Chapter 7
WORK CULTURE AND WORK BEHAVIOUR IN THE LOW TEA PERFORMING INDUSTRY

This chapter depicts the work culture of the labour in the low 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 discussions and conclusion. It examines the relationship between the work culture and the work behaviour of labourers in the Bazrangpure and Rehana tea estates of India and Bangladesh respectively.

I
WORK CULTURE IN THE LOW 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, preference of time, income and wage among labourers in work place and so on. These are discussed hereunder:

Inheritance of Labour

The respondents of these two tea gardens have working with their family members specially father or mother. To understand whether the respondents, father/mother is working in tea garden, the responses according to the respondents is given in the following table:

TABLE 7.1
Labourers whose Forefathers Worked in Tea Industry India and Bangladesh by Gender (Percentage in Parentheses)

Forefathers	BAZRANGPURE			REHANA			G. Total		
	M N=12	F N=10	T N=22	M N=2	F N=1	T N=3	M N=14	F N=11	T N=25
Parents	12 (100)	09 (90.00)	21 (95.45)	--	--	0	12 (85.71)	09 (81.81)	21 (88.00)
Grand Parents	12 (100)	08 (80.00)	20 (90.91)	--	--	0	12 (85.71)	08 (72.72)	20 (80.00)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that most (88.00%) of the respondents' parents and grandparents worked in the Bazrangpure tea estate and none worked in the case of the Rehana tea estate.

Thus, the Bazrangpure tea estate has inherited the tradition of labour among the respondents while the Rehana tea estate has not at all.

Distance of Work Place from Home

The respondents of tea garden worker are travelling by foot to their work place at a distance of 0-1, 1-2, 2-3 kms. away from their home. The distribution of working distances from their home in kilometer by the respondents is given in the following table:

TABLE 7.2
Distance of Work Place from home among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Distance of Work Place from Home Distance (in km)	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
0-1	09 (75.00)	10 (100)	19 (86.36)	02 (100)	--	02 (66.67)	11 (78.57)	10 (90.90)	21 (84.00)
1-2	02 (16.67)	--	02 (9.09)	--	01 (100)	01 (33.33)	02 (14.28)	01 (9.09)	03 (12.00)
2-3	01 (8.33)	--	01 (4.55)	--	--	--	01 (7014)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that the labourers in the two tea estates live at a distance of 0-3 km from their work site. Of these over four fifths of the respondents each live in the range of 0-1 km.

Thus, in both the estates the labourers easily access to their work sites by walk only.

Tools Used

The tools used by the tea garden workers of Bazrangpure and Rehana are found such as stick, umbrella, knife, scissors and napkin. The distribution of respondents according to the implement used by them is given in the following table:

TABLE 7.3
Tools Used by the Respondents in India and Bangladesh by Gender
(Percentage in Parentheses)

Name of Implement	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Stick & Umbrella	01 (8.33)	--	01 (4.55)	--	--	0	01 (7.14)	--	01 (4.00)
Knife, Scissor with Shaft	01 (8.33)	--	01 (4.55)	--	--	0	01 (7.14)	--	01 (4.00)
Napkin	10 (83.34)	10 (100)	20 (90.90)	02 (100)	01 (100)	03 (100)	12 (85.71)	11 (100)	23 (92.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that most (92.00%) of the respondents in the two estates use napkin and 4.55% each in the Bazrangpure tea estate, all males, use stick and knife, scissors with shaft. Thus, the tea workers in the Indian tea estate used stick, umbrella, knife, scissor, shaft and napkin for tea work while in the Bangladesh tea garden they all used napkin only.

Work Allocation

The labourers in both the tea estates allotted work in a selected area by the Tilla Babu/Tilla Clerk, Sarder and Manager/Factory Manager. The distribution of the labourers by allocators of their work is given in the following table:

TABLE 7.4

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

Designation of Work Allocation Official	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Tilla Babu/ Tilla Clerk	01 (8.33)	--	01 (4.54)	--	--	0	01 (7.14)	--	01 (4.00)
Sardar	10 (83.33)	10 (100)	20 (90.90)	02 (100)	01 (100)	03 (100)	12 (85.71)	11 (100)	23 (92.00)
Manager/Factory Manager	01 (8.33)	--	01 (4.54)	--	--	0	01 (7.14)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that most of the labourers in the Bazrangpure (92%) tea estate and all labourers in the Rehana tea estate are allocated work by the Sardar. Only a few (4.00% each) of them in the Bazrangpure tea estate are allotted work by the Tilla Babu/ Tilla Clerk and Manager/Factory Manager.

Thus, the work allocation pattern in the two estates is found similar.

Work Attitude of the Labourers

The labourers of both the tea estates of India and Bangladesh are happy as well as unhappy with the work that is assigned to them by the tea authorities in the tea gardens. Distribution of the respondents' response is shown in the following table:

TABLE 7.5

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

Happiness Towards Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	10 (83.33)	05 (50.00)	15 (68.19)	02 (100)	01 (100)	03 (100)	12 (14.28)	06 (54.54)	18 (72.00)
No	02 (16.67)	05 (50.00)	07 (31.81)	--	--	0	02 (16.67)	05 (45.45)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that over two thirds of the labourers in the Bazrangpure tea estate and all of the labourers in the Rehana tea estate are happy with their work.

Thus, in the Bazrangpure tea estate about one third of the labourers are not happy with the work allotted to them as their wages are low.

Time Span of Accomplishing Work

The time span of accomplishing work among the tea labourers in both the countries of India and Bangladesh is 4-7 hours. The distribution of labourers by time of work accomplishment is given in the following table:

TABLE 7.6
Time Span of Work Accomplishment among the Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Time Span of Work Accomplishment	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Up to 4 Hours	05 (41.67)	04 (40.00)	09 (40.91)	--	--	0	05 (35.71)	04 (36.36)	09 (36.00)
5-7 Hours	07 (58.33)	(06) (60.00)	13 (59.09)	02 (100)	01 (100)	03 (100)	09 (64.28)	07 (63.63)	16 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority of the labourers in the Bazrangpure tea estate and all the labourers in the Rehana tea estate accomplished their work in 5-7 hours. However, two fifths of them in the Bazrangpure tea estate accomplish their work target in 4 hours.

Thus, the tea workers in the Indian tea estate accomplish their work within 4 to 7 hours while in the Bangladesh tea garden they are accomplish work within 5 to 7 hours.

Surplus Production

The garden labourers of India and Bangladesh produced surplus during their working hour by excessing the given production by simple excess or and quality with excess production. The distribution of labourers who produced such surplus during their working hours is given in the following table:

TABLE 7.7

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

Surplus Production	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Excess Production	03 (25.00)	03 (30.00)	06 (27.28)	01 (50.00)	--	01 (33.33)	04 (28.57)	03 (27.27)	07 (28.00)
Quality with Excess Production	09 (75.00)	07 (70.00)	16 (72.72)	01 (50.00)	01 (100)	02 (66.67)	10 (71.28)	08 (72.72)	18 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that around two thirds of the labourers in the two estates produced excess goods with quality and the rest simply produced tea in excess.

Thus, by and large similar patterns of excess production in both Indian and Bangladesh tea estates are observed.

Time Taken in Accomplishing Excess Production

The tea workers of India and Bangladesh produced tea in 4-7 hours which are given in the following table:

TABLE 7.8

Time Span of Accomplishing Excess Production by Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Time Span of Accomplishing Excess Production	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
4 hours	05 (41.67)	03 (30.00)	8 (36.37)	--	--	--	05 (35.71)	03 (27.27)	08 (32.00)
5 hours	01 (8.33)	01 (10.00)	02 (9.09)	01 (50.00)	--	01 (33.33)	02 (14.28)	01 (9.09)	02 (8.00)
6 hours	04 (33.33)	05 (50.00)	9 (40.91)	--	--	--	04 (28.57)	05 (45.45)	09 (36.00)
7 hours	02 (8.33)	01 (10.00)	03 (13.63)	01 (50.00)	01 (100)	02 (66.67)	03 (21.42)	01 (9.09)	03 (12.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that around one third of the labourers each in the two estates accomplish excess work target in 4 and 6 hours.

Thus, there is not a significant difference between the workers of the two estates in respect of their efficiency in excess production.

Awareness about Efficient Workers

The tea garden labourers of India and Bangladesh are having aware of work efficiently in producing tea in the garden. The respondents those who are aware about work efficient in tea producing is shown in the following table:

TABLE 7.9

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

Awareness about Efficient Workers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	09 (75.00)	08 (80.00)	17 (77.28)	02 (100)	01 (100)	03 (100)	11 (78.57)	09 (81.81)	20 (80.00)
No	03 (25.00)	02 (20.00)	05 (22.72)	--	--	--	03 (21.42)	02 (14.28)	05 (5.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that four fifths (80.00%) of the labourers in the Bazrangpure estate and all in the in the Rehana estate are aware about efficient workers among them.

Thus, they are aware about efficiency in work, showing similar patterns in the two estates.

Shifts of Speedy Work

The tea garden labourers of India and Bangladesh do speedy work in the morning and afternoon according to their convenience. Their responses are distributed in the following table:

TABLE 7.10

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

Time of Speedy Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Morning	03 (25.00)	03 (30.00)	06 (27.28)	01 (50.00)	--	01 (33.33)	04 (28.57)	03 (27.27)	07 (28.00)
Afternoon	09 (75.00)	07 (70.00)	16 (72.72)	01 (50.00)	01 (100)	02 (66.67)	10 (71.28)	08 (72.72)	18 (64.00)
Total (%)									

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The data reveal that most (64.00%) of the respondents are speediness their work in the afternoon and 28.00% are in the morning. In Bazrangpure, 72.72% of the respondents speediness in work by afternoon and 27.28% are in morning. In Rehana, two third (66.67%) are speediness in work by afternoon and one third (33.33%) in the morning.

By gender, in Bazrangpure of the respondents, three fourth (75.00%) males and seven tenths (70.00%) females work speediness during afternoon and one fourth (25.00%) males and three tenth (30.00%) females in morning. In Rehana, half (50.00%) each of the males are speediness in work during afternoon and morning and females are during afternoon only.

Thus, most (64.00%) of the tea workers in both the Indian and Bangladesh tea estates are work speediness in the afternoon while in the Bangladesh tea garden none of the females are speediness of work in the morning.

The tea worker in the tea estates of both the countries are assigned work by the higher authority to complete in a day. The frequency of time of speedy work in a day is shown in the following table:

TABLE 7.11
Frequency of Speedy Work by Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Frequency of Speedy Work in a Day	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
One Time	02 (16.67)	02 (20.00)	04 (18.19)	02 (100)	01 (100)	03 (100)	04 (28.57)	03 (27.27)	07 (28.00)
Two Times	10 (83.33)	08 (80.00)	18 (81.81)	--	--	0	10 (71.42)	08 (72.72)	18 (72.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (72.00%) of the respondents speedy work twice in a day and 28.00% speedy work one time in a day. In Bazrangpure, of the respondents, over four fifths (81.81%) of them speedy work twice in a day but none of them in Rehana and near about one fifth (18.19%) are speedy work one time. In Rehana, all of the respondents speedy work one time only.

By gender, in Bazrangpure, of the respondents, 83.33% males and 80.00% females speedy work twice and 16.67% males and 20.00% females speedy work only one time. In Rehana, all the respondents of males and females speedy work one time only.

Thus, the tea workers in the Indian tea estate frequency of speedy work in a day are one time and two times while in the Bangladesh tea garden are found only one time of speedy work in a day.

Types of Obligation to Work

The workers of tea garden in India and Bangladesh are force to work in the tea estates by different circumstances and compulsion which he/she obliged to earn for sustaining daily food of their family, religious obligation and self benefits. Such obligation and compulsion of work force in the tea garden by the respondents are shown in the following table:

TABLE 7.12

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

Types of Obligation to Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Obligation of Self	01 (8.33)	02 (20.00)	03 (13.64)	--	01 (100)	01 (33.33)	01 (7.14)	03 (27.27)	04 (16.00)
Obligation of Family	02 (16.67)	03 (30.00)	05 (22.72)	--	--	0	02 (14.28)	03 (27.27)	05 (20.00)
Obligation for Religious Belief	09 (75.00)	05 (50.00)	14 (63.64)	02 (100)	--	02 (66.67)	11 (78.57)	05 (45.45)	16 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that most (64.00%) of the respondents are obligation for religious belief, followed by family (20.00%) and self (16.00%) obligations. In Bazrangpure, of the respondents, 63.64% are obligation for religious belief, 22.72% are obligation of family but none in Rehana and 13.64% are of self obligation. In Rehana, of the respondents, two third (66.67%) for religious belief and one third (33.33%) are for self obligations.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and half (50.00%) females are obligation for religious belief; 16.67% males and 30.00% females are obligation of family; and 8.33% males and 20.00% females are obligation of self. In Rehana, all the male respondents are obligation for religious belief but all females are obligation of self.

Thus, the tea workers in the Indian tea estate are work obligation of self, family and for religious belief while in the Bangladesh tea garden the obligation are of self and for religious belief.

Labour- Management Relationship

In both the countries, India and Bangladesh the tea garden workers are willing to administer them in the garden by particular authority or any other authorities like Manager, Tilla Babu, etc. The distribution of respondents according to their willingness to whom they like for administered in the garden is given in the following table:

TABLE 7.13
Likings/Dislikings for Administration among the Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Likings/ Dislikings for Administration	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
All	05 (41.67)	07 (70.00)	12 (54.54)	--	--	--	05 (35.71)	07 (63.63)	12 (48.00)
Manager/ Tillababu	03 (25.00)	02 (20.00)	05 (22.72)	01 (50.00)	--	01 (33.33)	04 (28.57)	02 (18.18)	06 (24.00)
No Body	04 (33.33)	01 (10.00)	05 (22.72)	01 (50.00)	01 (100)	02 (66.67)	05 (35.71)	02 (18.18)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, most (48.00%) of them are willing/like to administration by any administrator in the tea garden but 28.00% of them do not like any one of the present administrator and few (24.00%) like Manager or Tilla Babu for administration. In Bazrangpure, of the respondents, 22.72% each of them are like to administer Manager/Tilla Babu and none of the present administrator. In Rehana, one third (33.33%) of the respondents are like Manager/Tilla Babu.

By gender, of the respondents in Bazrangpure, one fourth (25.00%) males and one fifth (20.00%) females like Manager/Tilla Babu for administration, however, in Rehana, half (50.00%) of males like Manager/Tilla Babu for administration only.

Thus, the tea workers in the Indian tea estate, 22.72% each of them are like to administer Manager/Tilla Babu and none of the present administrator while in the Bangladesh tea garden one third (33.33%) of the respondents are like Manager/Tilla Babu but two third (66.67%) do not like anyone of the present administrator.

TABLE 7.14

Reason forLikings/Dislikings for Administration among the Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Reason for Likings/ Dislikings	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
For Good Behaviour	08 (66.67)	09 (90.00)	17 (77.27)	01 (50.00)	--	01 (33.33)	09 (64.28)	09 (81.81)	18 (72.00)
Dislike	04 (33.33)	01 (10.00)	05 (22.72)	01 (50.00)	01 (100)	02 (66.67)	05 (35.71)	02 (18.18)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that Such likeness/ dislikeness of respondents on administration by Manager/Tilla Babu is because of their good/ bad behavior towards them.

Planning for Work Performing

The workers of tea garden in India and Bangladesh are either plan or not plan before they perform in the assigning works. To understand such plan and unplan of work before they perform are shown in the following table:

TABLE 7.15

Planning for Work Performing among the Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Whether Labourers Plan their Work before Performing it	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	10 (83.33)	07 (70.00)	17 (77.27)	02 (100)	01 (100)	03 (100)	12 (85.71)	08 (72.72)	20 (80.00)
No	02 (16.67)	03 (30.00)	05 (22.72)	--	--	--	02 (14.28)	03 (27.27)	05 (20.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The data reveal that four fifth (80.00%) of the respondents plan their work before they perform it and one fifth (200.00%) do not plan work before. In Bazrangpure, of the respondents, over three fourth (77.27%) are plan work before they perform and in Rehana, all the respondents plan their work before performing it.

By gender, of the respondents, in Bazrangpure, 83.33% males and 70.00% females plan their work before they perform and in Rehana all of males and females respondents plan work before they perform.

Thus, the tea workers in the Indian tea estate perform plan as well as without plan before work while in the Bangladesh tea garden all of them are plan their work before they perform it.

