

**A Dissertation
On
A Study of Socio-Economic Position of Tea Garden Workers with
Special Reference to Nagrijuli Tea Estate, Baksa**

**Submitted For the Partial Fulfilment of The Degree of Master of
Commerce Under Gauhati University**



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DECLARATION

I hereby declare that this dissertation entitled “**A Study of Socio-Economic Position of Tea Garden Workers with Special Reference to Nagrijuli Tea Estate, Baksa**” embodies the result of my original work carried out under the supervision and guidance of Bibhuti Bhusan Das, *HoD, Department of Management, Nalbari Commerce College, Nalbari*, and submitted for the partial fulfillment of the requirement of M. COM. 3rd semester examination. To the best of my knowledge and belief, the findings in the project are based on the data collected and have not been extracted from any published work or journals except those specified in the Bibliography. I further declare that neither the dissertation as a whole nor any part of it has been submitted so far elsewhere for any research degree or diploma.

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This is to certify that Nita Magar, a student of M. COM. 3rd Semester, of Nalbari Commerce College, Nalbari has prepared his dissertation entitled **“A Study of Socio-Economic Position of Tea Garden Workers with Special Reference to Nagrijuli Tea Estate, Baksa”** for the partial fulfillment of the requirement of Degree of M. Com. course under my guidance and supervision. This dissertation is the result of her sincere effort and no part of it has been submitted to any other Department University or Institution for any degree.

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I sincerely regret any mistakes or omissions I made in putting together this report.

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A Study of Socio-Economic Position of Tea Garden Workers with Special Reference to Nagrijuli Tea Estate, Baksa

Chapter-1

Introduction

Page | 1

1.1. Introduction:

Tea is the most widely consumed drink in the world. India ranks second in terms of production of tea after China and India is one of the leading producers of tea in the world. The country produces both 'CTC' and 'Orthodox' types of tea. The most common tea consumed in India is CTC about 27% of the world's tea is produced in India. India is also the world's largest consumer of tea. The other principal tea-producing countries in the world include China, Sri Lanka, Indonesia, Japan, Kenya etc. Indian tea is exported to over 80 countries in the world.

The leading States in respect of tea industry in India are Assam and West Bengal. Assam covers approximately 52% of the total land devoted to tea plantations in India. The other states in North East India, producing tea in small quantities include Tripura, Arunachal Pradesh, and Sikkim and the rest of the states having tea plantations include Kerala, Tamil Nadu, Himachal Pradesh, Uttar Pradesh, and Bihar.

The plantation in India is virtually a gift of the British colonial administration. The history of the tea plantation as elaborately discussed in subsequent chapters reveals the strenuous efforts that were made to develop plantations in Northeast India, particularly in Assam valley and its success encouraged European planters and entrepreneurs to expand the plantation throughout the region which was favoured by the geographical factors. The Chabua in Dibrugarh district in upper Assam is the first experimental tea State in Assam established in 1837.

The State of Assam was brought under the British dominion in 1828. The tea industry played a vital role in the economy of the State. Assam tea was not restricted in the State alone it was exported to other parts of India and outside of it. Many got their livelihood through tea though initially they suffered much. Tea was discovered in Assam along

with the grant of land, which was then found abundantly. The capital was invested by the European planters. With this land and capital labour came 'coolies' from the northern, eastern, and southern parts of India. This made the State of Assam economically rich.

Tea plantation is labour-oriented work that requires a large number of labours at every stage of its work from clearance of the jungle, making the land suitable for plantation, working for the nursery, giving manure both in the nursery and in the plantation area, spraying of pesticides, drain cutting, plucking, manufacturing and then finally dispatching it to different destinations. The local labourers initially engaged did not meet the requirement hence the importance of labourers from outside Assam was thought and action taken Immediately. At present the number of gardens though reduced but the number of tea garden labours and their dependents has increased manifold. This has opened the gate to innumerable socio-economic and political problems within the state.

Coercion, low wages, and immigrant labours were initially the three important components of the plantation system. These ensured the planters of their high profits. As such the planters obstructed the market wage. In case local labourers were employed planters saw to it that they depended only on the plantation as their means of livelihood.

Immediately after independence given the pathetic condition of the plantation labour in the country, the parliament of India passed an Act called the Plantation Labour Act 1951 which was regularly amended from time to time. The provisions of the Act include the registration of the plantation and the appointment of a chief inspector of the State Government who has to verify the provision of basic facilities like health care, drinking water, sanitation, canteen, creches, recreational facilities, and housing facilities in the tea gardens. Under the Act, the State Government also has the power to appoint a labour commissioner to look into the issues if wages conflict with the management or any other legal matters. The Act stipulates that no adult works and adolescent or child shall be employed for more than 48 hours and 27 hours respectively in a week and that every worker is entitled to a day of rest during the seven days. However, the rules prepared by the State Government based on the Plantation Labour Act 1951 have lopsided

provisions leading to the widening of the chasm between the productivity of labour and the compensation disbursed. The Inter-Ministerial Committee (IMC set up by the previous Government's Union Labour Minister had looked into various issues relating to the plantation sector in the country. The reports of IMC say that the welfare committees ordinarily provided by the State to the citizens of the country need to be extended to the plantation estates too and therefore the relevant provision in the Plantation Labour Act needs to be reviewed.

1.2. Objectives of the Study:

1. To examine the socio-economic conditions of the tea garden workers of Assam.
2. To examine the socio-economic conditions of the tea garden workers of Nagrijuli Tea Estate.

1.3. Data and Methodology:

Following methodology was adopted in the study:

The study utilized a descriptive and analytical approach, collecting primary data through interviews with tea garden workers and secondary data from research papers, articles, relevant acts and rules, and government reports. The sample size was 100, and simple random sampling was used as the sampling technique. The primary data was collected using a questionnaire, and analytical tools such as tables, diagrams, and charts were used for analysis.

Nature of the study:	Descriptive and analytical
Sources of Data:	<ol style="list-style-type: none"> 1. Primary Data: From the tea garden workers of Nagrijuli Tea Estate 2. Secondary data: Research papers and articles from reputed Journals Relevant Acts and Rules Government Reports.

Sample Size:	100
Sampling technique:	Simple random sampling
Method of collection of primary data:	Interview method
Tool for collection of primary data:	Questionnaire
Analytical tool used:	Tables, diagram, charts.

