27.91)	01 (2.86)	02 (5.55)	3 (4.23)	03 (37.50)	02 (18.18)	5 (26.31)	4 (9.30)	4 (8.51)	08 (8.89)
Slow and Quick Work	09 (62.29)	21 (84.00)	30 (76.92)	--	--	0	9 (56.25)	21 (77.78)	30 (69.77)	34 (97.14)	34 (94.44)	68 (95.77)	05 (62.50)	09 (81.82)	14 (73.69)	39 (90.70)	43 (91.49)	82 (91.11)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the way of working among over two thirds of total labourers (69.77%) is slow and quick work, followed by quick work (27.91%) and slow work (2.32%) while in the Gazipure tea estate of Bangladesh, most of the total labourers (91.11%) work quick.

Thus, the Bangladesh workers work fast as compared to the Indian workers.

Strike of Work

The labourers strike of work which is discussed in the following table:

TABLE 5.67
Whether Struck Work by Labourers in India by Religion and Gender
(Percentage in Parentheses)

Whether Struck Work	ROSEKANDY						Total		G. Total
	Hindu		Total	Muslim		Total			
	M	F		M	F		M	F	
Yes	14 (100)	16 (64.00)	30 (76.92)	02 (100)	01 (50.00)	3 (75.00)	16 (100)	17 (62.96)	33 (76.75)
No	--	09 (36.00)	09 (23.08)	--	01 (50.00)	1 (25.00)		10 (37.04)	10 (23.25)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India near about four fifths of total labourers (76.75%) have gone for strike while in the Gazipure tea estate of Bangladesh no strike has taken place, due to strict administrative measures.

The cause of involvement in strike of work during service among labourers is claim of wage and bonus. The following table shows their distribution:

Genuineness of Demands

To know whether or not the demand of labourers was genuine the following table is presented their response patterns:

TABLE 5.68
Genuineness for demands among Labourers in India by Religion and Gender
(Percentage in Parentheses)

Whether their demand for Movement was Essential	ROSEKANDY						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F				
Yes	04 (28.57)	16 (64.00)	20 (51.28)	02 (100)	01 (50.00)	3 (75.00)	6 (37.50)	17 (62.96)	23 (53.48)
No	10 (71.43)	09 (36.00)	19 (48.72)	--	01 (50.00)	1 (25.00)	10 (62.50)	10 (37.04)	20 (46.52)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden of India, over half of total labourers (53.48%) their demand was genuine. In the Gazipure tea estate of Bangladesh, they did not demand.

Thus different pattern is found among labourers of India and Bangladesh.

Regularity at Work

The regularity of work includes two categories such as after 10 A.M. and on or before 10 A.M. The following table shows their distribution:

TABLE 5.69

Regularity at Work among Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Regularity at Work	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
After 10 A.M.	--	*07*	*07*	*01*	--	*1*	*01*	*07*	*08* (18.61)	*11*	*30*	*41*	*05*	*03*	*08*	*16*	*33*	*49* (54.44)
On or before 10 A.M.	14	18	32	01	02	03	15	20	35 (81.39)	24	06	30	03	08	11	27	14	41 (45.56)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, most of total labourers (81.39%) are regular on or before 10 A.M. and the rest (18.61%) are late comers while in the Gazipure tea estate of Bangladesh, over half of the total labourers (54.44%) come after 10 A.M and the rest reach on or before 10 A.M.

Thus, the labourers are more regular in the Rosekandy tea garden as compared with the Gazipure tea estate. The late comers generally reach half an hour late.

The reasons for late coming at work among labourers include house work and weather which are shown in the following table:

TABLE 5.70

Reasons for Late Coming at Work among Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Reasons for Late Coming at Work	ROSEKANDY		G. Total			GAZIPURE						G. Total		
	Hindu	Muslim	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	F	M				M	F		M	F				
House work	05 (71.43)	--	05 (71.43)	--	05 (62.5)	08 (72.73)	18 (60.00)	26 (50.98)	04 (80.00)	03 (100)	7 (87.50)	12 (75.00)	21 (61.76)	3 3(68)
Weather	02 (28.57)	01 (100)	02 (28.57)	01 (100)	03 (37.5)	03 (27.27)	12 (40.00)	25 (49.02)	01 (20.00)		1 (12.50)	04 (25.00)	12 (35.29)	16 (32)
Total (%)	7 (100)	1 (100)	7 (100)	1 (100)	08 (100)	11 (100)	30 (100)	51 (100)	5 (100)	3 (100)	8 (100)	16 (100)	34 (100)	50 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea garden of India, the reason for late coming among over three fifth of total labourers (62.5%) is house work and insignificant numbers (37.5%) come late due to weather. On the other hand, in the

Gazipure tea estate of Bangladesh, three fifths of the total labourers (68%) come late due to house work and the rest (32%) cannot come in time because of weather.