Preference of Doing Work

Among the tea workers of India and Bangladesh tea estates, they are preferred in doing work like collectively with their co-workers, individually and both individual and collectively. The distribution of such preferences of doing work in the tea garden activities is shown in the following table:

TABLE 7.16

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

Preference of Doing Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Collectively	03 (25.00)	--	03 (13.63)	--	--	--	03 (21.42)	--	03 (12.00)
Individually	02 (16.67)	10 (100)	12 (54.54)	--	--	--	02 (14.28)	10 (90.90)	12 (48.00)
Individually as well as Collectively	07 (58.33)	--	07 (31.81)	02 (100)	01 (100)	03 (100)	09 (64.28)	01 (9.09)	10 (40.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that most (48.00%) of the respondents preferred to work individually, followed by individual as well as collectively (40.00%) and collectively (12.00%). In Bazrangpure of the respondents, majority (54.54%) preferred individually, 31.81% preferred individually as well as collectively and 13.63% preferred collectively but in Rehana, all the respondents preferred individually as well as collectively.

By gender, of the respondents in Bazrangpure, preferred individually as well as collectively (58.33%) and preferred collectively (25.00%) are males but none of the females in these preferences, however, 16.67% males and all the females preferred individually. In Rehana, all of the males and females respondents preferred collectively and individually.

Thus, the tea workers in the Indian tea estate are preferred to work collectively, individually and collectively as well as individually while in the Bangladesh tea garden all of them preferred to work collectively as well as individually.

Feelings about Work

The tea garden workers feel that the work which they are engaged in the garden are regarded as hard to work and some feels as simple. The distribution of

respondents according to their feeling towards their work in given in the following table:

TABLE 7.17

Feelings about Work among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Feeling about Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Hard	07 (58.33)	10 (100)	17 (77.27)	02 (100)	01 (100)	03 (100)	09 (64.28)	11 (100)	20 (80.00)
Simple	05 (41.67)	--	05 (22.73)	--	--	--	05 (35.72)	--	05 (20.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (80.00%) of the respondents felt about work as hard and one fifth (20.00%) of them are simple but none of the female workers. Of the respondents in Bazrangpure, most (77.27%) of them are felt hard and for few (22.73%) felt simple. However, in Rehana, for all of them are felt hard of their work.

By gender, of the respondents in Bazrangpure, 58.33% males and all the females are felt hard about their work and 41.67% males are felt simple, however, in Rehana, all of the males and females are felt hard about their work.

Thus, majority (77.27%) of the tea workers in the Indian tea estate are felt hard of their work while in the Bangladesh tea garden, all of them felt hard of their work.

Whether Job is Burden to Labourers

By engaging of tea work in the garden, the respondents in India and Bangladesh are having burden for them. Such respondents having burden of their job is shown in the following table:

TABLE 7.18

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

Whether Job is Burden to Labourers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	10 (100)	17 (77.27)	02 (100)	01 (100)	03 (100)	09 (64.28)	11 (100)	20 (80.00)
No	05 (41.67)	--	05 (22.73)	--	--	--	05 (35.72)	--	05 (20.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table reveals that of the respondents, most (80.00%) responses as their job is burden and one fifth (20.00%) of them are not and none of the females. Of

the respondents in Bazrangpure, most (77.27%) of them are burden of their job. However, in Rehana, for all of them are burden of their job.

By gender, of the respondents in Bazrangpure, 58.33% males and all the females are felt burden about their job, in Rehana, all of the males and females are felt their job as burden.

Thus, majority (77.27%) of the tea workers in the Indian tea estate are felt burden of their job while in the Bangladesh tea garden, all of them felt it as burden of their job.

The reasons of tea workers feeling work burden in India and Bangladesh tea estates are as physical and mental disability and insufficient income. The distribution of respondents by cause of feeling about work as burden is given in the following table:

TABLE 7.19

Cause of Feeling Work Burden among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Cause of Feeling Work Burden	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Physical & Mental Disability	04 (33.33)	08 (80.00)	12 (54.54)	--	--	--	04 (28.57)	08 (72.72)	12 (48.00)
Due to Insufficient Income	08 (66.67)	02 (20.00)	10 (45.45)	02 (100)	01 (100)	03 (100)	10 (71.43)	03 (27.28)	13 (52.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

Consideration of Best Situation of Work

In the tea garden, the labourers are considered best situation of work by working or leisure time. The distribution of respondents by consideration best situation of work is given in the following table:

TABLE 7.20

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

Consideration of Best Situation of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Only work	05 (41.67)	04 (40.00)	09 (40.90)	--	--	--	05 (35.71)	04 (36.36)	09 (36.00)
Work with leisure	07 (58.33)	06 (60.00)	13 (59.09)	02 (100)	01 (100)	03 (100)	09 (64.28)	07 (63.63)	16 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (64.00%) of the respondents are considered work with leisure as best situation of work and the remaining (36.00%) are as only work to consider of best situation of work. In Bazrangpure, of the respondents about three fifths (59.09%) as work with leisure as best situation of work and 40.90% are only work but none of the respondents are found in Rehana. It is also found that all the respondents of Rehana considering of best situation of work as work with leisure.

By gender, of the respondents in Bazrangpure, 58.33% males and 60.00% females are considered as in work with leisure; 41.67% males and 40.00% females are in only work. In Rehana, all the male and females respondents are considered in work only.

Thus, the tea workers in the Indian tea estate are in only work and work with leisure as consideration of best situation of work while in the Bangladesh tea garden they are in work with leisure only.

Attitude towards Holidays

In the tea garden, the workers are enjoyed during holiday. However, they are not enough time to do their family or personal works during such holidays but some of them feel that the holiday which is given to them is sufficient. The distribution of their attitude towards the holiday given to them is given in the following table:

TABLE 7.21

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

Attitude towards Holidays	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Sufficient	05 (41.67)	04 (40.00)	09 (40.90)	--	--	--	05 (35.71)	04 (36.36)	09 (36.00)
Insufficient	07 (58.33)	06 (60.00)	13 (59.09)	02 (100)	01 (100)	03 (100)	09 (64.28)	07 (63.63)	16 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that majority (64.00%) of the respondents are regarded as insufficient of their holidays and 36.00% considered as sufficient towards their holidays. In Bazrangpure, of the respondents, 59.09% are not regarded sufficient of their holidays but 40.90% are regarded as sufficient towards their holidays. In Rehana, all the respondents are regarded as insufficient towards their holidays.

By gender, of the respondents in Bazrangpure, 58.33% males and 60.00% females are considered insufficient towards their holiday; 41.67% males and 40.00% females are considered sufficient towards their holidays. And in Rehana, all of the males and females respondent are considered insufficient towards their holiday.

Thus, only over two fifths (40.90%) of the tea workers in the Indian tea estate are regarded sufficient towards their holiday while in the Bangladesh tea garden none of the workers are considered as sufficient towards their holiday.

The tea garden workers of India and Bangladesh tea estates are expecting more holidays as from the normal holiday which they are enjoyed. The respondents who expect more holidays is shown in the following table:

TABLE 7.22

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

Whether Labourers Expect more Holidays	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	09 (75.00)	06 (60.00)	15 (68.18)	--	--	--	09 (64.28)	06 (54.54)	15 (60.00)
No	03 (25.00)	04 (40.00)	07 (31.81)	02 (100)	01 (100)	03 (100)	05 (35.71)	05 (45.45)	10 (40.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that three fifths (60.00%) of the respondents expect more holidays from their higher authority of tea estate like, manager but none from Rehana expect more holidays. Of the respondents in Bazrangpure, 68.18% expect more holidays. By gender, of the respondents, 75.00% males and 60.00% females expect more holidays are found only in Bazrangpure.

Thus, most (68.18%) the tea workers expect more holidays in the Indian tea estate but none of the workers expect more holiday in the Bangladesh tea garden.

Such expectation of more holidays by the respondents of Bazrangpure is as 3-10 days, 11-20 days and above 20 days. The distribution of respondents on number of holidays expectation are given in the following table:

TABLE 7.23

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

Expectation of Duration of Holidays	BAZRANGPURE		
	M	F	T
3 – 10 days	06 (66.67)	05 (83.33)	11 (73.33)
11 – 20 days	02 (22.22)	01 (16.67)	03 (20.00)
Above 20 Days	01 (11.11)	--	1 (6.67)
Total (%)	9 (100)	6 (100)	15 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (73.33%) of the respondents are expected 3-10 days more of holiday, followed by 11-20 days (20.00%) and above 20 days (6.67%). By gender of the respondents, two third (66.67%) males and 83.33% females expect 1-10 days; 11-20 days – 22.22% males and 16.67% females and above 20 days – 11.11% males but none of the females.

Thus, majority (73.33%) of the respondents in Bazrangpure are expected 3-10 days more of holidays.

The causes of expecting more holidays by the respondents of Bazrangpure is for taking rest, earning extra money, amusement and celebration of family's programmes. The distribution of respondents to these causes is given in the following table:

TABLE 7.24
Causes of Expecting Holidays among Labourers in India by Gender
(Percentage in Parentheses)

Expectation of Duration of Holidays	BAZRANGPURE		
	M	F	T
For Taking Rest	06 (66.67)	02 (33.33)	8 (53.33)
For Utilizing Time for Earning Money	01 (11.11)	02 (33.33)	03 (20.00)
For Amusement	---	01 (16.67)	01 (6.67)
To Celebrate Family Programme	02 (22.22)	01 (16.67)	03 (20.00)
Total (%)	9 (100)	6 (100)	15 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The data indicate that most (53.33%) of the respondents are for taking rest, followed by for utilizing time for earning money and to celebrate family programme (20.00% each) and for amusement (6.67%) respectively. By gender, most (66.67%) of the males are for taking rest but few (11.11%) are for utilizing time for earning money and none of them for amusement. However, most (33.33% each) of the females are for taking rest and for utilizing for earning money but the rest (16.67% each) are for amusement and for celebrating family programme. Thus, most (53.33%) of the respondents in the tea garden of India are expecting more holidays for the cause of taking rest.

Payment of Wage for Holiday

The labourers of tea garden in India and Bangladesh are demanded holidays wages to sustain their livelihood due to low income and unavailability of alternative sources of earning as they are fully engaged in tea works. The labourers who are demanded for holidays' wages is shown in the following table:

TABLE 7.25

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

Demand for Wages in Holidays	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	04 (33.33)	03 (30.00)	07 (31.81)	--	--	--	04 (28.58)	03 (27.28)	07 (28.00)
No	08 (66.67)	07 (70.00)	15 (68.19)	02 (100)	01 (100)	03 (100)	10 (71.42)	08 (72.72)	18 (72.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that only few (28.00%) of the respondents demand holidays' wages as their right to get wages during holidays, however, none of the respondents in Rehana do not claim or demand it. Of the respondents in Bazrangpure, only 31.81% demand holidays' wages and the rest (68.19%) do not. In gender, of the respondents in Bazrangpure, one third (33.33%) males and three tenth (30.00%) females are demanded for holidays' wages.

Thus, few (31.81%) of the tea workers in the Indian tea estate demand holidays' wages but none of the workers of Bangladesh tea garden demand holidays' wages.

Addiction

The tea garden workers are consumed intoxicated products like bidi which contained tobacco that is injurious for health. Some of them are addicted in such intoxicated products to self reliefs due to the ill treatment of tea garden's higher authorities in work force, insisting them to take by their co-workers, etc. The respondents having addicted to tobacco/bidi is shown in the following table:

TABLE 7.26

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

Whether they are Addicted to Bidi/Tobacco	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	02 (16.67)	01 (10.00)	03 (13.64)	--	--	--	02 (14.28)	01 (9.10)	03 (12.00)
No	10 (83.33)	09 (90.00)	19 (86.36)	02 (100)	01 (100)	03 (100)	12 (85.72)	10 (90.90)	22 (88.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that few (12.00%) of the respondents are addicted to Bidi/Tobacco but not in Rehana. Of the respondents in Bazrangpure, 13.64% are addicted to Bidi/Tobacco. By gender, 16.67% males and one tenth (10.00%) females are addicted.

Thus, 13.64% of the tea workers in the Indian tea estate are found addicted to Bidi/Tobacco but none of the respondents are found in the Bangladesh tea garden.

The reasons of addiction to such intoxicated products by the respondents of Bazrangpure are of ill treatment of their master and colleagues insisted to take it. The distribution of respondents to such reasons of addiction is given in the following table:

TABLE 7.27

Reasons for Addiction among Labourers in India by Gender

(Percentage in Parentheses)

Reason for Addiction	BAZRANGPURE		
	M	F	T
Ill-treatment of Master	01 (50.00)	01 (100)	02 (66.67)
Colleagues Insist to take	01 (50.00)	--	01 (33.33)
Total (%)	02 (100)	01 (100)	03 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that two third (66.67%) of the respondents are addiction of Bidi/Tobacco due to ill treatment of their Master and one third (33.33%) are of colleagues insisted to take it. By gender, of the respondents, half (50.00%) each of males are addicted due to the reason of ill treatment of Master as well as of colleagues insisted to take it, however, all the females are due to ill treatment of their Master only.

The time of such intoxicated among the tea workers in Indian tea estate are during their work and during work break. The distribution of respondents to the time of intoxication is shown in the following table:

TABLE 7.28

Time of Intoxication among Labourers in India by Gender

(Percentage in Parentheses)

Time of Intoxication	BAZRANGPURE		
	M	F	T
During Work	01 (50.00)	01 (100)	02 (66.67)
During Break Time	01 (50.00)	--	01 (33.33)
Total (%)	02 (100)	01 (100)	03 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that two third (66.67%) of the respondents are intoxicated during work and one third (33.33%) are during break time. By gender, of the respondents, half (50.00%) each of males are intoxicate during work and break times, however, all the females are intoxicated during work only.

The frequency of intoxication among the tea garden labourers of India are found as once in a day, 3-4 times in a day. The distribution of respondents by frequency of intoxication in given in the following table:

TABLE 7.29
Frequency of Intoxication among Labourers in India by Gender
(Percentage in Parentheses)

Frequency of Intoxication	BAZRANGPURE		
	M	F	T
Once in a day	01 (50.00)	01 (100)	02 (66.67)
3-4 times in a day	01 (50.00)	--	01 (33.33)
Total (%)	02 (100)	01 (100)	03 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that two third (66.67%) of the respondents are intoxicated once in a day and one third (33.33%) are 3-4 times in a day. Of the respondents, half (50.00%) each of males are intoxicated once in day and 3-4 times in a day, however, all the females are intoxicated during work only.

Consumption of Alcohol

The tea garden workers consumed alcohol at their home or any other selling shops after their work. Such consumption is found among male workers only. The distribution of respondents who consumed alcohol is given in the following table:

TABLE 7.30
Alcohol Consumption among Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Consumption of Alcohol	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	--	07 (31.82)	--	--	--	07 (50.00)	--	07 (28.00)
No	05 (41.67)	10 (100)	15 (68.18)	02 (100)	01 (100)	03 (100)	07 (50.00)	11 (100)	18 (72.22)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that few (28.00%) of the respondents are consumed alcohol but none of them in Rehana. Of the respondents in Bazrangpure, 31.82% are consumed alcohol.

By gender, of the respondents in Bazrangpure, 58.33% males consumed alcohol but none of the females consumed it.

Thus, 31.82% of the tea workers in the Indian tea estate are consumed alcohol but not found in the Bangladesh tea garden.

TABLE 7.31

Alcohol Consumption among Labourers in India by Gender

(Percentage in Parentheses)

Time of Taking Alcohol (in hours)	BAZRANGPURE
	M
2 Hours	03 (42.86)
3 Hours	02 (28.57)
24 Hours	02 (28.57)
Total (%)	07 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Of the respondents in Bazrangpure who consumption alcohol, majority (42.86%) are taking after two hours and 28.57% each of them are taking after three hours and twenty four hours.

TABLE 7.32

Place of Consuming Alcohol among Labourers in India by Gender

(Percentage in Parentheses)

Place of Consuming Alcohol	BAZRANGPURE
	M
Home	02 (28.57)
Liquor shop	05 (71.43)
Total (%)	07 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Such respondents are consumed alcohol at liquor shop (71.43%) and home (28.57%).

Benefits given in Tea Garden

The tea garden's authorities are providing some assistant services like ration, provident funds, health facilities, etc. to the workers for smooth functioning of the tea garden. The distribution of respondents who are getting to such facilities is shown in the following table:

TABLE 7.33

Service Benefit given in Tea Garden among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Service Benefit given in Tea Garden	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Ration, provident fund, health facilities	09 (75.00)	08 (80.00)	17 (77.27)	--	--	--	09 (64.29)	08 (72.73)	17 (68.00)
Wages, ration, health service	03 (25.00)	02 (20.00)	05 (22.73)	02 (100)	01 (100)	03 (100)	05 (35.72)	03 (27.28)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (68.00%) of the respondents are getting benefit such as ration, provident fund and health facilities from the tea garden but none of them in Rehana and 32.00% are benefited wages, ration and heal services. Of the respondents in Bazrangpure, majority (77.27%) are benefited ration, provident fund and health facilities, however, in Rehana, all of the respondents are benefited wages, ration and health services from the tea garden.