Details of the Methodology:

1. The study employed a descriptive and analytical approach to investigate the working conditions and welfare of tea garden workers. To gather comprehensive information, both primary and secondary data sources were utilized.
2. Primary data was collected through interviews with tea garden workers. These interviews provided firsthand information into the experiences, challenges, and perspectives of the workers. The investigator developed a questionnaire that covered various aspects related to working conditions, wages, benefits, health and safety, and overall well-being. The questionnaire was administered to a sample size of 100 tea garden workers.
3. To ensure a representative sample, simple random sampling was employed as the sampling technique. This method allowed each tea garden worker in the population to have an equal chance of being selected for the study. By using this technique, the researchers aimed to minimize bias and obtain a diverse range of perspectives from different tea gardens.
4. In addition to primary data, secondary data sources were also utilized. These included research papers, articles, relevant acts and rules, and government reports. These sources provided a broader context and background information on the tea industry, labour laws, and existing policies. The researchers thoroughly reviewed and analysed these secondary sources to complement and validate the primary data collected through interviews.
5. To analyse the collected data, various analytical tools were employed. Tables, diagrams, and charts were used to organize and present the data in a clear and concise manner. These visual representations helped in identifying patterns,

trends, and relationships within the data. The researchers also used statistical techniques to analyse the quantitative data obtained from the questionnaire responses.

6. By combining primary data from interviews with tea garden workers and secondary data from various sources, the researchers aimed to provide a holistic understanding of the challenges and opportunities in the tea industry. The use of analytical tools further enhanced the interpretation and presentation of the findings.

1.4. Significance of the Study:

Studying tea garden labourers is crucial for addressing their socioeconomic well-being, improving their health and nutrition, advocating for their labour rights, promoting sustainable tea production practices, preserving cultural significance, and informing policies and advocacy efforts for their betterment. Comprehensively the study is significant for the following reasons:

1. Studying tea garden labourers is crucial for addressing their socioeconomic well-being. By understanding their living conditions, income levels, and access to basic amenities, researchers can identify areas of improvement and develop targeted interventions to uplift their economic status. This can include initiatives such as providing skill development programs, promoting entrepreneurship, and creating opportunities for alternative sources of income.
2. Studying tea garden labourers is essential for improving their health and nutrition. Many labourers in tea gardens face challenges related to malnutrition, inadequate healthcare facilities, and limited access to clean water and sanitation. By examining their health status and identifying the underlying causes, researchers can propose strategies to enhance their access to healthcare services, improve nutrition programs, and ensure a healthy living environment.
3. Advocating for the labour rights of tea garden workers is another crucial aspect that studying them can address. Many labourers in tea gardens face issues such as low wages, long working hours, lack of job security, and limited social

protection. By investigating these labour rights violations, researchers can raise awareness, engage with stakeholders, and advocate for fair labour practices, ensuring that tea garden workers are treated with dignity and respect.

4. Tea gardens often face environmental challenges such as deforestation, soil erosion, and excessive use of pesticides. By studying the labourers' practices and their impact on the environment, researchers can propose sustainable farming techniques, promote organic farming, and encourage the adoption of eco-friendly practices that protect the ecosystem and ensure the long-term viability of tea production.
5. Preserving the cultural significance of tea gardens is another important aspect that studying tea garden labourers can contribute to. Tea gardens are often deeply rooted in local traditions, customs, and cultural practices. By understanding the cultural significance of tea gardens and the role of labourers in preserving these traditions, researchers can work towards safeguarding and promoting cultural heritage, ensuring that future generations can continue to benefit from the rich cultural legacy associated with tea gardens.
6. Last but not the least, research on tea garden labourers can inform policies and advocacy efforts for their betterment. By generating evidence-based research, policymakers and advocacy organizations can develop targeted policies and interventions that address the specific needs and challenges faced by tea garden workers. This can include measures such as enacting labour laws, establishing social protection programs, and implementing initiatives that promote inclusive and sustainable development in tea garden communities.

1.5. Research Gap:

The research gap identified in the literature review is the lack of studies conducted on the tea garden workers in the Nagrijuli Tea Estate, specifically regarding their legal rights and the legal provisions and rules that apply to them.

Tea garden workers in the Nagrijuli Tea Estate, like many other agricultural labourers, face numerous challenges and vulnerabilities in their working and living conditions. These challenges can range from low wages and long working hours to inadequate

access to healthcare and education. However, despite the significance of these issues, there is a lack of comprehensive research that specifically focuses on the legal rights of these workers and the legal provisions and rules that are meant to protect them.

Understanding the legal framework that governs the rights of tea garden workers in the Nagrijuli Tea Estate is crucial for several reasons. Page | 7

1. Firstly, it helps to identify any gaps or shortcomings in the existing legal provisions, which can then inform policy recommendations and advocacy efforts aimed at improving the working and living conditions of these workers.
2. Secondly, it provides a basis for assessing the effectiveness of the current legal framework in ensuring the protection of the rights of tea garden workers. Lastly, it contributes to the overall body of knowledge on labour rights and can serve as a reference for future research and comparative studies.

By conducting research on the legal rights of tea garden workers in the Nagrijuli Tea Estate, scholars and policymakers can gain insights into the specific challenges faced by these workers and develop targeted interventions to address them. This research can involve examining the relevant labour laws, regulations, and policies that apply to tea garden workers, as well as analyzing the implementation and enforcement of these legal provisions.

Furthermore, exploring the experiences and perspectives of tea garden workers themselves can provide valuable perceptions into the gaps between legal provisions and their actual realization on the ground.

1.6. Research Question:

The following research questions arise in the study:

1. What level of education the tea garden workers are being imparted by the employer?
2. Are the health facilities accessible to all workers?
3. Are the health facilities sufficient for the workers?

4. Are the incomes of the workers sufficient to the workers to maintain the family properly?
5. Do they come within the purview of BPL?
6. Are they socially included?

1.7. Chapterisation:

The report contains the following chapters:

Chapter-1	Introduction: Introduction, objectives, data and methodology, significance of the study, research gap.
Chapter-2	Review of Literature
Chapter-3	Socio-economic position of tea garden workers of Assam
Chapter-4	Data analysis, findings, implications and summary.

Chapter-2

Review of Literature

2.1. Introduction:

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The review of literature is an essential component of any research study as it helps to establish the existing knowledge and gaps in the field. In the context of this study, the review of literature focuses on articles and research papers related to tea garden workers. These workers play a crucial role in the tea industry, and understanding their working conditions, rights, and challenges is vital for addressing their needs effectively.

The literature highlights the provisions mentioned in the Factories Act of 1948 and the Assam Plantation Labour Act. These acts serve as legal frameworks that govern the working conditions and welfare of tea garden workers. By examining these provisions, researchers can gain insights into the rights and protections afforded to these workers and evaluate the extent to which they are implemented in practice.

Furthermore, it defines the terms "tea garden worker" and "socioeconomic position." A tea garden worker refers to an individual employed in the cultivation and processing of tea in tea gardens or plantations. These workers are typically involved in activities such as plucking tea leaves, maintaining the gardens, and processing the harvested leaves.

On the other hand, socioeconomic position refers to an individual's social and economic standing within a society. It encompasses factors such as income, education, occupation, and social status. Understanding the socioeconomic position of tea garden workers is crucial for assessing their overall well-being, identifying disparities, and formulating appropriate interventions to improve their living conditions. It also defines key terms such as "tea garden worker" and "socioeconomic position" to establish a common understanding of the subject matter.