Thus, the reasons for late coming are similar in both countries.

Time of Reaching at Work

The reaching on or before time at work among labourers in the two tea estates shows two patterns as shown in the following table:

TABLE 5.71
Time of Reaching at Work among Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Time of Reaching at Work	ROSEKANDY						Total		G. Total	GAZIPURE						Total		G. Total
	Hindu			Muslim						Hindu			Muslim					
	M	F	Total	M	F	Total	M	F		M	F	Total	M	F	Total	M	F	
On time	06 (42.86)		6 (8.75)	--	--	0	6 (40.00)	--	06 (17.14)	03 (12.50)	01 (16.67)	4 (13.33)	--	--	0	3 (11.11)	1 (7.14)	04 (9.76)
Early	08 (57.14)	18 (100)	26 (81.25)	01 (100)	02 (100)	03 (100)	9 (60.00)	20 (100)	29 (82.86)	21 (87.50)	05 (83.33)	26 (86.67)	3 (100)	08 (100)	11 (100)	24 (88.89)	13 (92.86)	37 (90.24)
Total (%)	14 (100)	18 (100)	32 (100)	1 (100)	2 (100)	3 (100)	15 (100)	20 (100)	35 (100)	24 (100)	6 (100)	30 (100)	3 (100)	8 (100)	11 (100)	27 (100)	14 (100)	41 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, the time of reaching on work among over four fifths of total labourers (82.86%) is early and near one fourth of them (17.14%) come on time. Similarly, in the Gazipure tea estate of Bangladesh, most of the total labourers (90.24%) come early and near one tenth come on time.

Reasons for coming early at work are plucking more leaves and complying with the authorities' order. Their distribution is given in the following table:

TABLE 5.72
Reasons for Coming Early at Work among Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Reasons for Coming Early at Work	ROSEKANDY				G. Total			GAZIPURE						G. Total		
	Hindu			Muslim			Total	Hindu			Muslim					
	M	F	Total	F	M	F		M	F	Total	M	F	Total	M	F	Total
For Pluck More Leaves	06 (75.00)	04 (66.67)	10 (71.43)	02 (100)	6 (75.00)	6 (75.00)	12 (75)	15 (71.43)	02 (40.00)	17 (65.38)	01 (100)	03 (100)	04 (100)	16 (72.72)	05 (62.50)	21 (70)
For Following Authorities' Order	02 (25.00)	02 (33.33)	4 (28.57)	0	2 (25.00)	2 (25.00)	4 (25)	06 (28.57)	03 (60.00)	9 (34.62)	--	--	0	6 (27.28)	3 (37.50)	09 (30)
Total (%)	8 (100)	6 (100)	14 (100)	2 (100)	8 (100)	8 (100)	16 (100)	21 (100)	5 (100)	26 (100)	1 (100)	3 (100)	04 (100)	22 (100)	8	30 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, three fourths of the labourers (75%) come early for plucking more leaves and one fourth (25%) come early to comply with authorities' order. Similarly, in the Gazipure tea estate of Bangladesh, over two thirds of the labourers (70%) come early for plucking more leaves and one third come for following authorities' order.

Thus, there is common pattern among labourers of both the tea industries.