By gender, of the respondents in Bazrangpure, majority (75.00% males and 80.00% females) are benefited as ration, provident fund and heal facilities and in Rehana, all the males and females are benefited wages, ration and health services from the tea garden.

Thus, the tea workers in the Indian and Bangladesh tea gardens are benefited ration and health services but provident fund are not benefited by the Bangladesh tea workers.

Future Planning of Labourers

The labourers of tea garden are having future plan for their family such as to educate their children, to invest in other business activities, to resist family income, etc. the distribution of respondents and their future plan is given in the following table:

TABLE 7.34
Future Planning of Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Future Planning of Labourers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
To make child educated	08 (66.67)	03 (30.00)	11 (50.00)	01 (50.00)	--	01 (33.33)	09 (64.29)	03 (27.28)	12 (48.00)
To invest money to other business	01 (8.33)	--	01 (4.54)	--	--	--	01 (7.14)	--	01 (4.00)
To arrange for earning money	01 (8.33)	02 (20.00)	03 (13.64)	--	01 (100)	01 (33.34)	01 (7.14)	03 (27.27)	04 (16.00)
To stop work after certain period	01 (8.33)	03 (30.00)	04 (18.18)	--	--	--	01 (7.14)	03 (27.28)	04 (16.00)
Child will be a worker	01 (8.33)	02 (20.00)	03 (13.64)	01 (50.00)	--	01 (33.33)	02 (14.29)	02 (18.17)	04 (16.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that of the respondents, majority (48.00%) future plan are to make their child educates, followed by 16.00% each to arrange for earning money, to stop work after certain period and to become their child as working in the tea garden and few (4.00%) to invest money to other business but none of them in Rehana. Of the respondents in Bazrangpure, half (50.00%) plan to make child educates and few (4.54%) of them plan to invest money to other business. In Rehana, one third (33.33%) each plan to make child educates, to become their child in tea garden work and to arrange for earning money for future.

By gender, of the respondents in Bazrangpure, among males, two third (66.67%) plan to make their child educates and 8.33% each plan to invest money to other business, to arrange for earning money, to stop work after certain and to become their child be as worker in the garden; among females, majority (30.00%) each of them plan to make child educates and to stop work after certain period, however, in Rehana, half (50.00%) each of males plan to make their child educates and to become their child as worker in the tea garden.

Thus, most (48.00%) the tea workers in the Indian tea estate are having future planned as to make child educates while in the Bangladesh tea garden, one

third (33.33%) each, plan to make child educates, to become their child in tea garden works and to arrange for earning money for future.

Desire of getting Permanent Leaves

The tea workers of Bazrangpure and Rehana are desire to take permanent leaves for 30 and above 30 days in a year. The distribution of respondents and the numbers of desire days of getting permanent leaves in a year is shown in the following table:

TABLE 7.35

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

Desire of getting Permanent Leaves	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
30 Days in a Year	07 (58.33)	09 (90.00)	16 (72.72)	01 (50.00)	01 (100)	02 (66.67)	08 (57.14)	10 (90.90)	18 (72.00)
Above 30 Days in a Year	05 (41.67)	01 (10.00)	06 (27.28)	01 (50.00)	--	01 (33.33)	06 (42..86)	01 (9.10)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that majority (72.00%) of the respondents desired to get 30 days for permanent leave in a year and 28.00% desired for above 30 days. Of the respondents in Bazrangpure, majority (72.72%) desired 30 days in a year and few (27.28%) are desired above 30 days, however, in Rehana, two third (66.67%) are desired for 30 days and one third (33.33%) desired above 30 days in a year.

By gender, of the respondents in Bazrangpure, 58.33% males and 90.00% females desired 30 days of getting permanent leaves in a year and 41.67% males and 10.00% females desired above 30 days but in Rehana, half (50.00%) each males desired for 30 days and above 30 days and females are desired for 30 days in year only.

Thus, 72.72% of tea workers in the Indian tea estate are desired to get permanent leave for 30 days in a year and in the Bangladesh tea garden, two third (66.67%) of them desired 30 days of getting permanent leaves in a year.

Quarrel of Labourers with Supervisor/Manager

The workers of tea garden in India and Bangladesh quarrel with their supervisor/Manager for claiming their work bonus, health care assistance, housing, provident funds, etc. The distribution of respondents who claimed to the higher authorities in the tea garden is given in the following table:

TABLE 7.36

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

Whether Labourers Quarrel with Supervisor/Manager	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	03 (25.00)	02 (20.00)	05 (22.73)	--	--	--	03 (21.43)	02 (18.18)	05 (20.00)
No	09 (75.00)	08 (80.00)	17 (77.27)	02 (100)	01 (100)	03 (100)	11 (78.57)	09 (81.82)	20 (80.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that few (20.00%) of the respondents are quarrel with Supervisor/Manager but none of them in Rehana. Of the respondents in Bazrangpure, few (22.73%) of labourers are quarrel with Supervisor/Manager.

By gender, of the respondents in Bazrangpure, one fourth (25.00%) males and one fifth (20.00%) females are found quarrel with Supervisor/Manager.

Thus, 22.73% of the tea workers in the Indian tea estate are found quarrel with Supervisor/Manager while none of the labourers in the Bangladesh tea garden.

Benefits Given by Manager

The benefits that is given to the worker by the Manager after claiming is given in the following table:

TABLE 7.37

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

Type of Benefits	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
More bonus, gratuity, provident fund, child care	07 (58.33)	02 (20.00)	09 (40.90)	--	--	--	07 (50.00)	02 (18.18)	09 (36.00)
Health care, labour welfare, pension	02 (16.67)	03 (30.00)	05 (22.73)	--	--	--	02 (14.29)	03 (27.27)	05 (20.00)
Housing, land for cultivation	03 (25.00)	05 (50.00)	08 (36.36)	02 (100)	01 (100)	03 (100)	05 (35.72)	06 (54.55)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that majority (44.00%) of the respondents are benefited housing and land for cultivation while few (20.00%) of the benefited health care, labour welfare and pension from the Manager but none of them in Rehana. Of the respondents in Bazrangpure, majority (40.90%) are benefited more bonus, gratuity, provident fund, child care and few (22.73%) in health care, labour welfare and pension. In Rehana, all of the respondents are benefited housing and land for cultivation from the tea Manager.

By gender, of the respondents in Bazrangpure, majority (58.33%) males and few (20.00%) females are benefited as more bonus, gratuity, provident fund, child care while in Rehana, all the respondents, both males and females are benefited as housing and cultivation land only from the tea Manager.

Thus, the tea workers in the Indian tea estate are benefited as more bonus, gratuity, provident fund, child care, health care, labour welfare, pension, housing and land for cultivation while in the Bangladesh tea garden they are benefited only housing and cultivation land from the tea Manager.

Preference of Time, Income and Wage among Labourers in Work Place

The tea workers in India and Bangladesh tea estates are having an attitude of getting preference of time, income and wages from the tea authority in work place. The distribution of respondents to such attitudes preferences is given in the following table:

TABLE 7.38

Preference of Time, Income and Wage among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Preference among Labourers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Wage	05 (41.67)	07 (70.00)	12 (54.55)	02 (100)	01 (100)	03 (100)	07 (50.00)	08 (72.72)	15 (60.00)
Total income+ Remuneration	04 (33.33)	02 (20.00)	06 (27.27)	--	--	--	04 (28.57)	02 (18.18)	06 (24.00)
Money and time	03 (25.00)	01 (10.00)	04 (18.18)	--	--	--	03 (21.43)	01 (9.10)	04 (16.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (60.00%) of the respondents are preferred wages in work place, followed by total income with remuneration (24.00%) and money as well as time (16.00%) in work place but none of them in Rehana. Of the respondents in Bazrangpure, majority (54.55%) are preferred only wages and few (18.18%) of them are preferred money and time in work place. In Rehana, all of the respondents are preferred wages only.

By gender, of the respondents in Bazrangpure, among males, majority (41.67%) preferred wages and few (25.00%) preferred money and time. Similarly, among females, majority (70.00%) of them preferred wages and few (10.00%) preferred money and time, however, in Rehana, all the respondents, both males and females are preferred wages only in work place.

Thus, the tea workers in the Indian tea estate are preferred wages, total income with remuneration and money as well as time while in the Bangladesh tea garden they are preferred only wages in work place.

II

WORK BEHAVIOUR OF LABOUR IN THE LOW PERFORMING INDUSTRY

All of the respondents in both the tea garden labourers are permanent. The work behaviour of the labourers refers 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 greatest 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. The analysis of the findings has been given in this section:

Job Titles

Among the tea garden labourers of Bazrangpure and Rehana are holding in different job positions according to their education level, gender, etc. to run the garden efficiently in production of tea. The distribution of job holding position among the respondents is given in the following table:

TABLE 7.39

Job Holding Position among the Respondents in India and Bangladesh by Gender (Percentage in Parentheses)

Name of Job Holding Position	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Line Chowkidar	01 (8.33)	--	01 (4.54)	--	--	--	01 (7.14)	---	01 (4.00)
Tea Labourer	10 (83.33)	10 (100)	20 (90.90)	02 (100)	01 (100)	03 (100)	12 (85.12)	11 (100)	23 (92.00)
Mali	01 (8.33)	--	01 (4.54)	--	--	--	01 (7.14)	---	01 (4.00)
Total (%)	12 (1000)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that most (92%) of the respondents are engaged as tea labour and 4% each are in line chowkidar and mali. In Bazrangpure, all of the females respondents are engaged as tea labour while among males, 8.33% each are holding line chowkidar and mali. In Rehana, all of the males and females are tea lobourer.

Thus, the tea workers in the Indian tea estate are engaged in line chowkidar, tea labour and mali while in the Bangladesh tea garden, all of them are engaged as tea labourer.

Jobs Activity

According to their job holding position, the respondents are engaged in different activities, like tea plucking, looking after the roadways and guarding the manager bungalow and flower gardening in the tea estate areas. The distribution of activities engaged by the respondents of Bazrangpure and Rehana is given in the following table:

TABLE 7.40

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

Job Activity	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Tea Plucking	10 (83.33)	10 (100)	20 (90.90)	02 (100)	01 (100)	03 (100)	12 (85.71)	11 (100)	23 (92.00)
Guard to each and Every line	01 (8.33)	--	01 (4.54)	--	--	--	01 (7.15)	--	01 (4.00)
Gardening	01 (8.33)	--	01 (45.54)	--	--	--	01 (7.14)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that most (92.00%) of the respondents are engaged in tea plucking and 4% each are guarding of every line and gardening flowers garden. In Rehana, all the respondents are engaged in tea plucking both male and female of all the respondents while in Bazrangpure, 8.33% each of the males are engaged in guarding line and gardening, however, of all the females are engaged as tea plucking.

Thus, the tea workers in the Indian tea estate job activities are tea plucking, guard to line and gardening while in the Bangladesh tea garden, the activities they engaged are only tea plucking.

Work Site

The place of working of respondents also different according to their position of job holding such as tea plucking in the tilla/hills area and gardening in flower garden nearby the bungalow of tea manager residential areas. The distribution of place of working by the respondents is shown in the following table:

TABLE 7.41

Place of Working among the Respondents in India and Bangladesh by Gender

(Percentage in Parentheses)

Place of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Tilla of Tea Garden	11 (91.67)	10 (100)	21 (95.45)	02 (100)	01 (100)	03 (100)	13 (92.86)	11 (100)	24 (96.00)
Flower Garden	01 (8.33)	--	01 (4.55)	--	--	--	01 (7.14)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (96.00%) of the respondents are working in tilla/hill as a tea plucking and guard of the line in the garden. In Bazrangpure, all the females and over nine tenth (91.67%) males are working in tilla and 8.33% males are working in flower garden while in Rehana all the males and females working in tilla.

Thus, majority (95.45%) of the tea workers in the Indian tea estate are working in tilla while in the Bangladesh tea garden they all are working in tilla.

Length of Work Experience

The period of working in the tea garden by the respondents of tea labourers can be classified as 1-5 years, 6-10 years, 11-15 years, 16-20 years and 21-25 years. The distribution of respondents into length of working in the garden in shown in the following table:

TABLE 7.42

Length of Work Experience among the Respondents in India and Bangladesh by Gender

(Percentage in Parentheses)

Length of Work Experience	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
1-5	--	--	--	--	01 (100)	01 (33.33)	--	01 (9.09)	01 (4.00)
6-10	--	--	--	--	--	--	--	--	--
11-15	--	--	--	--	--	--	--	--	--
16-20	--	03 (30.00)	03 (13.63)	02 (100)	--	02 (66.67)	02 (14.29)	03 (27.28)	05 (20.00)
21-25	12 (100)	07 (70.00)	19 (86.37)	--	--	--	12 (85.71)	07 (63.63)	19 (76.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The data shows that majority (76.00%) of the respondents are working since 21-25 years of experience in the tea garden but one of them in Rehana and few (4.00%) of them are 1-5 years experience but none of them are found in Bazrangpure. Of the respondents in Bazrangpure, all of them are working since 16-25 years and all the males are working since 21-25 years however, of the females, three tenths of them are working since 16-20 years. In Rehana, all the males and females are working 16-20 years and 1-5 years respectively.

Thus, all the tea workers in the Indian tea estate are work experience of 16-25 years while in the Bangladesh tea garden, two third (66.67%) are experience for 16-20 years and one third (33.33%) experience for 1-5 years.

Spontaneous Inclination to Work

During holiday the tea workers of India and Bangladesh are spontaneously incline to work due to habituated on work. Such inclination to work by the respondents during holidays is shown in the following table:

TABLE 7.43

Spontaneous Inclination to Work among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Spontaneous Inclination to Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	08 (80.00)	15 (68.18)	02 (100)	01 (100)	03 (100)	09 (64.28)	09 (81.81)	18 (72.00)
No	05 (41.67)	02 (20.00)	07 (31.82)	--	---	--	05 (35.72)	02 (18.19)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (72.00%) of the respondents are spontaneously inclined to work during holiday. Of the respondents in Bazrangpure, 68.18% are spontaneously inclined to work and in Rehana, all the respondents are as spontaneously inclined to work in holidays.

By gender, of the respondents in Bazrangpure, 58.33% males and 80.00% females spontaneously inclined to work and in Rehana all of the males and females respondents spontaneously inclined to work in holidays.

Thus, majority (68.18%) of the tea workers in the Indian tea estate and all the respondents in Bangladesh tea garden are as spontaneously inclined in work during.

Working after Asking By Authority

The tea workers of India and Bangladesh are working before or only after asking by the authority to do it. Such attitude of respondents on their duty on working is shown in the following table:

TABLE 7.44

Working after Asking By Authority among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Working after Asking By Authority	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	05 (50.00)	12 (54.54)	--	--	--	07 (50.00)	05 (45.46)	12 (48.00)
No	05 (41.67)	05 (50.00)	10 (45.46)	02 (100)	01 (100)	03 (100)	07 (50.00)	06 (54.54)	13 (52.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that over half (52.00%) of the respondents do not work only after asking by the authority to do it but 48.00% of respondents are having such attitude. Of the respondents in Bazrangpure, 54.54% are working only after asking by the authority but in Rehana, none of respondents do not have such attitude. By gender, of the respondents in Bazrangpure, 58.33% males and 50.00% females do works only after asking by the authority but in Rehana all of the males and females respondents do not have it.

Thus, majority (54.54%) of the tea workers in the Indian tea estate are working only after asking by the authority to do work while none of the respondents in Bangladesh tea garden do not have it.

The causes of doing work only after asking by the authority among the respondents are for earning more money as to sustain day-to-day live in their family needs.