2.2. Literature from Previous Studies:

The study conducted by Perumal (2021) showed that a significant proportion of female tea garden workers (41%) and respondents (12%) do not have a savings bank account

with any bank. Additionally, a considerable number of tea garden families (32%) use kerosene as a cooking fuel, while more than half of them (53%) rely on firewood.

In a study conducted by Hossain, Khan, Islam, and Khandaker (2019), it was observed that the basic needs of tea plantation workers in Lubachhara tea garden, Sylhet were extremely poor and inhumane. The workers were deprived of necessities such as health, sanitation, housing, nutrition, education, wages, and service benefits. The wages of tea plantation workers were inadequate and did not meet their basic needs. Moreover, tea plantation workers lacked access to essential services like healthcare, education, and sanitation. Page | 10

A study conducted by Zaman and Abir (2018) shed light on the process of social exclusion that tea garden workers in Sylhet City Corporation faced. The study showed that tea garden workers were socially excluded due to the deprivation of social and political rights and lack of control over their material world. Tea garden owners and managers exploited them for their basic socio-political and economic rights, leading to further exclusion. This exclusion created a cycle of poverty and an inhuman life for tea garden workers.

Nath's study (2019) revealed that there was an overall deprivation index of 2.165, and 56.67% of the plantation labourers were highly deprived of the dimensions. Additionally, 43.33% of the tea plantation labourers had a low level of deprivation of the dimensions. The study focused on the socio-economic deprivation of women tea plantation labourers in the Idukki District.

Khawas's study (2007) highlighted the problems faced by the tea industry in Darjeeling Hills due to the negligence and highhandedness of tea management towards the social and economic development of garden laborers. The study emphasized the plight of garden laborers in the region, who produce the finest quality tea in the world. There was a need for a more robust debate, discussion, and systematic research on the factors responsible for the crisis in the Tea Industry Sector to save the once-booming sector from degeneration.

Kurmi's study (2014) focused on the problem of educational attainment of children in tea garden labourer households in Derby Tea Estate. The study showed that low educational attainment for children in tea garden areas was due to a lack of resources and opportunities. Poor socio-economic conditions of tea garden labourers were a major factor in the low educational attainment of their children. The researchers made some recommendations to improve the educational attainment of children in tea garden areas.

Hazarika and Boruah's study (2020) highlighted the rights of marginalized tea garden labourers in Assam and the role of the state in protecting them. Despite Government initiatives, tea garden labourers still lacked access to basic rights and lived in deplorable conditions. There was a need for further research to understand the rights of tea garden labourers and the role of the state in protecting them.

Kujur, Mazhar, and Jahanara's study (2021) focused on the socio-economic conditions and constraints faced by tea garden women workers in Chhattisgarh. The study showed that women tea growers in the Jashpur district faced inadequate sanitation facilities and limited social mobility. Improved sanitation facilities and social mobility could help to improve working conditions.

2.3. Major Highlights of the Studies:

Tea garden workers, especially women, are confronted with a multitude of socio-economic challenges and deprivation, which ultimately perpetuate a cycle of poverty and inhumane living conditions. The texts highlight the numerous obstacles faced by these workers, shedding light on the lack of access to basic services, inadequate wages, poor living conditions, and limited social and political rights that they endure.

One of the key issues faced by tea garden workers is the lack of access to basic services. These individuals often struggle to obtain essential amenities such as clean water, sanitation facilities, healthcare, and education. The absence of these fundamental services not only hampers their quality of life but also poses significant health risks, leaving them vulnerable to diseases and other health-related issues.

In addition to the lack of basic services, tea garden workers also suffer from inadequate wages. Despite their arduous labour and contribution to the tea industry, these workers

are often paid major salaries that are insufficient to meet their basic needs. This economic deprivation further exacerbates their poverty, making it difficult for them to escape the cycle of destitution.

Moreover, the living conditions of tea garden workers are deplorable. They are often forced to reside in cramped and unsanitary housing, lacking proper ventilation and basic amenities. These substandard living conditions not only compromise their health and well-being but also perpetuate a sense of hopelessness and despair. Page | 12

Furthermore, tea garden workers face limited social and political rights, which further marginalize them within society. They are often denied access to social welfare programs, educational opportunities, and political representation. This exclusion prevents them from actively participating in decision-making processes and hinders their ability to advocate for their rights and improve their living conditions.

The combination of these socio-economic challenges and deprivation creates a vicious cycle of poverty and inhumane living for tea garden workers. The lack of access to basic services, inadequate wages, poor living conditions, and limited social and political rights all contribute to their continued marginalization and perpetuate their impoverished state.

In conclusion, it emphasizes the awful circumstances faced by tea garden workers, particularly women, who confront various socio-economic challenges and deprivation. The lack of access to basic services, inadequate wages, poor living conditions, and limited social and political rights all contribute to a cycle of poverty and inhumane living for these workers. It is crucial to address these issues and work towards providing better living and working conditions for tea garden workers, ensuring their rights and well-being are upheld.

2.3. Regulation relating to Tea Garden Workers:

“Employer” when used to a plantation, means the person who has the ultimate control over the affairs of the plantations, and where the affairs of the plantations, and where the affairs of any plantation are entrusted to any other person (whether called a managing agent, manager, superintendent or by other name) such other person shall be

deemed to be the employer in relations to that plantation. “Plantation” means any plantation to which this Act, whether wholly or in part, applies and includes offices, hospitals, dispensaries, schools, and any other premises used for any purpose connected with such plantation, but does not include any factory on the premises to which the provisions of the Factories Act, 1948 (63 of 1948) apply. “Workers” means a person employed in a plantation for hire or reward, whether directly or through any agency, to do any work, skilled, unskilled, manual, or clerical, and includes a person employed on contract for more than sixty days in a year, but does not include:

1. A medical officer employed in the plantation;
2. Any person employed in the plantation (including any member of the medical staff) whose monthly wages exceed rupees ten thousand.
3. Any person employed in the plantation primarily in a managerial or administrative capacity, notwithstanding that his monthly wages do not exceed rupee ten thousand.
4. Any person temporarily employed in the plantation in any work relating to the construction, development, or maintenance of buildings, roads, bridges, drains, or canals;

Further, more information on the tea garden workers is briefed below:

1. The tea garden workers come under the ambit of the existing Plantations Labour Act and the economy of Assam is heavily based on tea plantations. This Act extends to the whole of India except the State of Jammu and Kashmir. It applies to any land used or intended to be used for growing tea, coffee, or rubber which measures (5 hectares) or more and in which (fifteen) or more persons are employed on any day of the proceeding twelve months.
2. In every plantation, effective arrangements shall be made by the employer to provide and maintain at convenient places in the plantation a sufficient supply of wholesome drinking water, a sufficient number of latrines & urinals, Medical facilities, Canteens, Creches, Recreational facilities, Educational facilities, Housing facilities under the provision of this Act.