Whether Leaving Work Early

Labourers leave early also. To know whether or not the labourers leave work early. This is shown in the following table:

TABLE 5.73

Whether or not the Labourers Leaving Work Early in India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Whether Leaving Work Early	ROSEKANDY						G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim		Total	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		M	F					M	F		M	F				
Yes	12 (85.71)	13 (52.00)	25 (64.10)	--	1 (50.00)	1 (25.00)	12 (75.00)	14 (51.85)	26 (60.46)	7 (20.00)	2 (5.55)	9 (12.69)	4 (50.00)	4 (36.36)	8 (42.10)	11 (25.58)	6 (12.77)	17 (18.88)
No	2 (14.29)	12 (48.00)	14 (35.90)	2 (100)	1 (50.00)	3 (75.00)	4 (25.00)	13 (48.15)	17 (39.54)	28 (80.00)	34 (94.45)	62 (87.31)	4 (50.00)	7 (63.64)	11 (57.90)	32 (74.41)	41 (87.23)	73 (81.11)
Total (%)	14 (100)	25 (100)	39 (100)	2 (100)	2 (100)	4 (100)	16 (100)	27 (100)	43 (100)	35 (100)	36 (100)	71 (100)	8 (100)	11 (100)	19 (100)	43 (100)	47 (100)	90 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, three fifths of total labourers (60.46%) leave work early but near about one third of them (31.82%) do not leave their work early. On the other hand, in the Gazipure, most of the labourers (81.11%) do not leave early. A few of them leave the work before lunch and majority of them leave it before the time of closure in the evening.

The reasons for leaving work early include house work, tiredness and early completion of work. The following table shows their distribution:

TABLE 5.74

Reasons for Leaving Work Early among Labourers of India and Bangladesh by Religion and Gender (Percentage in Parentheses)

Reason for Leaving Work Early	ROSEKANDY				G. Total			GAZIPURE						G. Total		
	Hindu		Total	Muslim	M	F	Total	Hindu		Total	Muslim		Total	M	F	Total
	M	F		F				M	F		M	F				
House work	2 (16.67)	5 (38.46)	7 (28.00)	1 (100)	2 (16.67)	6 (42.86)	08 (30.76)	2 (40.00)	1 (50.00)	3 (42.86)	2 (50.00)	2 (28.57)	4 (36.36)	4 (44.44)	3 (33.33)	07 (38.89)
Tired	5 (41.67)	4 (30.77)	9 (36.00)	--	5 (41.67)	4 (28.57)	09 (34.61)	2 (40.00)	1 (50.00)	3 (42.86)	2 (50.00)	3 (42.86)	5 (45.45)	4 (44.45)	4 (44.45)	08 (44.44)
Early Completion of Work	5 (41.66)	4 (30.77)	9 (36.00)	--	5 (41.66)	4 (28.57)	07 (26.93)	1 (20.00)	--	1 (14.28)	--	2 (28.57)	2 (18.18)	1 (11.11)	2 (22.22)	03 (16.67)
Total (%)	12 (100)	13 (100)	25 (100)	1 (100)	12 (100)	14 (100)	26 (100)	5 (100)	2 (100)	07 (100)	4 (100)	7 (100)	11 (100)	09 (100)	09 (100)	18 (100)

Source: Field Data Collected from Tea Gardens in India (Rosekandy 01-09-12 to 22-10-12) and Bangladesh (Gazipure 24-04-12 to 03-06-12)

The table shows that in the Rosekandy tea estate of India, over one third of the labourers (34.61%) leave work early because of tiredness, followed by house work (30.76%), and early completion of work (26.93%).

This pattern is more or less common among the labour of Gazipure tea estate in Bangladesh.

III
RESULTS AND DISCUSSION

Briefly, the major patterns of the work culture and work behavior of the labourers of the Rosekandy and Gazipure tea estates are as follows:

i) In the Rosekandy tea garden of India, 93% of the workers had parents in the tea gardens while in the Gazipure tea estate of Bangladesh, two thirds of the workers had their parents as the labourers. In Rosekandy tea garden 93% of the labourers had grandparents as labourers in the gardens while in the Gazipure tea estate of Bangladesh over two fifths (45.56%) had their grandparents in the gardens. They are distributed across gender and religion.

ii) In the Rosekandy tea garden, over three fifths of the labourers' work place is 1-3 km from from house and over one fifth have their work place 3-4 km. from their house while in the Gazipure over half of the labourers find the distance of about 3-4 km from home followed by one fourth who travel 1-3 km from home for work place.

iii) In the Rosekandy tea estate, the mode of access to work place among over half of the workers is tractor, 37. 20% of the workers go to the work place on foot and an insignificant number of them go to the work place by cycle. On the other hand, in the Gazipure tea estate all the workers go to their workplace by only walking.