TABLE 7.45

Cause for Working after Asking By Authority among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Cause for Working after Asking	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
For Earning more Money as Needed to Family	08 (66.67)	05 (50.00)	13	--	--	--	08 (57.14)	05 (45.45)	13 (52.00)
No	04 (33.33)	05 (50.00)	09	02 (100)	01 (100)	03 (100)	06 (42.86)	06 (54.55)	12 (48.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Feeling When Asked to Work Over Time

The feelings/attitudes of the workers such as 'work is tiresome, hard, so bad' and 'for excess wages somehow it is good' are the perceptions towards their work that is asking by the authority to do it again after the completion of work is over. Such perceptions of respondents is given in the following table:

TABLE 7.46

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

Feeling after asking to work over time	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
As Work is Tiresome and Hard so Bad	10 (83.33)	07 (70.00)	17 (77.28)	01 (50.00)	01 (100)	02 (66.67)	11 (78.58)	08 (72.72)	19 (76.00)
For Excess Wages Somehow Good	02 (16.67)	03 (30.00)	05 (22.72)	01 (50.00)	--	01 (33.33)	03 (21.42)	03 (27.28)	06 (24.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that of the respondents, majority (76.00%) feels as work is tiresome, hard, so bad and 24.00% feels as for excess wages it is somehow good for them after asking to work over time. Of the respondents in Bazrangpure, over three fourth (77.28%) feels as work is tiresome, hard, so bad and above and 22.72% feels as for excess wages, it is somehow good. In Rehana, 66.67% feels as work is tiresome, hard for them to do it and 33.33% feels good as they as earning excess wages.

By gender, of the respondents in Bazrangpure, 83.33% males and 70.00% females feel good as they as earning excess wages and 16.67% males and 30.00% females feels as for excess wages, it is somehow good. In Rehana, half (50.00%) males and all females respondents feels as work is tiresome, hard for them to do it.

Thus, majority (77.28% in India and 66.67% in Bangladesh) of the respondents in the tea estates feels as work is tiresome, hard for them as asking by the authority to do it again after the completion of work is over.

Average Real Periods of Practical Hours of Work

The tea garden workers of India and Bangladesh tea estates are working as an average of 4-5 hours, 6-7 hours and 8 to eight hours above in a day in the garden. The

distribution of respondents by average of real practical hours of working in a day in the garden is given in the following table:

TABLE 7.47

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

Average Real Periods of Practical Hours of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Within 4 – 5 hours	02 (16.67)	03 (30.00)	05 (22.73)	--	--	--	02 (14.29)	03 (27.27)	05 (20.00)
Within 6 – 7 hours	04 (33.33)	05 (50.00)	09 (40.40)	02 (100)	01 (100)	03 (100)	06 (42.86)	06 (54.54)	12 (48.00)
8 hours and above	06 (50.00)	02 (20.00)	08 (36.37)	--	--	--	06 (42.85)	02 (18.19)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (48.00%) of the respondents are working 6-7 hours as an average real practical hours of working in a day, followed by eight hours and above (32.00%) and 4-5 hours (20.00%), however, in Rehana none of the respondents are found working of 4-5 and eight and above hours as an average of real practical hours. Of the respondents in Bazrangpure, 40.40% are working 6-7 hours as an average of real practical hours; 36.37% are eight hours and above; and 22.73% are 4-5 hours. In Rehana, all the respondents are working 6-7 hours.

By gender, of the respondents in Bazrangpure, half (50.00%) males and 20.00% females are working eight hours and above; one third (33.33%) males and half (50.00%) females are working 6-7 hours and 16.67% males and 30.00% females are within 4-5 hours as an average real practical period of working. In Rehana, all of the males and females respondents are working 6-7 hours.

Thus, majority (40.40%) of the tea workers in the Indian tea estate and all the respondents in Bangladesh tea garden are working 6-7 hours as an average of real practical hours on work.

Work Competitiveness

The 258ehavior of the respondents in the tea gardens of India and Bangladesh is seen as competitive to each other to appreciate them by the manager or any higher authorities. To understand whether the respondents are working as competitiveness with other fellow workers is given according to their response in the following table:

TABLE 7.48

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

Status of Competitiveness	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	01 (8.33)	02 (20.00)	03 (13.63)	01 (50.00)	01 (100)	02 (66.67)	02 (14.28)	03 (27.27)	05 (20.00)
No	11 (91.67)	08 (80.00)	19 (86.37)	01 (50.00)		01 (33.33)	12 (85.71)	08 (72.72)	20 (80.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that very few (20%) of the respondents response as they are compete with co-workers during their work in the garden. Of the respondents in Bazrangpure, 13.63% are found competitiveness while in Rehana two third (66.67%) are found competitiveness. By gender, of the respondents in Bazrangpure, 8.33% males and 20.00% females are competitive with their co-workers. However, in Rehana, half (50.00%) males and all females are found competitiveness with their co-workers in the tea garden.

Thus, 13.63% of the tea workers in the Indian tea estate are found competitiveness while in the Bangladesh tea garden two third (66.67%) of them are found competitiveness with their co-workers.

Maintenance of Time in Doing Work

Maintenance of time in doing work among labourers is being shown in the following table:

TABLE 7.49

Maintenance of Time in Doing Work among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Maintenance of Time in Doing Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	06 (60.00)	13 (59.09)	02 (100)	01 (100)	03 (100)	09 (64.29)	07 (63.64)	16 (64.00)
No	05 (41.67)	04 (40.00)	09 (40.41)	--	--	--	05 (35.71)	04 (36.36)	09 (36.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The data show that most (64.00%) of the respondents are maintained the time while doing work in the tea garden. Of the respondents in Bazrangpure, only 59.09% are maintained their time in doing tea garden works but all in Rehana. By gender, of the respondents in Bazrangpure, 58.33% males and three fifths (60.00%) females maintained their time during tea garden works.

Thus, most (59.09%) of the tea workers in the Indian tea estate are maintained their time in doing tea works while in the Bangladesh tea garden all of them maintained it.

Perception of the Time Bound Duty to Work

The perception of the time bound duty to work among labourers is shown in the following table:

TABLE 7.50

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

Perception of the Time Bound Duty to Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	08 (66.67)	08 (80.00)	16 (72.73)	02 (100)	01 (100)	03 (100)	10 (71.43)	09 (81.82)	19 (76.00)
No	04 (33.33)	02 (20.00)	06 (27.27)	--	--	--	04 (28.57)	02 (18.18)	06 (24.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Aound three fourths of the labourers perceive the work allotted to them as time bound duty in the two industriesm and the rest do not.

Time of Greatest Pressure in Work

The tea workers are having work pressure while working like in the evening, morning, before and after lunch. To finish the work, the tea authorities are imposed and giving pressure to complete the assigned area/work. The distribution of respondents and the time of work pressure on them is given in the following table:

TABLE 7.51

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

Time of Greatest Pressure in Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Evening	03 (25.00)	01 (10.00)	04 (18.18)	02 (100)	--	02 (66.67)	05 (35.72)	01 (9.10)	06 (24.00)
Morning	05 (41.67)	01 (10.00)	06 (27.27)	--	--	--	05 (35.72)	01 (9.09)	06 (24.00)
Before Lunch	02 (16.66)	03 (30.00)	05 (22.73)	--	--	--	02 (14.28)	03 (27.27)	05 (20.00)
After Lunch	02 (16.67)	05 (50.00)	07 (31.82)	--	01 (100)	01 (33.33)	02 (14.28)	06 (54.54)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that most (32.00%) of the respondents are getting greatest pressure in work after lunch, followed by 24.00% each in the evening and morning, one fifth (20.00%) before lunch. Of the respondents in Bazrangpure, majority (31.82%) are having work pressure after lunch; 27.27% in the morning and 22.73% before lunch but not found in Rehana in these durations; and few (18.18%) in the evening. However, in Rehana, two third (66.67%) of the respondents are having work pressure in the evening and one third (33.33%) are in after lunch.

By gender, of the respondents in Bazrangpure, most (41.67%) males and few (10.00%) females are having work pressure in the morning but 16.67% of males and half (50.00%) of females are having work pressure after lunch. In Rehana, all the males are getting work pressure in the evening and all the females respondents are after lunch.

Thus, most (31.83%) of the tea workers in the Indian tea estate are having work pressure after lunch while in Bangladesh tea garden they are having in the evening.

Enjoyment of Work

TABLE 7.52

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

Enjoyment of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	05 (41.67)	03 (30.00)	08 (36.36)	--	--	--	05 (35.72)	03 (27.27)	08 (32.00)
No	07 (58.33)	07 (70.00)	14 (63.64)	02 (100)	01 (100)	03 (100)	09 (64.28)	08 (72.73)	17 (68.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that near about one third (32.00%) of the respondents response as they are enjoyed to work in the tea garden but none of the respondents are found in Rehana tea estate. Of the respondents in Bazrangpure, 36.36% of them responses as enjoyed to work. Moreover, of the respondents by gender, 41.67% males and three tenth (30.00%) females response that they are enjoyed their work.

Thus, 36.36% of the tea workers in the Indian tea estate are enjoyed with their work in the tea garden while in the Bangladesh tea garden none of them enjoy it.

The reason of enjoyment of work among the tea workers in the tea garden of India are of by access in earning so that they are able to save some amount of money.

TABLE 7.53

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

Enjoyment of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Do not Working and Taking Rest	07 (58.33)	07 (70.00)	14 (62.64)	02 (100)	01 (100)	03 (100)	09 (64.28)	08 (72.73)	17 (68.00)
By Excess Earning so Saving is Possible	05 (41.67)	03 (30.00)	08 (36.36)	--	--	--	05 (35.72)	03 (27.27)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Help to Co-Workers

The tea garden workers in India and Bangladesh are helping with each other while working. The respondents who are having preference to help their co-workers is shown in the following table:

TABLE 7.54

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

Preference to Help Co-Workers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	04 (40.00)	11 (50.00)	02 (100)	01 (100)	03 (100)	09 (64.28)	05 (45.45)	14 (56.00)
No	05 (41.67)	06 (60.00)	11 (50.00)	--	--	--	05 (35.72)	06 (54.55)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that most (56.00%) of the respondents are having preference to help co-worker during work. In Bazrangpure, of the respondents half (50.00%) and in Rehana all the respondents are having preference to help co-worker. By gender, of the respondents in Bazrangpure, 58.33% males and two fifths (40.00%) females are having preference to help co-worker during work in the tea garden. However, in Rehana, all of the males and females are having preference to help co-worker.

Thus, half (50.00%) of the tea workers in the Indian tea estate and all of them in the Bangladesh tea garden are having preference to help co-worker during work.

Moreover, the workers are helping with their co-workers even after the completion of their own works. Such preference of helping by the respondents to their co-workers is shown in the following table:

TABLE 7.55

Preference to Help Co-Workers after Completion of Self Work among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Preference to Help Co-Workers after Completion of Self Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	04 (40.00)	11 (50.00)	02 (100)	01 (100)	03 (100)	09 (64.28)	05 (45.45)	14 (56.00)
No	05 (41.67)	06 (60.00)	11 (50.00)	--	--	--	05 (35.72)	06 (54.55)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

All of the respondents, both males and females in the tea garden of India and Bangladesh having preferred to help co-workers are also having preferences to help their co-workers after the completion of his/her work.

TABLE 7.56

Denial to Help Co-Workers among the labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Denial to Help Co-Workers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	05 (41.67)	06 (60.00)	11 (50.00)	--	--	--	05 (35.72)	06 (54.55)	11 (44.00)
No	07 (58.33)	04 (40.00)	11 (50.00)	02 (100)	01 (100)	03 (100)	09 (64.28)	05 (45.45)	14 (56.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that majority (56.00%) of the respondents are helped their co-workers and 44.00% are denied to help co-workers. Of the respondents in Bazrangpure, half (50.00%) each of them willing and denied to help their co-workers but in Rehana, all of the respondents are willing to help their co-workers.

By gender, of the respondents in Bazrangpure, 58.33% males and two fifths (40.00%) females are willing to help their co-workers; 41.67% males and three fifths (60.00%) females are denied to help their co-workers. However, in Rehana, all of the males and females respondents are willing to help their co-workers.

Thus, half (50.00%) each of the tea workers in the Indian tea estate are willing as well as denied to help their co-workers while in the Bangladesh tea garden they all are willing to help it.

Causes of Competition between Co-Workers

The causes of competition between co-workers are being given below:

TABLE 7.57

Causes of Competition between Co-Workers during Work Time in India and Bangladesh by Gender (Percentage in Parentheses)

Causes of Competition between Co-Workers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
To Pick more Leaves	01 (8.33)	02 (20.00)	03 (13.64)	01 (50.00)	01 (100)	02 (66.67)	02 (14.29)	03 (27.27)	05 (20.00)
No	11 (91.67)	08 (80.00)	19 (86.36)	01 (50.00)	--	01 (33.33)	12 (85.71)	08 (72.73)	20 (80.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that one fifth (20.00%) of the respondents are competing with the co-workers as to pick more tea leaves and four fifths (80.00%)

of them do not have such cause of competition. Of the respondents in Bazrangpure, 13.64% and in Rehana, two third (66.67%) of them are found such competition to pick more tea leave with their co-workers.

By gender, of the respondents in Bazrangpure, 8.33% males and one fifth (20.00%) females; in Rehana, half (50.00%) males and all the females are to pick more tea leaves as competing with their co-workers.

Thus, 13.64% of the tea workers in the Indian tea estate and in the Bangladesh tea garden two third (66.67%) of them are found of pick more tea leave as competing with their co-workers.

Habit of Taking Rest during Work Time

The tea garden labourers are taking rest after long hours of working under the trees, hut which is made for tea leave measurement and rest house. However, some respondents do not rest until they finish their work, specially those who are engaged in tea leaves plucking.

TABLE 7.58

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

Habit of Rest during Work Time	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	06 (60.00)	13 (59.09)	02 (100)	01 (100)	03 (100)	09 (64.28)	07 (63.63)	16 (64.00)
No	05 (41.67)	04 (40.00)	09 (40.91)	--	--	--	05 (35.72)	04 (36.37)	09 (36.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that majorities (64.00%) of the respondents are having the habit of rest during work time and 36.00% of them do not have it. Of the respondents in Bazrangpure, 59.09% are having habit of rest during work time and 40.91% of them do not have habit of rest during work time but in Rehana, all of the respondents are having the habit of rest during work time.

By gender, of the respondents in Bazrangpure, 58.33% males and three fifths (60.00%) females are having the habit of rest during work time. However, in Rehana, all of the males and females respondents are having the habit of rest during work time.

Thus, most (59.09%) of the tea workers in the Indian tea estate are having the habit of rest during work time while in the Bangladesh tea garden all of them are having the habit of rest during work time.

Habit of Chatting during Work Time

The tea workers are also chatting with their fellow workers about their family matters, village, neighbourhood, economic problem, such as income, etc. Such habits are practices during work time as a sharing of the problems among them.

TABLE 7.59

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

Habit of Chatting during Work Time	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	07 (70.00)	14 (63.64)	--	--	--	07 (50.00)	07 (63.63)	14 (56.00)
No	05 (41.67)	03 (30.00)	08 (36.36)	02 (100)	01 (100)	03 (100)	07 (50.00)	04 (36.37)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that most (63.64%) of the respondents in Bazrangpure are found having chatting habit during work time but none of them in Rehana. By gender, 58.33% males and seven tenth (70.00%) females are having chatting habit during work time.

Thus, most (63.64%) of the tea workers in the Indian tea estate are having chatting habit during work time while in the Bangladesh tea garden none of them have chatting habit during work time.

Of the chatting respondents during work time, the topic such as familial, personal and economic are the prominent endorsements for them. The distribution of respondents to such chatting topic during work time is given in the following table:

TABLE 7.60

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

Topic of Chatting during Work Time	BAZRANGPURE		
	M	F	T
Familial	07 (50.00)	07 (50.00)	14 (100)
Personal	05 (35.71)	02 (14.28)	07 (50.00)
Economic	--	01 (7.14)	01 (7.14)
Total (%)	12 (100)	10 (100)	22 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, all of them are chatting on the topic of familial, followed by personal matter (50.00%) and economic condition

(7.14%). By gender, half (50.00%) of males and females chat about familial but few (7.14%) females chat about economic and none of males are found chatting on such topic.

Thus, all the tea workers in the Indian tea estate are chatting on familial topic during work time.

Expectation of Remuneration after Work

The tea workers in India and Bangladesh are expected remuneration after their work leave, wages and more holidays. The distribution of respondents on their expectation of remuneration after work is given in the following table:

TABLE 7.61
Expectation of Remuneration after Work among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Expectation of Remuneration after Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Additional remuneration	08 (66.67)	06 (60.00)	14 (63.64)	01 (50.00)	--	01 (33.33)	09 (64.29)	06 (54.54)	15 (60.00)
More leave	01 (8.33)	01 (10.00)	02 (9.09)	--	--	--	01 (7.14)	01 (9.10)	02 (8.00)
More wages	02 (16.67)	01 (10.00)	03 (13.64)	01 (50.00)	01 (100)	02 (66.67)	03 (21.43)	02 (18.18)	05 (20.00)
More holidays	01 (8.33)	02 (20.00)	03 (13.64)	--	--	--	01 (7.14)	02 (18.18)	03 (12.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table reveals that majority (60.00%) of them are expectation of additional remuneration after works, followed by more wages (20.00%), but none of them in Rehana, more holidays (12.00%) also not found in Rehana and more leave (8.00%). Of the respondents in Bazrangpure, majority (63.64%) expects additional remuneration, followed by 13.64% each of more wages and more holidays and more leave (9.09%). In Rehana two third (66.67%) expects for more wages and one third (33.33%) for additional remuneration after works.