3. The inspector is appointed to make any entry inspection, examination, or inquiry facilities to carry out his powers and functions.
4. The Labour Commissioner is empowered to administer and implement all Labour Laws and Rules.
5. The State Government may appoint qualified medical practitioners to be certifying surgeons to carry out their duties in tea plantations.
6. The employer of a tea plantation shall implement the provisions as laid down under the Plantation Labour Act.
7. The labourers of the tea garden are paid daily wages for their work in the tea plantation along with weekly holding i.e. a day of rest in every period of seven days.
8. As weekly hours no adult worker shall be required or allowed to work on any plantation more than (48 hours) a week and no adolescent for more than 27 hours a week.
9. Every worker in tea plantations shall be entitled to obtain sickness and maternity benefits from his/her employer.
10. Contravenes any provisions of this Act made thereunder, prohibiting, restricting or regulating the employment of persons in plantations, shall be punishable with imprisonment of a term which may extend to (six months, or with a fine which may extend to ten thousand rupees, or with both).

2.4. Meaning of Socio-Economic Position:

Socioeconomic status is the position of an individual or group on the socioeconomic scale, which is determined by a combination of social and economic factors such as income, amount and kind of education type and prestige of occupation, place of residence, and in some societies or parts of society ethnic origin or religious background. Examination of socioeconomic status often reveals inequities in access to resources, as well as issues related to privilege, power, and control.

Based on the definition following socio-economic indicators can be realized:

Socio-Economic Indicators

Childhood	Young Adulthood	Active Professional Life	Retirement
Parent's Education Parent's Occupation Household Income Household Condition Health	Education Health	Income Poverty Social Inclusion/exclusion Leisure time (Culture, sports, social affiliation) Mobility Safety Job Security Happiness	Retirement Benefit Social affiliation Security Happiness Health

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It emphasizes that the regulation of tea garden workers is comprehensive and covers various aspects such as working conditions, benefits, and rights. This indicates that the authorities have considered the well-being and rights of these workers and have implemented measures to ensure their protection.

By highlighting the penalties for non-compliance with these provisions, the text emphasizes the seriousness of the regulation and the importance of adhering to it. This serves as a deterrent for employers who may otherwise exploit or mistreat tea garden workers.

In addition to discussing the regulation, the text also delves into the concept of socioeconomic status. It explains that socioeconomic status is a measure of an individual's or a group's position in society based on various indicators. This provides the reader with a broader understanding of the factors that contribute to an individual's social standing.

It further explains that indicators of socioeconomic status may include income, education level, occupation, and social standing. This highlights the complexity of assessing an individual's or a group's social position and emphasizes the need to consider multiple factors.

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Overall, the main point of the given matter is to inform the reader about the comprehensive regulation in place for tea garden workers and to provide a broader understanding of socioeconomic status. By doing so, it aims to raise awareness about the rights and well-being of tea garden workers and the importance of considering multiple factors when assessing an individual's or a group's social position.

Chapter-3

Socio-economic Position of Tea Garden Workers in Assam

3.1. Introduction:

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Socio-economic indicators play a crucial role in understanding the well-being and quality of life of individuals and communities. These indicators encompass a wide range of factors, including parents' education, occupation, household income, health, poverty, social inclusion/exclusion, leisure time, mobility, safety, job security, retirement benefits, social affiliation, security, happiness, and health. Parent education is a significant indicator as it influences the opportunities and resources available to children, impacting their prospects and socio-economic mobility. The level of education attained by parents can determine the quality of education and support provided to their children, ultimately shaping their chances of success in various aspects of life. Occupation is another crucial socio-economic indicator that reflects the type of work individuals engage in and the corresponding income levels. Different occupations offer varying levels of job security, income stability, and opportunities for career advancement. The occupation an individual holds can significantly impact their financial well-being, social status, and overall quality of life.

Household income is a key indicator that measures the economic resources available to a family or household. It determines the ability to meet basic needs and access healthcare, education, and other essential services. Higher household income generally correlates with improved living conditions, increased opportunities, and a higher standard of living. Health is an essential socio-economic indicator that encompasses both physical and mental well-being. It reflects the overall state of an individual's health, including access to healthcare services, prevalence of diseases, and overall life expectancy. Good health is crucial for individuals to lead productive lives and contribute to society.

Poverty is a socio-economic indicator that measures the proportion of individuals or households living below a certain income threshold. It highlights the extent of economic

inequality within a society and the challenges faced by those living in poverty. Poverty affects access to education, healthcare, housing, and other necessities, perpetuating a cycle of disadvantage and limited opportunities. Social inclusion/exclusion is an indicator that assesses the extent to which individuals and groups are integrated into society. It considers factors such as access to education, employment, healthcare, and social services, as well as the presence of discrimination and social barriers. Social inclusion promotes equal opportunities and participation in society, while social exclusion can lead to marginalization and limited access to resources.

Leisure time is a socio-economic indicator that reflects the amount of free time individuals have for recreational activities and personal pursuits. It is influenced by factors such as work hours, work-life balance, and access to leisure facilities. Sufficient leisure time is essential for individuals to relax, engage in hobbies, and maintain a healthy work-life balance. Mobility refers to the ability of individuals to move freely within society, both geographically and socially. It encompasses factors such as access to transportation, infrastructure, and social networks. Mobility is crucial for individuals to access education, employment, healthcare, and other opportunities, contributing to social and economic advancement.

Safety is a socio-economic indicator that measures the level of security and protection individuals have from physical harm, crime, and violence. It encompasses factors such as crime rates, access to law enforcement, and the presence of social support systems. Safety is essential for individuals to feel secure and confident in their daily lives, enabling them to participate fully in society. Job security is an indicator that assesses the stability and predictability of employment. It reflects the likelihood of individuals retaining their jobs and having a steady income source. Job security is crucial for financial stability, access to benefits, and overall well-being. Retirement benefits are a socio-economic indicator that measures the level of financial support individuals receive after they retire from the workforce. It includes factors such as pension plans, social security systems, and retirement savings. Adequate retirement benefits are essential for individuals to maintain their standard of living and enjoy a secure and comfortable retirement.

Social affiliation is an indicator that assesses an individual's sense of belonging and connection to social networks and communities. It reflects the level of social support, relationships, and participation in social activities. Strong social affiliation contributes to overall well-being, mental health, and social

3.2. Housing Facilities:

Every employer has a responsibility to provide and maintain the necessary housing for each employee and his family who lives on the plantation.¹

To carry out the provisions of Section 15, the State Government may adopt rules, including those governing the standard and specifications of the accommodations to be provided, and the selection and preparation of sites for the construction of homes.

The size of such plots, and the establishment of advisory boards comprised of representatives from the State Government, the Employer, and the Employees for consultation on matters related to Section 15.