iv) In the Rosekandy tea garden, over two thirds of the labourers (69.77%) use knife, scissors with shaft followed by napkin with knapsack and insignificant numbers of them use stick & umbrella whereas in the Gazipure tea estate most of the labourers use knife, scissors with shaft and insignificant numbers of them use stick & umbrella and broom.

v) In the Rosekandy tea estate, over two thirds of the workers work in time and material followed by work in selected area and very few of the labourers work in section only. In the Gazipure tea garden, most of the labourers work in time followed by Work in Section and by contact of office time and material. In Rosekandy tea estate, work allocating official of over nine tenth of labourers (95.34%) is Sarder followed by Manager/ Factory Manager (4.66%) whereas in the Gazipure tea estate, majority of workers (95.97%) is Sarder and very

insignificant number find as Tilla babu/ Tilla Clerk and Manager/ Factory Manager.

vi) In the Rosekandy tea estate, most of labourers (97.68%) prefer production of quantity with quality work followed by only quantity work (2.32%) whereas in the Gazipure tea estate over half (51.11%) of the labourers prefer to work having quantity with quality and the rest believe in only quantity of work.

vii) In the Rosekandy tea garden, the time span of work accomplishment of 67.44% of labourers is 5--7 hours and the rest do it within 4 hours while in the Gazipure tea estate, the time span of work accomplishment of majority of labourers (90 %) is 5--7 hours followed by within 4 hours (10%).

viii) In the Rosekandy tea estate, over four fifths of the labourers (81.39%) are aware about efficient workers and near about one fifth of them (18.61%) are not aware about it whereas in the Gazipure tea estate, 76.67% of the labourers are aware about efficient workers and rest are not aware about it.

ix) In the Rosekandy tea garden the time of speedy work among most of the labourers (81.39 %) is afternoon whereas insignificant numbers of the labourers increase speed in the morning whereas in the Gazipure tea estate over half of the labourers speed up the work in afternoon and the rest do it in the morning.

x) In the Rosekandy tea garden, over three fifths of males (67.77%) like all officials, followed by Manager/ Tillababu (27.91%) and very few of them (2.32%) do not like any official. In the Gazipure tea estate of Bangladesh half of the labourers (50%) like all officials, followed by Manager/ Tillababu (23.07%) and nobody (8.89).

xi) In the Rosekandy tea garden, over half of total labourers (55.81%) feel that job is a burden for them and the rest (44.18%) feel that it is not burden for them. Similarly, most of the total labourers (95.56%) of the Gazipure tea estate also feel that it is not a burden for them and rest are feel about burden on them.

xii) In the Rosekandy tea garden, the consideration of best situation of work is found among half of the workers each as work with leisure and only work. In the Gazipure tea estate of Bangladesh, over four fifths of the labourers (87.78%) consider work with leisure as best situation of work.

xiii) In the Rosekandy tea garden, over four fifths of labourers (81.39%) consider holidays insufficient whereas in the Gazipure tea estate of Bangladesh, most of labourers (96.66%) consider holidays insufficient.

xiv) In the Rosekandy tea estate of India,over three fifths of the tea garden labourers (67.44%) do not demand for wages in holidays and the rest (32.56%) demand for wages in holidays whereas in the Gazipure tea estate of

Bangladesh, most of the labourers (93.33%) do not demand for wages in holidays and the rest (6.67%) demand. The respondents who demanded wages for holidays said that it is their right to get wages.

xv) In the Rosekandy tea estate of India, over three fifths of total labourers (60.00%) are not addicted to bidi/ tobacco and the rest of them (40.00% are addicted to bidi/tobacco. Similar things are find out in the Gazipure tea estate of Bangladesh.

xvi) In the Rosekandy tea garden of India, benefits given by management to over half of total labourers (55.89%) include bonus, gratuity, provident fund, child care, followed by housing, land for cultivation (27.90%) and the rest get health care, labour welfare and pension (16.27%). On the other hand, in the Gazipure tea estate of Bangladesh, over two fifths of total labourers (43.33%) get more bonus, gratuity, provident fund and child care, followed by benefits of housing, land for cultivation(30)and the rest get health care, labour welfare and pension (26.67%).