By gender, of the respondents in Bazrangpure, two third (66.67%) males and three fifths (60.00%) females expect of additional remuneration after work but few (8.33% males and 10.00% females) expects on more leave. In Rehana, half (50.00%) of males and all females expect remuneration after work on more wages.

Thus, the tea workers in the Indian tea estate are expecting remuneration on additional remuneration, more leave, more wages and more holidays after works while in the Bangladesh tea garden they expect on additional remuneration and more wages only.

Wage related to the Production

The wage related to the production among labourers is being given in the following table:

TABLE 7.62
Whether Wage is Related to Production among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Wage related to the Production	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	11 (91.67)	10 (100)	21 (95.45)	02 (100)	01 (100)	03 (100)	13 (92.85)	11 (100)	24 (96.00)
No	01 (8.33)	--	01 (4.55)	--	--	--	01 (7.15)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (96.00%) of the respondents wages are related to production and only 4.00% do not related to production as wages but not found in Rehana. Of the respondents in Bazrangpure, majority (95.45%) of their wages are related to production and few (4.55%) are related wages to production. In Rehana, all of their wages are related to production.

By gender, of the respondents in Bazrangpure, over nine tenth (91.67%) males and all females wages are found related to production but in Rehana, all of the males and females wages are relate to production.

Thus, majority (95.45%) of the tea workers in the Indian tea estate are found wages related to production while in the Bangladesh tea garden all of their wages are related to production.

Work Output

The production of tea by tea workers in India and Bangladesh tea estates are measured by time, area and of materials. The distribution of respondents by work measurement is given in the following table:

TABLE 7.63

Types of Measurement of Work except Weight among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Types of Measurement of Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Measurement of time	03 (25.00)	03 (30.00)	06 (27.28)	02 (100)	--	02 (66.67)	05 (35.72)	03 (27.28)	08 (32.00)
Measurement of area	05 (41.67)	03 (30.00)	08 (36.36)	--	01 (100)	01 (33.33)	05 (35.72)	03 (27.28)	06 (24.00)
Measurement of material	04 (33.33)	04 (40.00)	08 (36.36)	--	--	--	04 (28.57)	04 (36.36)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, majority (32.00% each) work is measured by time and material (none of them in Rehana) and the rest (24.00%) are measured by area of work. Of the respondents in Bazrangpure, majority (36.36% each) are measured by area and material and few (27.28%) of them are measured by time of their work. In Rehana, two third (66.67%) are measured time and one third (33.33%) by area of their work.

By gender, of the respondents in Bazrangpure, among males, majority (41.67%) measured by area and few (25.00%) by time but among females, majority (40.00%) of them are measured by material of their work. In Rehana, all the males are measured by time of their work and all females are measured by area of their work.

Thus, the tea workers in the Indian tea estate are measured of their work by time, area and material while in the Bangladesh tea garden they are measured by time and area.

Average Production

The tea workers in India and Bangladesh tea estates produces as an average of about 23 kgs., 50 kgs.. and above 50 kg. in a day. The distribution of respondents to their average production in a day is given in the following table:

TABLE 7.64

Average Production among Labourers in India and Bangladesh by Gender

(Percentage in Parentheses)

Average Production	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Above 23 kg	02 (16.67)	03 (30.00)	05 (22.73)	01 (50.00)	--	01 (33.33)	03 (21.43)	03 (27.28)	06 (24.00)
Up to 50 kg	07 (58.33)	03 (30.00)	10 (45.45)	--	--	--	07 (50.00)	03 (27.28)	10 (40.00)
Above 50 kg	02 (16.67)	04 (40.00)	06 (27.27)	01 (50.00)	01 (100)	02 (66.67)	03 (21.43)	05 (45.45)	08 (32.00)
Not Weighing	01 (8.33)	--	01 (4.55)	--	--	--	01 (7.14)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (40.00%) of the respondents are produced 50 kgs. as an average but none of them in Rehana, followed by above 50 kgs (32.00%), however, few (4.00%) are not measured or weighing of their products but not found in Rehana. Of the respondents in Bazrangpure, majority (45.45%) are produced as an average of 50 kgs. and few (22.73%) of them are produces as an average of about 23 kgs. In Rehana, two third (66.67%) produces above 50 kgs and few (33.33%) of them produces about 23 kgs as an average.

By gender, of the respondents in Bazrangpure, among males, majority (58.33%) produces upto 50 kgs and few (16.67%) produces above 23 kgs; among females, majority (40.00%) of them produces above 50 kgs as an average, however, in Rehana, half (50.00%) each of males produces about 23 kgs and above 50 kgs. and females produce above 50 kgs. as an average.

Thus, the tea workers in the Indian tea estate are produces about 23 kg, up to 50 kg and above 50 kg as an average of tea production in a day while in the Bangladesh tea garden they are produced about 23 kg and above 50 kg as average of tea production.

Engaging their Children in Work

The status of engaging their children in work is being discussed below

TABLE 7.65
Engaging Children in Work among Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Engaging Children in Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	09 (75.00)	9 (90.00)	18 (81.81)	--	--	--	09 (64.29)	09 (81.82)	18 (72.00)
No	03 (25.00)	01 (10.00)	04 (18.19)	02 (100)	01 (100)	03 (100)	05 (35.72)	02 (18.18)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that of the respondents, majority (72.00%) of their children are engaged in tea work but none of them in Rehana. Of the respondents in Bazrangpure, majority (81.81%) of their children are engaging in tea works.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and nine tenth (90.00%) females of their children are engaging as tea works.

Thus, majority (81.81%) of the tea workers in the Indian tea estate of their children are found engaged in tea work while none of them are found in the Bangladesh tea garden.

Number of Leaves Taken

The tea workers of Bazrangpure and Rehana are taking leaves in working day such as one day in a week and four days in a month. The distribution of respondents and the numbers of taken leaves by them is shown in the following table:

TABLE 7.66
Number of Leaves Taken by Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Number of Leaves Taken	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Weekly 1 day	08 (66.67)	07 (70.00)	15 (68.18)	01 (50.00)	01 (100)	02 (66.67)	09 (64.28)	08 (72.73)	17 (68.00)
Monthly 4 days	04 (33.33)	03 (30.00)	07 (31.82)	01 (50.00)	--	01 (33.33)	05 (35.72)	03 (27.28)	08 (32.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that majority (68.00%) of the respondents are taken leaves weekly of one day and 32.00% are taken 4 days in monthly. Of the respondents in Bazrangpure, majority (68.18%) are taken leaves one day in weekly and few (31.82%) are taken four days in monthly, however, in Rehana, two third (66.67%) are taken leaves one day in weekly and one third (33.33%) are taken four days in monthly.

By gender, of the respondents in Bazrangpure, two third (66.67%) males and 70.00% females are taken leaves one day in weekly and one third (33.33%) males and 30.00% females are taken leaves four days in monthly but in Rehana, half (50.00%) each males are taken leaves one day in weekly and four days in monthly and females are taken leaves one day in weekly only.

Thus, most (68.18%) of the tea workers in the Indian tea estate are taken leaves one day in weekly and similarly, in the Bangladesh tea garden, most (66.67%) of them are taken leaves one day in weekly.

It is found that among the tea workers are taken leaves exceeding to the numbers of leave in a year due to their family problem or other business engagement for alternative income earning. The distribution of respondents having surpassing leave in a year in shown in the following table:

TABLE 7.67

Surpassing Leave in a Year among Labourers in India and Bangladesh by Gender

(Percentage in Parentheses)

Whether they Surpass Leave in a Year	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	04 (33.33)	03 (30.00)	07 (31.82)	01 (50.00)	--	01 (33.33)	05 (35.72)	03 (27.28)	08 (32.00)
No	08 (66.67)	07 (70.00)	15 (68.18)	01 (50.00)	01 (100)	02 (66.67)	09 (64.29)	08 (72.73)	17 (68.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that few (32.00%) of the respondents are surpassed their leave in a year but majority (68.00%) do not. Of the respondents in Bazrangpure, 31.82% are surpassed their leave in a year but majority (68.18%) are not, however, in Rehana, one third (33.33%) are surpassed their leave in a year and two third (66.67%) are not surpassed their leave.

By gender, of the respondents in Bazrangpure, one third (33.33%) males and 30.00% females are surpassed their leave in a year but in Rehana, half (50.00%) males are surpassed their leave in a year and females are not improve it.

Thus, 31.82% of the tea workers in the Indian tea estate are surpassed their leave in a year and in the Bangladesh tea garden, 33.33% of them are surpassed their leave in a year.

TABLE 7.68
Causes of Surpassing Leave among Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Cause of Surpassing Leave	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
For Different Social and Familial Needs	03 (25.00)	02 (20.00)	05 (22.73)	--	--	--	03 (12.43)	02 (18.18)	05 (20.00)
For Better Earning Scope	09 (75.00)	08 (80.00)	17 (77.27)	02 (100)	01 (100)	03 (100)	11 (78.57)	09 (81.82)	20 (80.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Absenteeism among Labourers

The status of absenteeism among labourers is shown in the following table:

TABLE 7.69
Whether Labourers Remain Absent from Work in India and Bangladesh by Gender
(Percentage in Parentheses)

Whether Remain Absent	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	11 (91.67)	09 (90.00)	20 (90.90)	01 (50.00)	01 (100)	02 (66.67)	12 (85.71)	10 (90.90)	22 (88.00)
No	01 (8.33)	01 (10.00)	02 (9.10)	01 (50.00)	--	01 (33.33)	02 (14.29)	01 (9.10)	03 (12.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, most (88.00%) are found remained absent from work and 12.00% do not. Of the respondents in Bazrangpure, 90.90% remain absent and 9.10% do not, however, in Rehana, two third (66.67%) are remained absent from work and one third (33.33%) do not.

By gender, of the respondents in Bazrangpure, 91.67% males and 90.00% females are remained absent for work, however, in Rehana, half (50.00%) males and all females are remained absent from their work.

Thus, majority (90.90%) of the tea workers in the Indian tea estate are remained absent from their work, similarly, in the Bangladesh tea garden, most (66.67%) of them remained absent from work.

The tea workers of Bazrangpure and Rehana lost their wages due to the absenteeism of work. The distribution of respondents who lost their wages due to absent of work is shown in the following table:

TABLE 7.70

Whether Labourers Lose Wage Due to Absenteeism in India and Bangladesh by Gender (Percentage in Parentheses)

Whether Labourers Loss Wage Due to Absenteeism	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	08 (66.67)	08 (80.00)	16 (72.72)	02 (100)	01 (100)	03 (100)	10 (71.43)	09 (81.82)	19 (76.00)
No	04 (33.33)	02 (20.00)	06 (27.28)	--	--	--	04 (28.57)	02 (18.18)	06 (24.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, majority (76.00%) lost their wages due to absent of work but few (24.00%) do not. Of the respondents in Bazrangpure, most (72.72%) of them are lost their wages due to absenteeism but in Rehana, all of them are lost their wages.

By gender, of the respondents in Bazrangpure, one third (33.33%) males and 80.00% females lost wages due to absent of work, however, in Rehana, all of males and females loss wages.

Thus, majority (72.72%) of the tea workers in the Indian tea estate lost their wages due to absent in work while in the Bangladesh tea garden, all of them lost their wages.

Due to such absenteeism in their work, the workers of tea garden in India and Bangladesh are lost the upto Rs. 50000 and upto Rs. 10000 in a year. The distribution of respondents by the amount of losing in a year is given in the following table:

TABLE 7.71

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

Amount of Wage Loss Due to Absenteeism	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Up to 5000/ year	10 (83.33)	08 (80.00)	18 (81.81)	--	--	--	10 (71.43)	08 (72.73)	18 (72.00)
From 5000 to 10,000/ year	02 (16.67)	02 (20.00)	04 (18.19)	02 (100)	01 (100)	03 (100)	04 (28.57)	03 (27.28)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, most (72.00%) lost upto an amount of Rs. 5000.00 in a year due to absenteeism but none of them in Rehana and few (28.00%) are lost Rs. 5000.00 to 10000.00 in a year. Of the respondents in Bazrangpure, 81.81% are lost Rs. 5000.00 in a year and 18.81% are lost Rs. 5000.00 to 10000.00, however, in Rehana, all of them are lost Rs. 5000.00 to 10000.00 in a year due to absenteeism.

By gender, of the respondents in Bazrangpure, 83.33% males and 80.00% females are lost Rs. 5000.00 and 16.67% males and 20.00% females lost Rs. 5000.00 to 10000.00 in a year due to absenteeism but in Rehana, all the males and females are lost Rs. 5000.00 to 10000.00.

Thus, most (81.81%) of the tea workers in the Indian tea estate are lost Rs. 5000.00 while in the Bangladesh tea garden, all of them are lost Rs. 5000.00 to 10000.00 in a year due to absenteeism.

Insufficiency of Leaves

Though the tea workers in India and Bangladesh are getting leave, there is still found insufficiency for them. The distribution of respondents having insufficiency of leave is shown in the following table:

TABLE 7.72

Whether Labourers get Insufficient Leave in India and Bangladesh by Gender (Percentage in Parentheses)

Insufficiency of Leaves	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	09 (75.00)	07 (70.00)	16 (72.72)	02 (100)	01 (100)	03 (100)	11 (78.57)	08 (72.73)	19 (76.00)
No	03 (25.00)	03 (30.00)	06 (27.28)	--	--	--	03 (21.43)	03 (27.27)	06 (24.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that of the respondents, majority (76.00%) are found insufficiency of leave. Of the respondents in Bazrangpure, 72.72% are insufficiency of leave, however, in Rehana, all of them are found insufficiency of leave.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and 70.00% females are having insufficiency of leave and all males and females are having insufficiency of leave in Rehana.

Thus, most (72.72%) of the tea workers in the Indian tea estate are insufficiency of leave while in the Bangladesh tea garden, all of them are having insufficiency of leave in the tea garden.

It is found that the tea workers having both sufficiency and insufficiency of leave are desire to get yearly leaves. The distribution of respondents having desire of yearly leave in India and Bangladesh tea estates is given in the following table:

TABLE 7.73

Desire of Getting Yearly Leave among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Desire of Getting Yearly Leaves	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	11 (91.67)	09 (90.00)	20 (90.90)	02 (100)	01 (100)	03 (100)	13 (92.85)	10 (90.90)	23 (92.00)
No	01 (8.33)	01 (10.00)	02 (9.10)	--	--	--	01 (7.15)	01 (9.10)	02 (8.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that most (92.00%) of the respondents are desired to get yearly leave and 8.00% do not. Of the respondents in Bazrangpure, 90.90% are desire to get yearly leave, however, in Rehana, all of them are desired to get yearly leave.

By gender, of the respondents in Bazrangpure, 91.67% males and 90.00% females are desired to get yearly leave and in Rehana, all of the males and females are desired to get it.

Thus, 90.90% of the tea workers in the Indian tea estate and all of the respondents of tea garden workers in the Bangladesh desired to get yearly leave.

Ways of Working

During work, the tea workers in India and Bangladesh are managed to complete their assigned work in doing either by quick or slow. The distribution of respondents and the way of working in the tea garden to complete their work is given in the following table:

TABLE 7.74
Ways of Working among Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Ways of Working	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Slow Work	05 (41.67)	02 (20.00)	07 (31.82)	--	--	--	05 (35.72)	02 (18.18)	07 (28.00)
Quick Work	03 (25.00)	04 (40.00)	07 (31.82)	--	--	--	03 (21.43)	04 (36.36)	07 (28.00)
Slow and Quick Work	02 (16.67)	02 (20.00)	04 (18.18)	02 (100)	01 (100)	03 (100)	04 (28.57)	03 (27.28)	07 (28.00)
Work as They Like	02 (16.67)	02 (20.00)	04 (18.18)	--	--	--	02 (14.28)	02 (18.18)	04 (16.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that of the respondents, majority (28.00% each) doing slow in work, quick in work and slow with quick in work as to complete their work while few (16.00%) work as the way whatever they like but not found in Rehana. Of the respondents in Bazrangpure, 31.82% each of them are slow and quick in working and 18.18% each of them are working slow as well as quick and working as they like. In Rehana, all of them are working slow as well as quick.