The State Government may also make the following rules:

1. the determination of rent, if any, for workers' housing accommodations;
2. the definition of what constitutes a worker's family for purposes of section 15, the allocation of housing to workers and their families, as well as the eviction of workers and their families from such housing and suitable strips of vacant land adjacent to such housing for the maintenance of kitchen gardens;
3. Allowing people to the plantation areas where the workers are housed.

Table No:3.1 clearly shows that the housing facilities for the resident families of tea gardens are partially provided. However, in some of the districts viz. Bongaigaon, Darrang, and Dhemaji the housing facilities have been fulfilled as per law. In this regard, the Cachar district is in the lowest position to fulfill the housing needs of the tea garden families. The provision of housing is not complied with significantly by the Dima Hasao District. Other districts like Karbi-Anglong, Korajhar, Lakhimpur, Sivasagar, and

¹ Sec. 15, The Plantations Labour Act, 1951, NO. LXIX OF 1951

Sonitpur have almost complied with the provision. In the entire State of Assam degree of compliance is 84.3 percent.

Table-3.1

Housing Facilities provided to the Families of Tea Gardens

Page | 20

Name of the District	No. of Tea Garden	No. of Resident Families	No. of Houses Provided	Shortfall	Percentage of Compliance
Bongaigaon	1	272	272	0	100.0
Cachar	54	21798	14837	6961	68.1
Darrang	4	892	892	0	100.0
Dhemaji	4	62	62	0	100.0
Dhubri	3	1557	1170	387	75.1
Dibrugarh	179	40841	36586	4255	89.6
Dima Hasao	2	189	19	170	10.1
Goalpara	2	247	137	110	55.5
Golaghat	74	23489	16340	7149	69.6
Hailakandi	19	4825	2656	2169	55.0
Jorhat	91	25910	18939	6971	73.1
Kamrup	6	308	231	77	75.0
Karbi	16			65	
Anglong		1636	1571		96.0
Karimganj	23	9074	5744	3330	63.3
Kokrajhar	27	13506	12659	847	93.7
Lakhimpur	9	5404	5286	118	97.8
Nagaon	23	8821	7213	1608	81.8
Sivasagar	85	27734	24493	3241	88.3
Sonitpur	191	37481	34848	2633	93.0
Tinsukia	121	45239	43025	2214	95.1
Morigaon	1	363	215	148	59.2
Assam	800	269648	227195	42453	84.3

Source: Compiled from Tea Gardens of Assam, A Report, On Plantations Labour Act, 1951.

The main point of the given text is that housing facilities provided to the families of tea gardens in Assam have a compliance rate of 84.3%. This means that a significant majority of the tea garden families are receiving the housing facilities as per the regulations and guidelines set by the authorities. However, it is important to note that there are variations in compliance rates across different districts in Assam.

Some districts may have a higher compliance rate, indicating that a larger proportion of tea garden families in those areas are receiving adequate housing facilities. This could be attributed to various factors such as better implementation of regulations, stricter monitoring, or higher priority given to housing provisions in those districts.

On the other hand, there are districts with a lower compliance rate, suggesting that a smaller percentage of tea garden families in those areas are receiving the required housing facilities. This could be due to various reasons, including inadequate enforcement of regulations, lack of resources, or negligence in ensuring proper housing for these families.

Overall, the compliance rate of 84.3% indicates that there is room for improvement in ensuring that all tea garden families in Assam have access to suitable housing facilities. Efforts should be made to address the disparities across districts and ensure that every family is provided with the necessary housing infrastructure, which is crucial for their well-being and quality of life.

The above information reveals 2 research questions arise whether the provision relating to housing as inserted in the Plantation Labour Act, 1951 has been complied with or partially complied with. Secondly, the degree of compliance with the provision is significant or not. Based on the research questions following hypotheses have been formulated.

3.3. Medical Facilities:

Every plantation must be set up and kept up such that any medical facilities for the employees that the State Government may specify are easily accessible.

If medical facilities are not given and kept up as required by sub-section (1) in any plantation, the chief inspector may order that they be provided and kept up there, and recover the expense of doing so from the defaulting employer.

The Chief Inspector may certify the costs to be recovered to the Collector for such recovery, and the Collector may recover the sum as an arrear of land revenue.

Sec. 2 defines "qualified medical practitioner" as a person having a certificate granted by an authority specified in the Schedule to the Indian Medical Degrees Act, 1916 (VII of 1916), or in the Schedules to the Indian Medical Council Act, 1933 (XXVII of 1933) and persons having certificates granted under the different State (Provincial) Medical Council Acts.²

The State Government may appoint qualified medical practitioners to certify surgeons for this Act within such local limits or for such plantation or class of plantations as it may assign to them respectively.³

The information collected from the Department of Labour and Employment; Government of Assam shows the following observations:

1. There were 5 districts viz. Darrang, Goalpara, Dhubri, Karbi-Anglong, and Morigaon established the number of hospitals as prescribed by the Government of Assam Rules.
2. Lakhimpur is the lone district that complies with the provisions at the lowest degree.
3. Some districts are not supposed to follow the requirements due to a nominal number of tea gardens.
4. 7 districts are establishing the number of dispensaries prescribed by the Government of Assam Rule.
5. Lakhimpur is the only district following the rule below the prescribed limit.
6. Considering the entire state of Assam which covers 800 tea gardens should have established 497 hospitals and 799 dispensaries whereas a total of 434 hospitals and 586 dispensaries have been established within the state. The state is yet to achieve a target of 26.64 percent.
7. The required number of Doctors, Pharmacists, GNM, ANM, and Health Assistants was partially fulfilled.

² Sec. 2

³ Sec. 7

Table-3.2**Present Position of Medical Facilities in Tea Gardens of Assam**

Name of District	No. of Tea Estates	Hospitals				Dispensaries			
		Mandated	Provided	Shortfall	Degree of Compliance	Mandated	Provided	Shortfall	Degree of Compliance
Bongaigaon	1	1	0	1	0.0	0	0	0	NA
Cachar	54	42	37	5	88.1	69	65	4	94.2
Darrang	4	4	4	0	100.0	5	5	0	100.0
Dhemaji	1	0	0	0	NA	1	1	0	100.0
Dhubri	3	3	3	0	100.0	3	3	0	100.0
Dibrugarh	179	99	91	8	91.9	136	98	38	72.1
Dima Hasao	2	1	0	1	0.0	1	1	0	100.0
Goalpara	2	2	2	0	100.0	0	0	0	NA
Golaghat	74	39	32	7	82.1	65	53	12	81.5
Hailakandi	19	15	13	2	86.7	20	20	0	100.0
Jorhat	91	50	38	12	76.0	90	75	15	83.3
Kamrup	6	2	1	1	50.0	3	3	0	100.0
Karbi Anglong	16	1	1	0	100.0	6	5	1	83.3
Karimganj	23	12	10	2	83.3	21	19	2	90.5
Kokrajhar	27	25	24	1	96.0	32	20	12	62.5
Lakhimpur	9	9	4	5	44.4	13	5	8	38.5
Morigaon	1	1	1	0	100.0	1	1	0	100.0
Nagaon	23	17	16	1	94.1	28	23	5	82.1
Sivasagar	85	55	47	8	85.5	89	62	27	69.7
Sonitpur	59	56	49	7	87.5	96	52	44	54.2
Tinsukia	121	63	61	2	96.8	120	75	45	62.5
Assam	800	497	434	63	87.3	799	586	213	73.34