xvii) Most of the workers are tea labourers followed by insignificant numbers of workers are line chowkidar, cleaner (jharudar), sweeper and driver in both the country. All the labourers are permanent staff.

xviii) in the Rosekandy tea estate, by gender, the length of work experience of three fifths of males (60%) is from 11 to 15 years, followed by 1-5 and 6-10 years and insignificant numbers have been working for 16 to 20 and 21-25 years whereas more or less similar distribution is found in case of all females. In the Gazipure tea estate, by gender, the length of work experience of half of males is from 21 to 25 years, followed by 1-5 (26.93%) and 11-15 years whereas over three fifths of females (66.67%) have been working for 21 to 25 years, followed by 1-5 and 16-20 years, each. By religion and gender, more or less similar distribution is found among tea garden labourers.

xix) In the Rosekandy tea estate of India, over four fifths of the tea garden labourers (88.37%) are spontaneously inclined to work and the rest (11.63%) are not spontaneously inclined to work. On the other hand, in the Gazipure tea estate of Bangladesh, 70% of the labourers are spontaneously inclined to work and the rest are not spontaneously inclined to work.

xx) In the Rosekandy tea estate of India, the cause for working after asking by the authority among near about three fifths of the labourers (58.13 %) is somehow good for excess wages and the rest say that as work is tiresome and hard, so it is bad. In Gazipure tea estate of Bangladesh, more labourers find it tiresome and bad.

xxi) In the Rosekandy tea estate, four fifths of labourers compete with their co-workers and the rest (16.27%) do not compete whereas. In the Gazipure tea

estate, over half of the labourers are not competitive. The cause of this competitiveness is to pluck more leaves and earn more.

xxii) In the Rosekandy tea estate of India, over half of total labourers (53.48%) produce up to 50 kgs, followed by above up to 50 kgs, above 23 kgs and the rest are not weighing. On the other hand, in the Gazipure tea estate of Bangladesh, near about two fourths of the total labourers (48.89%) can produce above 23 kgs, followed by up to 50 kgs(24.44%), not weighing (11.11%)and above 50 kgs(4.44%).

xxiii) In the Rosekandy tea estate of India, over two thirds of total labourers (67.44%) remain absent from work and 32.55% do not remain absent. On the other hand, in the Gazipure tea estate of Bangladesh, 88.89% of the total labourers do not remain absent.

xxiv) In the Rosekandy tea estate of India, the way of working among over two thirds of total labourers (69.77%) is slow and quick work, followed by quick work (27.91%) and slow work (2.32%) while in the Gazipure tea estate of Bangladesh, most of the total labourers (91.11%) work quick.

xxv) In the Rosekandy tea estate of India near about four fifths of total labourers (76.75%) have gone for while in the Gazipure tea estate of Bangladesh no strike has taken place, due to strict administrative measures.

xxvi) In the Rosekandy tea estate of India, the time of reaching on work among over four fifths of total labourers (82.86%) is early and near one fourth of them (17.14%) come on time. Similarly, in the Gazipure tea estate of Bangladesh, most of the total labourers (90.24%) come early and near one tenth come on time.

xxvii) In the Rosekandy tea estate of India, three fifths of total labourers (60.46%) leave work early but near about one third of them (31.82%) do not leave their work early. On the other hand, in the Gazipure, most of the labourers (81.11%) do not leave early. A few of them leave the work before lunch and majority of them leave it before the time of closure in the evening. In the Rosekandy tea estate of India, over one third of the labourers (34.61%) leave work early because of tiredness, followed by house work (30.76%), and early completion of work (26.93%).

IV
CONCLUSION

The work culture and work behavior of the labourers motivate them to perform well. They have largely inherited the labour from previous two generations who worked in tea gardens. The labourers of both the tea estates prefer quantity with quality work. Most of the workers are tea plantation labourers, followed by insignificant numbers of workers are line chowkidar, cleaner (jharudar), sweeper and driver in both

the country. All the labourers are permanent staff. Majority of them are aware of the efficient workers, which means they have a feeling of performing better ultimately affecting the production. The sense of competitiveness among the labourers leads them to earn more wages. The labourers in both the tea estates are inclined to their work which means that they are responsible to their work. More labourers of the Rosekandy tea estate absented from work than the labourers of the Gazipure tea estate. It indicates the difference of administration of the tea garden administration in the two estates.