By gender, of the respondents in Bazrangpure, slow in working – 41.67 males, 20.00% females; quick in working - one fourth (25.00%) males and two fifths (40.00%) females; slow and quick working – 16.67% males and 20.00% females; and working as they like – 16.67 males and 20.00% females, however, in Rehana, all of males and females are practices slow and quick working in the tea garden.

Thus, majority (31.82% each) of the tea workers in the Indian tea estate are slow and quick working while in the Bangladesh tea garden, all of them are working slow as well as quick.

Strike of Work

The tea workers of India and Bangladesh are involved in strike as a pressure group to increase their wages and for bonus of wages. The respondents involve in such strike is shown in the following table:

TABLE 7.75
Whether Labourers gone for Strike/Lockout in India and Bangladesh by Gender
(Percentage in Parentheses)

Whether gone for Strike/Lockout	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	08 (66.67)	07 (70.00)	15 (68.18)	--	--	--	08 (57.14)	07 (63.63)	15 (60.00)
No	04 (33.33)	03 (30.00)	07 (31.82)	02 (100)	01 (100)	03 (100)	06 (42.86)	04 (36.37)	10 (40.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	.11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table indicates that majority (60.00%) of the respondents are going for strike or lockout but none of them in Rehana. Of the respondents in Bazrangpure, 68.18% are going for strike or lockout and 31.82% are not involved it.

By gender, of the respondents in Bazrangpure, two third (66.67%) males and 70.00% females are involved such strike or lockout in the tea garden.

Thus, majority (68.18%) of the tea workers in the Indian tea estate are going for strike or lockout while in the Bangladesh tea garden, none of them are involved it.

Such involvements of strike by the respondents in the tea garden are claiming of their wages and bonus.

TABLE 7.76

Cause of Involvement in Strike/ Lockout during Service Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Cause of Involvement in Strike/ Lockout during Service	BAZRANGPURE		
	M	F	T
For claim of wage and bonus	08 (66.67)	07 (70.00)	15 (68.18)
No involvement	04 (33.33)	03 (30.00)	07 (31.82)
Total (%)	12 (100)	10 (100)	22 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Genuineness of Demands

TABLE 7.77

Whether their demand for Movement was Essential among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

their demand for Movement was Essential	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	07 (58.33)	06 (60.00)	13 (59.10)	--	--	0	07 (50.00)	06 (54.55)	13 (52.00)
No	05 (41.67)	04 (40.00)	09 (40.90)	02 (100)	01 (100)	03 (100)	07 (50.00)	05 (45.45)	12 (48.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Regularity at Work

Regularity at work for the tea workers in India and Bangladesh tea estates are found as after 10 a.m. and on or before 10 a.m. The distribution of respondents by time of regularity at work is given in the following table:

TABLE 7.78

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

Regularity at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
After 10 A.M.	--	07 (70.00)	07 (31.82)	01 (50.00)	--	01 (33.33)	01 (7.14)	07 (63.63)	08 (32.00)
On or before 10 A.M.	12 (100)	03 (30.00)	15 (68.28)	01 (50.00)	01 (100)	02 (66.67)	13 (92.86)	04 (36.36)	17 (68.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that of the respondents, majority (68.00%) attend regularly on or before 10 A.M. while 32.00% are attended after 10 A.M. at work place. Of

the respondents in Bazrangpure, 68.28% are attended work place by on or before 10 A.M and 31.82% attended after 10 A.M. however, in Rehana, two third (66.67%) are attended on or before 10 A.M and one third (33.33%) attended after 10 A.M at work place.

By gender, of the respondents in Bazrangpure, all the males are attended on or before 10 A.M at work place but among the females, majority (70.00%) attended after 10 A.M and 30.00% attended on or before 10 A.M. In Rehana, half (50.00%) each of males are attended after 10 A.M and on or before 10 A.M at work place but females are attended on or before 10 A.M at work place only.

Thus, it is found that all the males of tea workers in the Indian tea estate attended on or before 10 A.M at work while in the Bangladesh tea garden, all females attended on or before 10 A.M at work.

Arrival at Work

The tea garden labourers are arriving at their work place in different time depending on the working distance and the family's works engagement. Some of them are arrived in time of at work. The distribution of respondents who arrived in time at work place is given in the following table:

TABLE 7.79
Arrival at Work in Time among Labourers of India and Bangladesh by Gender
(Percentage in Parentheses)

Whether Labourers Arrive at Work in Time	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	04 (33.33)	03 (30.00)	07 (31.82)	01 (50.00)	--	01 (33.33)	05 (35.72)	03 (27.27)	08 (32.00)
No	08 (66.67)	07 (70.00)	15 (68.18)	01 (50.00)	01 (100)	02 (66.67)	09 (64.28)	08 (72.73)	17 (68.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh . from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table reveals that majority (68.00%) of the respondents do not arrived at work in time and near about one third (32.00%) of them are arrived at work in time. Of the respondents in Bazrangpure, most (68.18%) of them are not arrived at work in time and few (31.82%) are arrived at work in time. However, in Rehana, two third (66.67%) are not arrived at work in time and one third (33.33%) are arrived in time.

By gender, of the respondents in Bazrangpure, two third (66.67%) males and 70.00% females are not arrived at work in time and one third (33.33%) males

and 30.00% females are arrived at work in time, however, in Rehana, half (50.00%) males and all females are not arrived at work in time and half (50.00%) males arrived in time.

Thus, 31.82% of the tea workers in the Indian tea estate arrived at work in time while in the Bangladesh tea garden, one third (33.33%) of them are arrived at work in time.

Duration of Late Coming at Work

The tea workers in India and Bangladesh tea estates are found late coming at work as after 30 minute, more than 30 minute uncertain time from the regularity of time. The distribution of respondents by time duration of late coming at work is given in the following table:

TABLE 7.80

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

Duration of Late Coming at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
After 30 minutes	--	04 (40.00)	04 (18.18)	01 (50.00)	--	01 (33.33)	01 (7.14)	04 (36.36)	05 (20.00)
More than 30 minutes	--	03 (30.00)	03 (13.64)	--	--	--	--	03 (27.28)	03 (12.00)
Uncertain time	12 (100)	03 (30.00)	15 (68.18)	01 (50.00)	01 (100)	02 (66.67)	13 (92.86)	04 (36.36)	17 (68.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

The table shows that majority (68.00%) of the respondents are attending late for uncertain time at work, followed by 20.00% attending late for after 30 minutes and 12.00% attending late for more than 30 minutes but none of them in Rehana. Of the respondents in Bazrangpure, most (68.18%) of them are attending late as before uncertain time and few (13.64%) of them attending late for more than 30 minutes. In Rehana, two third (66.67%) of them are attending late as before uncertain time and one third (33.33%) of them are attending late as after 30 minutes.

By gender, of the respondents in Bazrangpure, all males and 30.00% are before uncertain time; after 30 minutes – 40.00% female and more than 30 minutes are 30.00% females, however, in Rehana, half (50.00%) each of males attend late after 30 minutes and before uncertain time but all females attend late after 30 minutes.

Thus, the tea workers in the Indian tea estate are late by after 30 minutes, more than 30 minutes and just before uncertain time while in the Bangladesh tea garden are late by after 30 minutes and just before uncertain time.

The reason of late coming at work by the respondents of Bazrangpure are as house work (71.43%) and due to weather condition (28.57%). These are given in the following table:

TABLE 7.81
Reasons for Late Coming at Work among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Reasons for Late Coming at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
House work	--	05 (71.43)	05 (71.43)	01 (50.00)	--	01 (33.33)	--	05 (71.43)	05 (71.43)
Weather	--	02 (28.57)	02 (28.57)	01 (50.00)	01 (100)	02 (66.67)	--	02 (28.57)	02 (28.57)
Total (%)	--	07 (100)	07 (100)	02 (100)	01 (100)	03 (100)	--	07 (100)	07 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12

Time of Reaching at Work

The tea workers in India and Bangladesh tea estates are reaching at work place either early or on time which is fixed by the authority. The distribution of respondents by time of reaching at work in the tea garden in given in the following table:

TABLE 7.82
Time of Reaching at Work among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Time of Reaching at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
On time	12 (100)	02 (66.67)	14 (87.50)	01 (50.00)	--	01 (33.33)	13 (92.85)	02 (50.00)	15 (83.33)
Early	--	01 (33.33)	02 (12.50)	01 (50.00)	01 (100)	02 (66.67)	01 (7.15)	02 (50.00)	03 (16.67)
Total (%)	12 (100)	03 (100)	16 (100)	02 (100)	01 (100)	03 (100)	14 (100)	04 (100)	18 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (83.33%) reach on time for work and 16.67% are reaching before time of work. Of the respondents in Bazrangpure, most (87.50%) are reaching on time of working and few (12.50%) reached before time of work, however, in Rehana, two third (66.67%) of them are reaching before time and one third (33.33%) reached on time for work.

By gender, of the respondents in Bazrangpure, all males and two third (66.67%) females reach on time but one third (33.33%) females reach before working time. In Rehana, half (50.00%) each of males reached on time and before work time respectively but all females reached before work time.

Thus, most (87.50%) of the tea workers in the Indian tea estate are reaching on time at work place while in the Bangladesh tea garden, majority (66.67%) are reaching early than the work time.

Of the respondents who are reaching before time of work are having different reasons like for plucking more tea leave and as following advice of the authority. The distribution of respondents by the reason of reaching before work time is given in the following table:

TABLE 7.83

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

Reasons for Coming Early at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
For Pluck More Leaves	07 (58.33)	02 (66.67)	09 (60.00)	01 (50.00)	01 (100)	02 (66.67)	08 (57.14)	03 (75.00)	11 (61.11)
For Following Authorities' Order	05 (41.67)	01 (33.33)	06 (40.00)	01 (50.00)	--	01 (33.33)	06 (42.85)	01 (25.00)	07 (38.88)
Total (%)	12 (100)	03 (100)	15 (100)	02 (100)	01 (100)	03 (100)	14 (100)	04 (100)	18 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (61.11%) are coming early at work for plucking more tea leave and 38.88% are as following to the advice of the authority. Of the respondents in Bazrangpure, most (60.00%) of them are for plucking more tea leave and few (40.00%) for following authority order. In Rehana, (66.67%) of them are for plucking more tea leave and one third (33.33%) for as following authority' order.

By gender, of the respondents in Bazrangpure, 58.33% males and 66.67% females are for plucking more tea leave and 41.67% males and 33.33% are as following authorities' order, however, in Rehana, half (50.00%) males and all females for plucking more tea leave but half (50.00%) are coming early at work as followed the order of authority.

Thus, of all the tea workers in India and Bangladesh, majority (61.11%) are coming early at work for plucking more tea leave.

Whether Leaving Work Early

The status of leaving work early among labourers is given below:

TABLE 7.84
Whether Leaving Work Early among Labourers of India and Bangladesh by Gender
(Percentage in Parentheses)

Whether Leaving Work Early	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	06 (50.00)	03 (30.00)	09 (40.90)	--	--	--	06 (42.85)	03 (27.28)	09 (36.00)
No	06 (50.00)	07 (70.00)	13 (59.10)	02 (100)	01 (100)	03 (100)	08 (57.14)	08 (72.73)	16 (64.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents over one third (36.00%) are leaving work early but none of them in Rehana. Of the respondents in Bazrangpure, 40.90% of them are leaving early work. By gender, half (50.00%) of males and 30.00% females are leaving early their work before time.

Thus, over two fifths (40.90%) of the tea workers in the Indian tea estate are leaving work early while in the Bangladesh tea garden none of them are found leaving work early.

The tea labourers of tea garden in India and Bangladesh are leaving their work place before 5 p.m., after 5 p.m., and after 9 p.m. depending on their works entrusted by the tea authority. The distribution of respondents and the time of leaving their work is given in the following table:

TABLE 7.85
Time of Finishing Work among Labourers of India and Bangladesh by Gender
(Percentage in Parentheses)

Time of Leaving Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Before 5 P.M	04 (33.33)	02 (20.00)	06 (27.27)	--	--	--	04 (28.57)	02 (18.18)	06 (24.00)
After 5 P.M	07 (58.33)	08 (80.00)	15 (68.18)	02 (100)	01 (100)	03 (100)	09 (64.29)	09 (81.82)	18 (72.00)
After 9 P.M.	01 (8.33)	--	01 (4.54)	--	--	--	01 (7014)	--	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table indicates that majority (72.00%) of the respondents are leaving their work after 5 P.M, followed by before 5 P.M (24.00%) and after 9 P.M (4.00%). Of the respondents in Bazrangpure, most (68.18%) of them are leaving after 5 P.M and few (4.54%) of them are after 9 P.M, however, in Rehana, all of them are leaving work after 5 P.M only.

By gender, of the respondents in Bazrangpure, most (58.33% males and 80.00% females) are leaving their work after 5 P.M and few (8.33%) of males are leaving after 9 P.M but none of the females, however, in Rehana, all the males and females are leaving their work after 5 P.M.

Thus, most (68.18%) of the tea workers in the Indian tea estate are leaving their work after 5 P.M and in the Bangladesh tea garden, all of them are leaving their work after 5 P.M.

Time of Leaving Work Early

Early leaving of work by tea workers in India are before lunch and before the time work in the evening. Such time of leaving of work by respondents is given in the following table:

TABLE 7.86
Time of Leaving Work Early among Labourers of India by Gender
(Percentage in Parentheses)

Time of Leaving Work Early	BAZRANGPURE		
	M	F	T
Before lunch	07 (58.33)	05 (50.00)	12 (54.54)
Before time in the evening	05 (41.67)	05 (50.00)	10 (45.55)
Total (%)	12 (100)	10 (100)	22 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

Of the respondents, the time of leaving work early are such as before lunch (54.54%) and before time over in the evening (45.55%). Moreover, 58.33% males and half (50.00%) females are leaving before lunch; 41.67% males and half (50.00%) females are leaving before time in the evening.

Thus, majority (54.54%) of tea workers in the Indian tea estate are leaving their work early before lunch.

Causes of Leaving Work Early

The cause of leaving work early by the tea workers in India and Bangladesh tea estates are to take rest and to do other work. The distribution of respondents by causes of leaving work early is given in the following table:

TABLE 7.87
Causes of Leaving Work Early among Labourers of India and Bangladesh by Gender
(Percentage in Parentheses)

Cause of Leaving Work Early	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
To Take Rest	09 (75.00)	05 (50.00)	14 (63.64)	01 (50.00)	01 (100)	02 (66.67)	10 (71.43)	06 (54.55)	16 (64.00)
To Do Other Work	03 (25.00)	05 (50.00)	08 (36.36)	01 (50.00)	--	01 (33.33)	04 (28.57)	05 (45.45)	09 (36.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (64.00%) are leaving work early to take rest and over one third (36.00%) are to do other work. In Bazrangpure, of the respondents, over three fifth (63.64%) are to take rest and 36.36% are to do other work. However, in Rehana of the respondents, two third (66.67%) leaving work early to take rest and one third (33.33%) are to do other work.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and half (50.00%) females are to take rest and one fourth (25.00%) males and half (50.00%) females are to do other work. In Rehana of the respondents, half (50.00%) males and all females are to take rest and half (50.00%) males are to do other work.

Thus, majority (63.63% in Bazrangpure and 66.67% in Rehana) of tea workers are leaving early work to take rest.

Reasons for Leaving Work Early

The reason for leaving early from the work are as for their home work, tiredness and work completed before duration which are assign to them. The distribution of respondents by reason of leaving early at work place is given in the following table:

TABLE 7.88
Reasons for Leaving Work Early among Labourers of India by Gender
(Percentage in Parentheses)

Reason for Leaving Work Early	BAZRANGPURE		
	M	F	T
House work	03 (25.00)	04 (40.00)	07 (31.82)
Tired	02 (16.67)	06 (60.00)	08 (36.36)
Work is Over	07 (58.33)	--	07 (31.82)
Total (%)	12 (100)	10 (100)	22 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

Of the respondents, the reasons for leaving work early are such as house work (31.82%), tiredness (36.36%) and work is over (31.82%).

Thus, the tea workers in the Indian tea estate are leaving their work due to home work, tiredness and work is over.