Source: Compiled from Department of Labour and Employment, Assam

Table-3.3

Present Position of Medical Facilities in Tea Gardens of Assam

Name of District	Doctors			Pharmacists			GNM			ANM			Health Assistants		
	Mandated	Provided	Shortfall	Mandated	Provided	Shortfall	Mandated	Provided	Shortfall	Mandated	Provided	Shortfall	Mandated	Provided	Shortfall
Bongaigaon	1	0	1	1	0	1	0	0	0	1	0	1	1	0	1
Cachar	42	24	18	88	66	22	38	2	36	88	49	39	83	35	48
Darrang	4	4	0	5	4	1	1	0	1	5	5	0	5	4	1
Dhemaji	0	0	0	1	1	0	0	0	0	1	1	0	1	1	0
Dhubri	3	3	0	5	2	3	2	0	2	5	2	3	4	2	2
Dibrugarh	92	69	23	196	128	68	106	80	26	226	123	103	214	91	123
Dima Hasao	1	0	1	1	0	1	0	0	0	1	0	1	1	1	0
Goalpara	1	0	1	2	2	0	0	0	0	3	3	0	2	1	1
Golaghat	42	29	13	84	61	23	35	18	17	101	59	42	98	44	54
Hailakandi	14	2	12	25	20	5	8	0	8	27	22	5	26	21	5
Jorhat	62	55	7	114	90	24	44	20	24	130	77	53	132	56	76
Kamrup	1	0	1	3	2	1	1	0	1	3	1	2	3	2	1
Karbi Anglong	1	1	0	4	2	2	1	0	1	7	4	3	5	3	2
Karimganj	11	7	4	28	18	10	12	2	10	33	10	23	32	12	20
Kokrajhar	26	24	2	54	31	23	29	21	8	71	32	39	71	25	46
Lakhimpur	9	3	6	22	7	15	13	3	10	31	6	25	31	4	27
Morigaon	1	0	1	2	1	1	1	0	1	2	1	1	2	1	1
Nagaon	16	10	6	39	27	12	18	5	13	51	37	14	43	14	29
Sivasagar	57	46	11	118	79	39	60	27	33	152	83	69	151	57	94
Sonitpur	58	48	10	141	77	64	87	44	43	194	78	116	194	54	140
Tinsukia	75	66	9	161	97	64	115	88	27	214	89	125	203	69	134
Assam	517	391	126	1094	715	379	571	310	261	1346	682	664	1302	497	805

Source: Compiled from Department of Labour and Employment, Assam

3.4. Findings:

1. Some districts may have a higher compliance rate, indicating that a larger proportion of tea garden families in those areas are receiving adequate housing facilities.

2. On the other hand, there are districts with a lower compliance rate, suggesting that a smaller percentage of tea garden families in those areas are receiving the required housing facilities.
3. Overall, the compliance rate of 84.3% indicates that there is room for improvement in ensuring that all tea garden families in Assam have access to suitable housing facilities. Efforts should be made to address the disparities across districts and ensure that every family is provided with the necessary housing infrastructure, which is crucial for their well-being and quality of life.
4. There is a significant shortage of hospitals and dispensaries in multiple districts of Assam.
5. The lack of adequate healthcare infrastructure has created challenges in providing essential medical services to the population, leading to disparities in access to healthcare across different districts.
6. The study provides a comprehensive overview of the existing scarcity of medical facilities in the tea gardens of Assam.
7. The shortage of doctors in these tea gardens is a matter of great concern. With a limited number of doctors available, the residents of these areas face significant challenges in accessing proper medical care.
8. In addition to doctors, there is also a notable shortfall in pharmacists. Pharmacists play a vital role in ensuring the availability and proper dispensing of medications.
9. Furthermore, the study highlights the scarcity of other healthcare professionals. These professionals, including nurses, lab technicians, and healthcare assistants, are essential for providing comprehensive healthcare services.
10. The current shortage of medical facilities in the tea gardens of Assam is a pressing issue that needs immediate attention. The lack of healthcare professionals not only compromises the health and well-being of the tea garden workers but also has a wave effect on the surrounding communities.
11. Overall, the main point of the given text is that there are substantial differences between the legal provision, actual, and shortfall values for both hospitals and dispensaries. These differences indicate that the healthcare services being

provided may not be meeting the required standards, and there is a significant gap between what is legally mandated and what is being delivered.

3.5. Implications:

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Findings	Conclusions
1. Some districts may have a higher compliance rate, indicating that a larger proportion of tea garden families in those areas are receiving adequate housing facilities.	This could be attributed to various factors such as better implementation of regulations, stricter monitoring, or higher priority given to housing provisions in those districts.
2. There are districts with a lower compliance rate, suggesting that a smaller percentage of tea garden families in those areas are receiving the required housing facilities.	This could be due to various reasons, including inadequate enforcement of regulations, lack of resources, or negligence in ensuring proper housing for these families.
3. Overall, the compliance rate was 84.3% concerning housing facilities.	it indicates that there is room for improvement in ensuring that all tea garden families in Assam have access to suitable housing facilities.
4. There is a significant shortage of hospitals and dispensaries in multiple districts of Assam.	This shortage has led to varying levels of compliance with the required healthcare facilities in these areas.
5. The lack of adequate healthcare infrastructure has created challenges in providing essential medical services to the population, leading to disparities in	It highlights the need for increased investment in healthcare infrastructure to bridge this gap and ensure that all

access to healthcare across different districts. residents have access to quality healthcare services.

6. The study reveals a comprehensive overview of the existing scarcity of medical facilities in the tea gardens of Assam. It highlights a substantial deficit in crucial healthcare personnel such as doctors, pharmacists, and other healthcare professionals.
7. The shortage of doctors in these tea gardens is a matter of great concern. With a limited number of doctors available, the residents of these areas face significant challenges in accessing proper medical care. This scarcity not only affects the tea garden workers but also the surrounding communities who rely on these facilities.
8. In addition to doctors, there is also a notable shortfall in pharmacists. Pharmacists play a vital role in ensuring the availability and proper dispensing of medications. Their absence further exacerbates the difficulties faced by the tea garden population in obtaining necessary medicines and prescriptions.
9. Furthermore, the study highlights the scarcity of other healthcare professionals. These professionals, including nurses, lab technicians, and healthcare assistants, are essential for providing comprehensive healthcare services. Their absence hampers the overall quality and effectiveness of healthcare delivery in these tea gardens.
10. The current shortage of medical facilities in the tea gardens of Assam is a pressing issue that needs immediate Addressing this shortfall by recruiting and deploying more doctors, pharmacists, and other healthcare

attention. The lack of healthcare professionals is crucial to ensure professionals not only compromises adequate and accessible healthcare the health and well-being of the tea services for all residents in these areas. garden workers but also has a wave effect on the surrounding communities.

Chapter-4

Data Analysis, Interpretation, Findings and Conclusion

4.1. Introduction:

The study aims to investigate multiple aspects related to the living conditions and well-being of tea garden workers. One of the key areas of focus is the level of education provided to these workers. This includes examining the quality of education, the availability of educational facilities, and the extent to which tea garden workers have access to educational opportunities. By understanding the level of education provided, the study aims to identify any gaps or challenges that may exist in ensuring that tea garden workers receive adequate education. the study aims to investigate the social inclusion of tea garden workers. This includes examining the extent to which tea garden workers are integrated into the broader society and have access to social support networks. The study seeks to identify any barriers or challenges that may exist in terms of social inclusion and explore potential strategies for promoting greater social integration and cohesion among tea garden workers. The information acquired are analysed below.

4.2. Data Analysis:

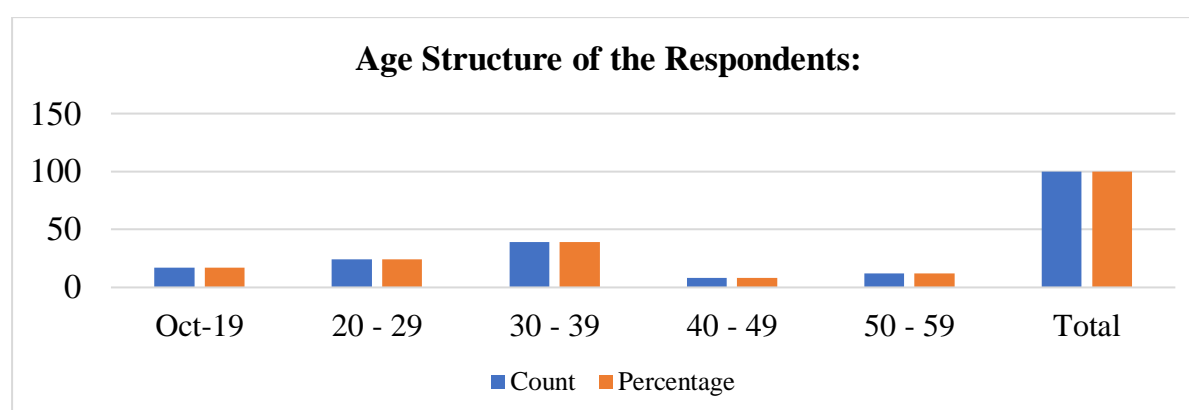
The age structure of the respondents in the field study reveals a comprehensive representation across various age intervals, indicating a relatively balanced distribution. However, a significant proportion of the participants predominantly falls within the 30-39 age range, suggesting a concentration of individuals within this specific age group. This finding highlights the potential influence and significance of this age unit in the results and conclusions of the study.

Table-4.1**Age Structure of the Respondents:**

Age Interval	Count	Percentage
10 – 19	17	17
20 – 29	24	24
30 – 39	39	39
40 – 49	8	8
50 – 59	12	12
Total	100	100

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Source: Field Study

Figure:4.1

The study revealed that 31% of the respondents identified as female, while the remaining 69% identified as male. It indicates that a significant majority of the participants were male, comprising nearly seven out of every ten respondents. On the other hand, females constituted a smaller proportion, accounting for approximately three out of every ten participants.

Table-4.2

Gender of the Respondents:

Gender	Count	Percentage
Female	31	31
Female	69	69
Total	100	100

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Source: Field Study

Figure:4.2

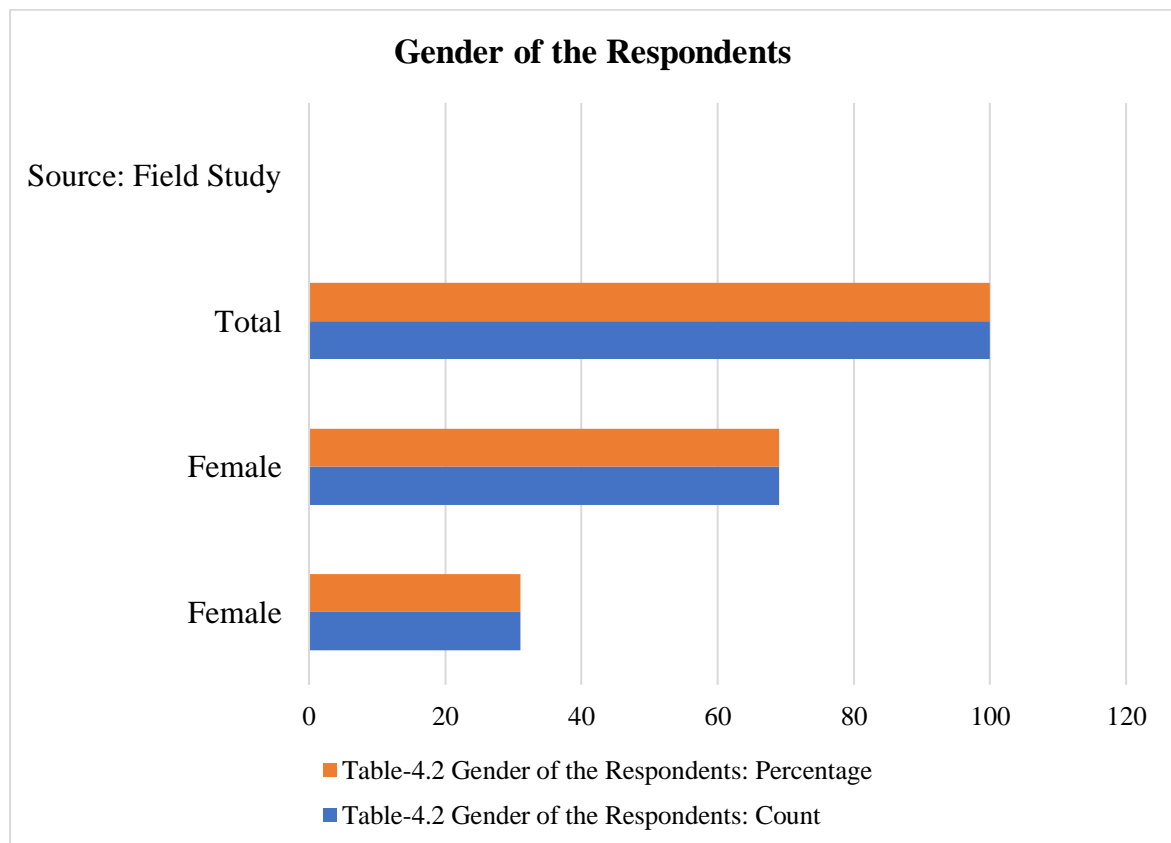
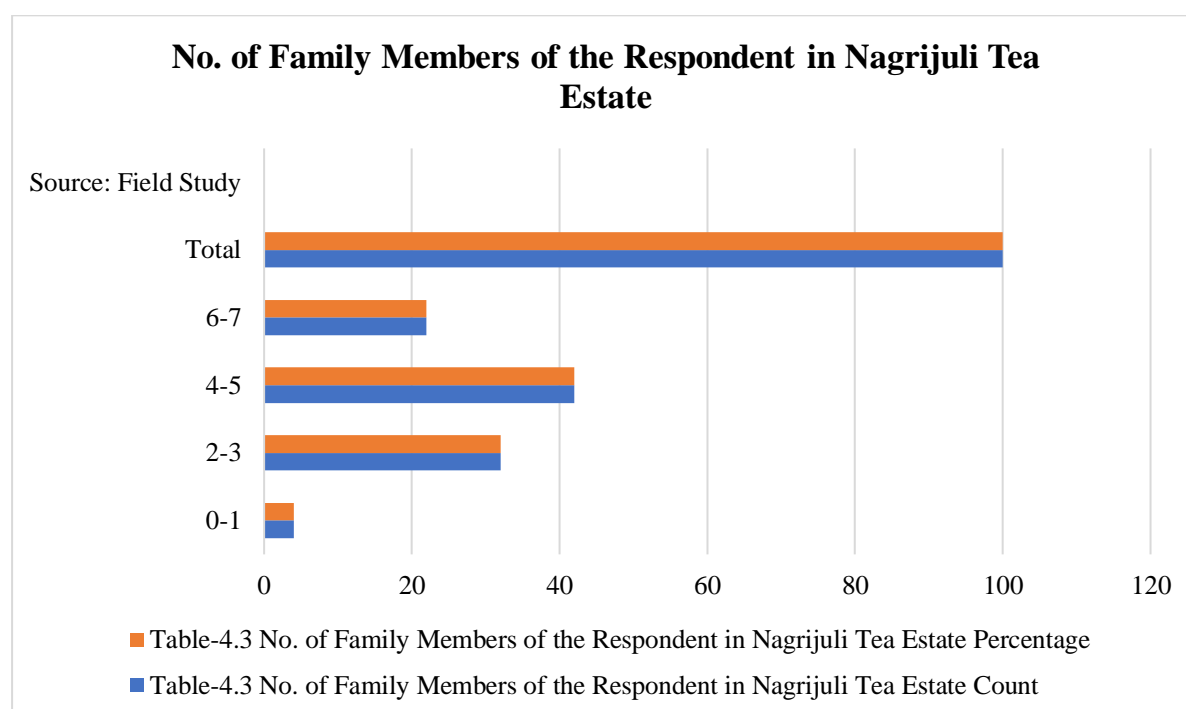