Duration of Lunch Time

The tea labourers of tea garden in India are having duration of taking lunch such as half an hour and one hour at working place. The distribution of respondents by duration of lunch time is given in the following table:

TABLE 7.89
Duration of Lunch Time at Work among Labourers in India and Bangladesh by Gender
(Percentage in Parentheses)

Duration of Lunch Time at Work	BAZRANGPURE			G. Total		
	M	F	T	M	F	T
Half an Hour	08 (66.67)	10 (100)	18 (81.82)	08 (66.67)	10 (100)	18 (81.82)
1 hour	04 (33.33)	--	04 (18.18)	04 (33.33)	--	04 (18.18)
Total (%)	12 (100)	10 (100)	22 (100)	12 (100)	10 (100)	22 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (81.82%) are taking lunch as half an hour and 18.82% taking lunch for one hour. By gender, two third (66.67%) males and all females take lunch for half hour and one third (33.33%) males take lunch for one hour.

The time limits in taking lunch among the labourers are shown in the following table:

TABLE 7.90

Having Time Limits in Taking Lunch among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Having Time Limits in Taking Lunch at Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	05 (41.67)	09 (90.00)	14 (63.64)	01 (50.00)	01 (100)	02 (66.67)	06 (42.85)	10 (90.90)	16 (64.00)
No	07 (58.33)	01 (10.00)	08 (36.36)	01 (50.00)	--	01 (33.33)	08 (57.14)	01 (9.10)	09 (36.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (64.00%) responses as they are having time limit of taking lunch in their work place but 36.00% of them do not have it. Of the respondents in Bazrangpure, most (63.648%) of them are having time limit and few (36.36%) do not. In Rehána, two third (66.67%) of them are having time limit and one third (33.33%) do not have such time limit of taking lunch.

By gender, of the respondents in Bazrangpure, 41.67% males and 90.00% are having time limit and 58.33% males and 10.00% females do not, however, in Rehana, half (50.00%) of males and all females are having lime limit of taking lunch at work place.

Thus, 63.64% of the tea workers in the Indian tea estate are having time limit of taking lunch while in the Bangladesh tea garden, two third (66.67%) of them have time limits of taking lunch at work place.

The tea labourers of tea garden in India and Bangladesh are taking lunch at the work place and at home. The distribution of respondents and the places of taking lunch is shown in the following table:

Table -91

Place of Taking Lunch among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Place of Taking Lunch	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
At Work Place	09 (75.00)	07 (70.00)	16 (72.73)	--	--	--	09 (64.29)	07 (63.63)	16 (64.00)
At Home	03 (25.00)	03 (30.00)	06 (27.27)	02 (100)	01 (100)	03 (100)	05 (35.72)	04 (36.36)	09 (36.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table reveals that majority (64.00%) of the respondents are taking their lunch at work place but none of them are found in Rehana and 36.00% of them are taking at home. Of the respondents in Bazrangpure, most (72.73%) of them are taking at work place and 27.27% of them are at home. In Rehana, all of them are taking lunch at home.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and 70.00% females are taking lunch at work place and one fourth (25.00%) males and 30.00% females are taking at their home, however, in Rehana, all of them are taking at their home.

Thus, most (72.73%) of the tea workers in the Indian tea estate are taking lunch at work place while in the Bangladesh tea garden all of them are taking lunch at their home only.

Feelings on the Eve of Starting Work

The feelings of tea labourers of Bazrangpure and Rehana tea garden towards the eve of starting tea work in the garden is found like doing the work as the blessings of God, working for as family's economic stability and work as an usual practice. The distribution of respondents and their feeling towards their work in the eve of tea work in the tea garden is shown in the following table:

TABLE 7.92

Feelings on the Eve of the Starting Work among Laborers of India and Bangladesh by Gender (Percentage in Parentheses)

What Labourers feel on the Eve of the Starting Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Doing the Work with the Blessings of God	06 (50.00)	03 (30.00)	09 (40.90)	01 (50.00)	01 (100.00)	02 (66.67)	07 (50.00)	04 (36.36)	11 (44.00)
Working for Family's Economic Stability	04 (33.33)	03 (30.00)	07 (31.82)	--	--	--	04 (28.57)	03 (27.28)	07 (28.00)
Work is an Usual Practice	02 (16.67)	04 (40.00)	04 (18.18)	01 (50.00)	--	01 (33.33)	03 (21.43)	04 (36.36)	07 (28.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (44.00%) of the respondents feel doing the work with the blessings of God on the eve of the starting work and 28.00% each feels working for family's economic stability and work is an usual practice. Of the respondents in Bazrangpure, most (40.90%) of them feel doing the work with the blessings of God, followed by working for family's economic stability (31.82%) and work is an usual practice (18.18%). In Rehana, two third (66.67%) of them

feel doing the work with the blessings of God and one third (33.33%) feels work is a usual practice.

By gender, of the respondents in Bazrangpure, most (50.00%) of the males feel doing the work with the blessings of God but most (40.00%) are felt work is a usual practice, however, in Rehana, half (50.00%) each of males feel doing the work with the blessings of God and work is a usual practice.

Thus, the tea workers in the Indian tea estate feels doing the work with the blessings of God, working for family's economic stability and work is an usual practice while in the Bangladesh tea garden are felt doing the work with the blessings of God and work is an usual practice in the eve of starting work.

Performing Puja/ Prayer on the Eve of Starting Work

The workers in the garden of India and Bangladesh are performed like puja or prayer such as Biswakarma, Hanumanji, Durga, Monosha, Ganesh, Mongal Devta, Shiv, Barambaba, Narayan and Bansakti in the eve of engagement of tea work in tea garden. Such respondents who are performed puja or prayer is given in the following table:

TABLE 7.93

Performing Puja/ Prayer on the Eve of Starting Work among India and Bangladesh by Gender (Percentage in Parentheses)

Whether Labourers Perform Puja/ Prayer on the Eve of Starting Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	12 (100)	09 (90.00)	21 (95.45)	02 (100)	01 (100)	03 (100)	14 (100)	10 (90.90)	24 (96.00)
No	---	01 (10.00)	01 (4.55)	--	--	--	--	01 (9.10)	01 (4.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (96.00%) of the respondents performed puja/prayer on the eve of the starting work and few (4.00%) of them do not practice but all of them from Rehana are practiced. Of the respondents in Bazrangpure, most (95.45%) of them performed puja/prayer on the eve of the starting work, however, in Rehana, all of them are practice it.

By gender, of the respondents in Bazrangpure, all males 90.00% females are performed puja/prayer on the eve of the starting work but in Rehana, all of the males and females are performed puja/prayer on the eve of the starting work.

Thus, most (95.45%) of the tea workers in the Indian tea performed puja/prayer on the eve of the starting work while in the Bangladesh tea garden, all of them are performed such puja/prayer on the eve of the starting work.

Types of Puja/Prayers Performed by Labourers

Performing puja or prayer by the workers in the garden of India and Bangladesh like Biswakarma, Hanumanji, Durga, Monosha, Ganesh, Mongal Devta, Shiv, Barambaba, Narayan and Bansakti on the eve of starting work is distributed in the following table:

TABLE 7.94

Types of Puja /Prayers Performed among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Types of Puja /Prayers Performed	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Biswakarma	02 (16.67)	01 (10.00)	03 (13.64)	--	--	--	02 (14.29)	01 (9.10)	03 (12.00)
Hanumanji	02 (16.67)	02 (20.00)	04 (18.18)	--	--	--	02 (1429)	02 (18.18)	04 (16.00)
Durga, Monosha	05 (41.67)	04 (40.00)	09 (40.90)	02 (100)	--	02 (66.67)	07 (50.00)	04 (36.36)	11 (44.00)
Ganesh, Mongal Devta	01 (8.33)	01 (10.00)	02 (9.09)	--	--	--	01 (7.14)	01 (9.10)	02 (8.00)
Shiv, Barambaba	01 (8.33)	02 (20.00)	03 (13.64)	--	--	--	01 (7.14)	02 (18.18)	03 (12.00)
Narayan, Bansakti	01 (8.33)	--	01 (4.54)	--	01 (100)	01 (33.33)	01 (7.14)	01 (9.10)	02 (8.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (44.00%) performed Durga and Monosha on the eve of starting work, followed by Hanumanji (16.00%), 12.00% each performed Biswakarma and Shiv with Barambaba but none of them in Rehana perform it. In Bazrangpure, Durga, Monosha (40.90%), Hanumanji (18.18%), Biswakarma, Shiv, Barambaba (13.64%), Ganesh, Mongal Devta (9.09%) and Narayan, Bansakti (4.54%) are the important puja/prayer on the eve of starting work while in Rehana Durga, Monosha (66.67%) and Narayan, Bansakti (33.33%) are the important puja/prayer preformed on the eve of starting work among the tea workers.

Time Span of Performing Puja/Prayers by Labourers

The time period of performing such puja/prayer by the tea labourers are as since 1-10 years ago and 11-25 years ago. The distribution of respondents and the time of performing puja/prayer is given in the following table:

TABLE 7.95

Time Span of Performing Puja/Prayers by Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Time Span of Performing Puja/Prayers by Labourers	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
01 – 10 years	05 (41.67)	04 (40.00)	09 (40.90)	02 (100)	01 (100)	03 (100)	07 (50.00)	05 (45.45)	12 (48.00)
11 – 25 years	07 (58.33)	06 (60.00)	13 (59.10)	--	--	--	07 (50.00)	06 (54.55)	13 (52.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, over half (52.00%) performed such puja/prayer since 11-25 years ago and 48.00% are since 1-10 years ago. Of the respondents in Bazrangpure, most (59.10%) of them performed since 11-25 years ago but none of them in Rehana and few 40.90% are since 1-10 years ago. In Rehana, all of them are performing since 1-10 years ago.

Thus, most (59.10%) of the tea workers in the Indian tea estate are performed since 11-25 years ago while in the Bangladesh tea garden all of them are performed since 1-10 years ago.

Feelings about Authority's Expectation

The feeling about authority's expectation is being shown in the following table:

TABLE 7.96

Feelings about Authority's Expectation among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Whether Labourers Feel about Authority's Expectation	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	10 (83.33)	09 (90.00)	19 (86.36)	02 (100)	01 (100)	03 (100)	12 (85.71)	10 (90.90)	22 (88.00)
No	02 (16.67)	01 (10.00)	03 (13.64)	--	--	--	02 (14.29)	01 (9.10)	03 (12.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (88.00%) of the respondents are feeling about the Authority's expectation. Of the respondents, most (86.36%) of them in Bazrangpure and all in Rehana are feeling about the Authority's expectation.

By gender, of the respondents in Bazrangpure, 83.33% males and 90.00% females are feeling about the Authority's expectation, however, in Rehana, all of the males and females feel about it.

Thus, most (86.36%) of the tea workers in the Indian tea estate and all of the workers in the Bangladesh tea garden feels the sense of the Authority's expectation.

Ways of Following Authority's Direction

The work commitment of tea labourers are deals as the ways of following authority's direction by them like following directed by supervising authority and work according to themselves in work. The distribution of respondents and sincerity in following authority's direction is given in the following table:

TABLE 7.97

Ways of Following Authority's Direction among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Way of Following Authority's Direction	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Following as directed by supervising authority	07 (87.50)	06 (66.67)	13 (76.47)	01 (50.00)	01 (100)	02 (66.67)	08 (88.89)	07 (70.00)	15 (78.95)
Work according to Themselves	01 (12.50)	03 (33.33)	04 (23.53)	01 (50.00)	--	01 (33.33)	01 (11.11)	03 (30.00)	04 (21.05)
Total (%)	08 (100)	09 (100)	17 (100)	02 (100)	01 (100)	03 (100)	09 (100)	10 (100)	19 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that of the respondents, majority (78.95%) are followed directed by the supervising authority as showing their work commitment and 21.05% of them are working according to their wishes. Of the respondents in Bazrangpure, most (76.47%) of them are following as directed by supervising authority and few (23.53%) of them are working according to their wishes. In Rehana, two third (66.67%) of them are following as directed by supervising authority and one third (33.33%) of them are working according to their wishes.

By gender, of the respondents in Bazrangpure, 87.50% males and 66.67% females are following as directed by supervising authority; 12.50% males and 33.33% females work according to their wishes, however, in Rehana, half (50.00%) males all the females following as directed by supervising authority but half (50.00%) males work according to their wishes.

Thus, most (76.47% in Bazrangpure and 66.67% in Rehana) of the tea workers in Indian and Bangladesh tea garden are following as directed by supervising authority as work commitment.

Regularity at Duty

TABLE 7.98

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

Whether Labourers Regularly Attend their Duty	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	05 (41.67)	04 (40.00)	09 (40.90)	01 (50.00)	01 (100)	02 (66.67)	06 (42.85)	05 (45.45)	11 (44.00)
No	07 (58.33)	06 (60.00)	13 (59.10)	01 (50.00)	--	01 (33.33)	08 (57.14)	06 (54.55)	14 (56.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (56.00%) of the respondents are not attending regularly in their duty and over two fifths (44.00%) are attending regularly in their duty. Of the respondents in Bazrangpure, over one fifths (40.90%) of them are attending regularly in their duty, however, in Rehana, two third (66.67%) of them are attending regularly in their duty.

By gender, of the respondents in Bazrangpure, 41.67% males and 40.00% females are attending regularly in their duty however, in Rehana, half (50.00%) of males and all the females are attending regularly in their duty.

Thus, few (40.90%) of the tea workers in the Indian tea estate are regularly attending their duty but in the Bangladesh tea garden all of them are attending their duty regularly.

Reasons for thinking their Jobs as Duty

The tea workers in India and Bangladesh are thinking of their job as duty to family and duty to authority. The distribution of respondents and the reason for thinking of their jobs as duty is given in the following table:

TABLE 7.99

Reasons for thinking their Jobs as Duty among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Reasons for thinking their Jobs as Duty	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Duty to Family	08 (66.67)	06 (60.00)	14 (63.63)	01 (50.00)	--	01 (33.33)	09 (64.28)	06 (54.55)	15 (60.00)
Duty to Authority	04 (33.33)	04 (40.00)	08 (36.37)	01 (50.00)	01 (100)	02 (66.67)	05 (35.72)	05 (45.45)	10 (40.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (60.00%) of the respondents are thinking their job as duty to family and two fifths (40.00%) of them think their job as duty to their authority. Of the respondents in Bazrangpure, most (63.63%) of them are thinking their job as duty to family and few (36.37%) of them think as duty to authority. In Rehana, two third (66.67%) of them are thinking as duty to authority and one third (33.33%) of them think as duty to family.

By gender, of the respondents in Bazrangpure, two third (66.67%) males and three fifths (60.00%) are thinking their job as duty to family and one third (33.33%) males and two fifths (40.00%) females think as duty to authority, however, in Rehana, half (50.00%) each of males think their job as duty to family and authority but all the females think as duty to authority.

Thus, majority (63.63%) of the tea workers in the Indian tea estate are thinking their job as duty to family while in the Bangladesh tea garden majority (66.67%) are think as duty to authority.

Feelings after Completion of Daily Work

After the completion of daily work in the tea garden, the tea workers feel that it is good or as tiresome. The distribution of respondents by the feeling after the completion of daily work in the tea garden of India and Bangladesh is given in the following table:

TABLE 7.100
Feelings after Completion of Daily Work among Labourers of India and Bangladesh by Gender (Percentage in Parentheses)

Feeling after Completion of Daily Work	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Good	06 (50.00)	--	06 (27.27)	--	--	--	06 (42.85)	--	06 (24.00)
Tired	06 (50.00)	10 (100)	16 (72.73)	02 (100)	01 (100)	03 (100)	08 (57.14)	11 (100)	18 (72.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (72.00%) of the respondents feel tired after completion of their daily work and 24.00% of them feel good/happy after they complete but none of them in Rehana. Of the respondents in Bazrangpure, most (72.73%) of them are tired after completion of daily work and few (27.27%) of

them are just feel good. In Rehana, all of them are felt tired after completion of their daily work.

By gender, of the respondents in Bazrangpure, half (50.00%) each of males are felt good and tired but all female feel tired only, however, in Rehana, all of the males and females feel tired after they complete of their daily work.

Thus, most (72.73%) of the tea workers in the Indian tea estate are feel tired while in the Bangladesh tea garden, all of them feel tired after their completion of daily work.

What Labourers Do When feel Tired

After tiredness of working, the tea garden labourers are taking leisure time like rest. However, due to some other work in their home, they do not have an opportunity to take rest. The distribution of respondents by leisure time after getting tiredness of doing work is given in the following table:

TABLE 7.101
What Labourers Do when feel Tired in India and Bangladesh by Gender
(Percentage in Parentheses)

What they do When feel Tired	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Taking Rest	09 (75.00)	07 (70.00)	16 (72.73)	02 (100)	01 (100)	03 (100)	11 (78.57)	08 (72.73)	19 (76.00)
No Opportunity of Rest	03 (25.00)	03 (30.00)	06 (27.27)	--	--	--	03 (21.43)	03 (27.27)	06 (24.00)
Total (%)	12 (100)	10 (100)	22 (100)	.02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (76.00%) of the respondents are taking rest after getting tiredness of doing work and 24.00% do not have getting opportunity to take rest even they feel tired of working but none of them are in Rehana. Of the respondents in Bazrangpure, most (72.73%) of them are taking rest and few (27.27%) do not have opportunity of rest. In Rehana, all of them are taking rest after they feel tired of working.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and 70.00% females are taking rest and 25.00% males and 30.00% females do not get opportunity of rest, however, in Rehana, all the males and females take rest after they feel tired of working.

Thus, majority (72.73%) of the tea workers of Indian and Bangladesh tea estates are getting rest after they feel tired of work.

Method of Working in Presence of Supervisor

The behavior of tea workers in the tea estates of India and Bangladesh are working as quickly, gentle and politeness is perceived on them during the present of supervisor. The distribution of respondents' behavior during the present of supervisor is given in the following table:

TABLE 7.102

Method of Working in Presence of Supervisor among labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Method of Working in Presence of Supervisor	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Quickly	07 (58.33)	06 (60.00)	13 (59.10)	01 (50.00)	--	01 (33.33)	08 (57.14)	06 (54.55)	14 (56.00)
Gentle and Politely	05 (41.67)	04 (40.00)	09 (40.90)	01 (50.00)	01 (100)	02 (66.67)	06 (42.85)	05 (45.45)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table indicates that over half (56.00%) of the respondents are doing quickly of their work in presence of Supervisor and 44.00% of them are gentle and politely working. Of the respondents in Bazrangpure, most (59.10%) of them are working quickly and 40.90% work gentle and politely, however, in Rehana, two third (66.67%) of them are working gentle and politely while one third (33.33%) of them work quickly.

By gender, of the respondents in Bazrangpure, 58.33% males and 60.00% females work quickly and 41.67% males and 40.00% females work as gentle and politely, however, in Rehana, half (50.00%) each of males work quickly and gentle with polite but all females work gentle and polite only in the presence of supervisor.

Thus, majority (59.10%) of the tea workers in the Indian tea estate are working quickly with the presence of supervisor while in the Bangladesh tea garden, two third (66.67%) of them are working gentle and politely.

Method of Working in Absence of Supervisor

The way of tea labourers working in the tea garden of Bazrangpure and Rehana are found different during the present and absent of supervisor. During the absent of supervisor working like, as their own responsibility and slowly working is perceived in them. The distribution of respondents and the way of working during the absent of supervisor is given in the following table:

TABLE 7.103
Method of Working in Absence of Supervisor among labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Method of Working in Absence of Supervisor	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
With Own Responsibility	09 (75.00)	02 (20.00)	11 (50.00)	01 (50.00)	--	01 (33.33)	10 (71.43)	02 (18.18)	12 (48.00)
Slowly	03 (25.00)	08 (80.00)	11 (50.00)	01 (50.00)	01 (100)	02 (66.67)	04 (28.57)	09 (81.82)	13 (52.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table indicates that over half (52.00%) of the respondents are doing slowly of their work in absence of Supervisor and 48.00% of them are doing with as their own responsibility. Of the respondents in Bazrangpure, half (50.00%) each of them are working with as their own responsibility and slowly, however, in Rehana, two third (66.67%) of them are working slowly while one third (33.33%) are working with as their own responsibility.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and one fifth (20.00%) females working with as their own responsibility and one fourth (25.00%) males and four fifths (80.00%) females work slowly, however, in Rehana, half (50.00%) each of males are working with as their own responsibility and slowly but all females are working slowly in the absence of supervisor.

Thus, half (50.00%) each of the tea workers in the Indian tea estate are working with as their own responsibility in absence of supervisor while in the Bangladesh tea garden, two third (66.67%) of them are working slowly.

Time of Practicing the Same Method of Working

The tea labourers of tea garden in India and Bangladesh are practiced regularly the same method of doing works and sometime they are practiced different method of working. The distribution of respondents and the regularity of practicing same method in the tea garden works is given in the following table:

TABLE 7.104

Time of Practicing the Same Method of Working among Labourers in India and Bangladesh by Gender (Percentage in Parentheses)

Time of Practicing the Same Method of Working	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Regularly Do the Same	02 (16.67)	02 (20.00)	04 (18.19)	01 (50.00)	--	01 (33.33)	03 (21.43)	02 (18.18)	05 (20.00)
Not Doing the Same	10 (83.33)	08 (80.00)	18 (81.81)	01 (50.00)	01 (100)	02 (66.67)	11 (78.57)	09 (81.82)	20 (80.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table shows that majority (80.00%) of the respondents are doing work differently in the presence and absence of supervisor but one fifth (20.00%) are working as the same in regular ways. Of the respondents in Bazrangpure, most (81.81%) of them are working differently but few (18.19%) of them do not. In Rehana, two third (66.67%) of them are working differently and one third (33.33%) of them are remained the same of their work.

By gender, of the respondents in Bazrangpure, 83.33% males and 80.00% are working differently and 16.67% males and 20.00% females are working remained the way either presence or absence of supervisor, however, in Rehana, half (50.00%) each of males are working differently and remain same but all females are working differently ways.

Thus, most (81.81%) of the tea workers in the Indian tea estate are l working differently in absence and presence of supervisor and in Bangladesh tea garden, two third (66.67%) of them are working differently.

Capacity of Working

The capacity of working among labourers is shown in the following table:

TABLE 7.105
Capacity of Working among Labourers of India and Bangladesh by Gender
(Percentage in Parentheses)

Whether Labourers Work throughout Working Hours	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	09 (75.00)	04 (40.00)	13 (59.10)	01 (50.00)	--	01 (33.33)	10 (71.43)	04 (36.37)	14 (56.00)
No	03 (25.00)	06 (60.00)	09 (40.90)	01 (50.00)	01 (50.00)	02 (66.67)	04 (28.57)	07 (63.63)	11 (44.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table reveals that majority (80.00%) of the respondents is work throughout in working hours but 44.00% of them are not. Of the respondents in Bazrangpure, 59.10% of them are work throughout the working hours, however, in Rehana, one third (33.33%) of them are work throughout the working hours.

By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and two fifths (40.00%) females are work throughout in working hours, however, in Rehana, half (50.00%) of males are work throughout the working hours only.

Thus, majority (59.10%) of the tea workers in the Indian tea estate are working throughout the work while in the Bangladesh tea garden, one third (33.33%) of them are work throughout the working hours.

Whether Work with Full Heart

The status of working with full heart among labourers is being exhibited in the following table:

TABLE 7.106
Whether Labourers Work with Full Heart in India and Bangladesh by Gender
(Percentage in Parentheses)

Whether Work with Full Heart	BAZRANGPURE			REHANA			G. Total		
	M	F	T	M	F	T	M	F	T
Yes	10 (83.33)	07 (70.00)	17 (77.27)	02 (100)	01 (100)	03 (100)	12 (85.71)	08 (72.73)	20 (80.00)
No	02 (16.67)	03 (30.00)	05 (22.73)	--	--	--	02 (14.29)	03 (27.27)	05 (20.00)
Total (%)	12 (100)	10 (100)	22 (100)	02 (100)	01 (100)	03 (100)	14 (100)	11 (100)	25 (100)

Source: Field Data Collected in India from Bazrangpure Tea Estate: 24-10-12 to 15-11-12 and in Bangladesh from Rehana/ Purbapahar Tea Estate: 17-12-11 to 24-01-12.

The table reveals that of the respondents, most (80.00%) are working with full hearted in the work. However, in Bazrangpure of the respondents, over three fourth (77.27%) are working full hearted in their work but in Rehana, all of them are working full heartedly.

III

RESULTS AND DISCUSSION- SUMMARY

Briefly, the major patterns of the work culture and work behavior of the labourers of Bazrangpure tea estate and Rehana tea estate are given below:

i) Most (88.00%) of the respondents' parents and grandparents worked in Bazrangpure tea estate and none worked in the case of the Rehana tea estate.

ii) The labourers in the two tea estates live at a distance of 0-3 km from their work site. Of these over four fifths of the respondents each live in the range of 0-1 km. Thus, in both the estates the labourers easily access to their work sites by walk only.

iii) Most (92.00%) of the respondents in the two estates use napkin and 4.55% each in the Bazrangpure tea estate, all males, use stick and knife, scissors with shaft.

iv) Over two thirds of the labourers in the Bazrangpure tea estate and all of the labourers in the Rehana tea estate are happy with their work.

v) Majority of the labourers in the Bazrangpure tea estate and all the labourers in the Rehana tea estate accomplished their work in 5-7 hours. However, two fifths of them in the Bazrangpure tea estate accomplish their work target in 4 hours.

vi) Four fifths (80.00%) of the labourers in the Bazrangpure estate and all in the in the Rehana estate are aware about efficient workers among them. Thus, they are aware about efficiency in work, showing similar patterns in the two estates.

vii) Most (64.00%) of the respondents are speediness their work in the afternoon and 28.00% are in the morning. In Bazrangpure, 72.72% of the respondents speediness in work by afternoon and 27.28% are in morning. In Rehana, two third (66.67%) are speediness in work by afternoon and one third (33.33%) in the morning. By gender, in Bazrangpure of the respondents, three fourth (75.00%) males and seven tenths (70.00%) females work speediness during afternoon and one fourth (25.00%) males and three tenth (30.00%) females in morning. In Rehana, half (50.00%) each of the males are speediness in work during afternoon and morning and females are during afternoon only. Thus, most (64.00%) of the tea workers in both the Indian and Bangladesh tea estates are work speediness in the afternoon while in the Bangladesh tea garden none of the females are speediness of work in the morning.

viii) Most (48.00%) of them are willing/like to administration by any administrator in the tea garden but 28.00% of them do not like any one of the present administrator and few (24.00%) like Manager or Tilla Babu for administration. In Bazrangpure, of the respondents, 22.72% each of them are like to administer Manager/Tilla Babu and none of the present administrator. In Rehana, one third (33.33%) of the respondents are like Manager/Tilla Babu. By gender, of the respondents in Bazrangpure, one fourth (25.00%) males and one fifth (20.00%) females like Manager/Tilla Babu for administration, however, in Rehana, half (50.00%) of males like Manager/Tilla Babu for administration only. Thus, the tea workers in the Indian tea estate, 22.72% each of them are like to administer Manager/Tilla Babu and none of the present administrator while in the Bangladesh tea garden one third (33.33%) of the respondents are like Manager/Tilla Babu but two third (66.67%) do not like anyone of the present administrator.

ix) Most (80.00%) responses as their job is burden and one fifth (20.00%) of them are not and none of the females. Of the respondents in Bazrangpure, most (77.27%) of them are burden of their job. However, in Rehana, for all of them are burden of their job.

x) Majority (64.00%) of the respondents are considered work with leisure as best situation of work and the remaining (36.00%) are as only work to consider of best situation of work. In Bazrangpure, of

the respondents about three fifths (59.09%) as work with leisure as best situation of work and 40.90% are only work but none of the respondents are found in Rehana. It is also found that all the respondents of Rehana considering of best situation of work as work with leisure.

xi) Majority (76.00%) are found insufficiency of leave. Of the respondents in Bazrangpure, 72.72% are insufficiency of leave, however, in Rehana, all of them are found insufficiency of leave. By gender, of the respondents in Bazrangpure, three fourth (75.00%) males and 70.00% females are having insufficiency of leave and all males and females are having insufficiency of leave in Rehana. Thus, most (72.72%) of the tea workers in the Indian tea estate are insufficiency of leave while in the Bangladesh tea garden, all of them are having insufficiency of leave in the tea garden.

xii) Majority (64.00%) of the respondents are regarded as insufficient of their holidays and 36.00% considered as sufficient towards their holidays. In Bazrangpure, of the respondents, 59.09% are not regarded sufficient of their holidays but 40.90% are regarded as sufficient towards their holidays. In Rehana, all the respondents are regarded as insufficient towards their holidays.

xiii) Few (12.00%) of the respondents are addicted to Bidi/Tobacco but not in Rehana. Of the respondents in Bazrangpure, 13.64% are addicted to Bidi/Tobacco. By gender, 16.67% males and one tenth (10.00%) females are addicted. Thus, 13.64% of the tea workers in the Indian tea estate are found addicted to Bidi/Tobacco but none of the respondents are found in the Bangladesh tea garden.

xiv) Majority (68.00%) of the respondents are getting benefit such as ration, provident fund and health facilities from the tea garden but none of them in Rehana and 32.00% are benefited wages, ration and heal services. Of the respondents in Bazrangpure, majority (77.27%) are benefited ration, provident fund and health facilities, however, in Rehana, all of the respondents are benefited wages, ration and health services from the tea garden.

xv) Most (92%) of the respondents are engaged as tea labour and 4% each are in line chowkidar and mali. In Bazrangpure, all of the female respondents are engaged as tea labour while among males, 8.33% each are holding line chowkidar and mali. In Rehana, all of the males and females are tea lobourer.

xvi) Majority (76.00%) of the respondents are working since 21-25 years of experience in the tea garden but one of them in Rehana and few (4.00%) of them are 1-5 years experience but none of them are found

in Bazrangpure. Of the respondents in Bazrangpure, all of them are working since 16-25 years and all the males are working since 21-25 years however, of the females, three tenths of them are working since 16-20 years. In Rehana, all the males and females are working 16-20 years and 1-5 years respectively.

xvii) Majority (72.00%) of the respondents are spontaneously inclined to work during holiday. Of the respondents in Bazrangpure, 68.18% are spontaneously inclined to work and in Rehana, all the respondents are as spontaneously inclined to work in holidays.

xviii) Over half (52.00%) of the respondents do not work only after asking by the authority to do it but 48.00% of respondents are having such attitude. Of the respondents in Bazrangpure, 54.54% are working only after asking by the authority but in Rehana, none of respondents do not have such attitude. By gender, of the respondents in Bazrangpure, 58.33% males and 50.00% females do works only after asking by the authority but in Rehana all of the males and females respondents do not have it.

xix) Majority (48.00%) of the respondents are working 6-7 hours as an average real practical hours of working in a day, followed by eight hours and above (32.00%) and 4-5 hours (20.00%), however, in Rehana none of the respondents are found working of 4-5 and eight and above hours as an average of real practical hours. Of the respondents in Bazrangpure, 40.40% are working 6-7 hours as an average of real practical hours; 36.37% are eight hours and above; and 22.73% are 4-5 hours. In Rehana, all the respondents are working 6-7 hours.

xx) Most (88.00%) are found remained absent from work and 12.00% do not. Of the respondents in Bazrangpure, 90.90% remain absent and 9.10% do not, however, in Rehana, two third (66.67%) are remained absent from work and one third (33.33%) do not.

xxi) Majority (60.00%) of the respondents are thinking their job as duty to family and two fifths (40.00%) of them think their job as duty to their authority. Of the respondents in Bazrangpure, most (63.63%) of them are thinking their job as duty to family and few (36.37%) of them think as duty to authority. In Rehana, two third (66.67%) of them are thinking as duty to authority and one third (33.33%) of them think as duty to family.

xxii) Over half (56.00%) of the respondents are doing quickly of their work in presence of Supervisor and 44.00% of them are gentle and politely working. Of the respondents in Bazrangpure, most (59.10%) of them are working quickly and 40.90% work gentle and politely, however,

in Rehana, two third (66.67%) of them are working gentle and politely while one third (33.33%) of them work quickly.

xxiii) Over half (52.00%) of the respondents are doing slowly of their work in absence of Supervisor and 48.00% of them are doing with as their own responsibility. Of the respondents in Bazrangpure, half (50.00%) each of them are working with as their own responsibility and slowly, however, in Rehana, two third (66.67%) of them are working slowly while one third (33.33%) are working with as their own responsibility.

xxiv) Most (80.00%) are working with full hearted in the work. However, in Bazrangpure of the respondents, over three fourth (77.27%) are working full hearted in their work but in Rehana, all of them are working full heartedly.

IV

CONCLUSION

The work culture and work behavior of the labourers in low performing tea industries in India and Bangladesh show their work performance. The inheritance of labour reveal that in Bazrangpure tea estate the labourers are working from previous two generations but in Rehana, the labourers are first generations of workers. The labourers of both the tea estate remain absent which affect the production badly. 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. Most of the labourers of the both the tea gardens consider their work as burden which means they are not at all responsible to their works.