Table-4.3**No. of Family Members of the Respondent in Nagrijuli Tea Estate**

No. of Family Members	Count	Percentage
0 – 1	4	4
2 – 3	32	32
4 – 5	42	42
6 – 7	22	22
Total	100	100

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Source: Field Study

Figure:4.3

The table provides a break-up of the number of family members among respondents in Nagrijuli Tea Estate. It reveals that the majority of respondents, constituting the largest proportion, have 2-3 family members. This indicates that a significant number of households in the tea estate have a relatively small family size.

The data suggests that a considerable portion of the population in Nagrijuli Tea Estate lives in nuclear families or small households. Having 2-3 family members could imply that these households consist of a couple with one or two children, or perhaps a single-parent household with one or two children.

Table-4.4

Responses for the Happiness of the Workers

Responses	No. of Workers
Yes	83
No	17
Total	100

Source: Field Study

Based on the field study conducted, it was found that a significant majority of workers, specifically 83%, reported feeling happy in their work environment. This indicates a positive sentiment among most of the workforce. On the other hand, 17% of the workers surveyed expressed that they did not feel happy in their work environment.

The study involved a total of 100 workers who were surveyed, providing a substantial sample size for analysis. This ensures that the findings are representative of the overall workforce and can be generalized to a larger population.

Table-4.5

Opinion of the Respondents Regarding Backwardness in Education as compared to Other Locality

Opinion	No. of Respondents
Yes	67
No	33
Total	100

Source: Field Study

The majority of respondents (67 out of 100) believe that there is backwardness in education compared to other localities, according to a field study.

According to a comprehensive field study conducted, it was found that most respondents, specifically 67 out of 100 individuals, hold the belief that there exists a noticeable level of backwardness in education when compared to other localities. This finding throws light on the prevailing sentiment among the surveyed population regarding the state of education in their area.

The study, which aimed to measure perception and opinions on the quality of education, involved a diverse range of participants from various backgrounds and demographics. Through a carefully designed questionnaire and interviews, the researcher was able to gather valuable understanding into the prevailing attitudes towards education in the locality.

Table-4.6

Opinion of the Respondents Regarding Facilities Provided by the Employer

Opinion	No. of Respondents
Happy	56
Unhappy	30
Neutral	14
Total	100

Source: Field Study

The study disclosed the viewpoints of a total of 100 individuals who have expressed their opinions on the facilities offered by their employers. Among these respondents, 56 individuals have conveyed their satisfaction with the facilities provided by their employer. On the other hand, 30 respondents have expressed their discontentment with the facilities, indicating their unhappiness. Again, 14 respondents have maintained a neutral attitude, neither expressing satisfaction nor dissatisfaction with the facilities

provided by their employer.

Table-4.7

Educational Qualification of the Respondents of the Nagrijuli Tea Estate

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Level of Qualification	No. of Respondents
Illiterate	2
Under-Metric	12
10 th Pass	29
12 th Pass	39
Graduate	16
Other	2
Total	100

Source: Field Study

The table provides a highlight of the educational qualifications of the respondents from Nagrijuli Tea Estate. It reveals that the majority of the respondents have completed 12th grade,

Additionally, the table highlights that a smaller number of respondents are graduates.

Overall, the table demonstrates a relatively favorable educational landscape within Nagrijuli Tea Estate, with a significant number of individuals having completed 12th grade and a smaller yet notable number being graduates. This indicates that the community has made strides in providing access to education and fostering educational opportunities for its residents.

Table-4.8

School-Going Children of the Sample Respondents of the Nagrijuli Tea Estate

	No. of Children	Percentage	Page 36
School Going	102	79.69	
Not Going	3	2.34	
Not Applicable due to Age Factor	23	17.97	

Source: Field Study

According to the data provided, it can be observed that a significant proportion of children from the Nagrijuli Tea Estate are enrolled in school. Specifically, 79.69% of the sample respondents' children are attending school, indicating a relatively high level of school attendance in the community.

Table-4.9

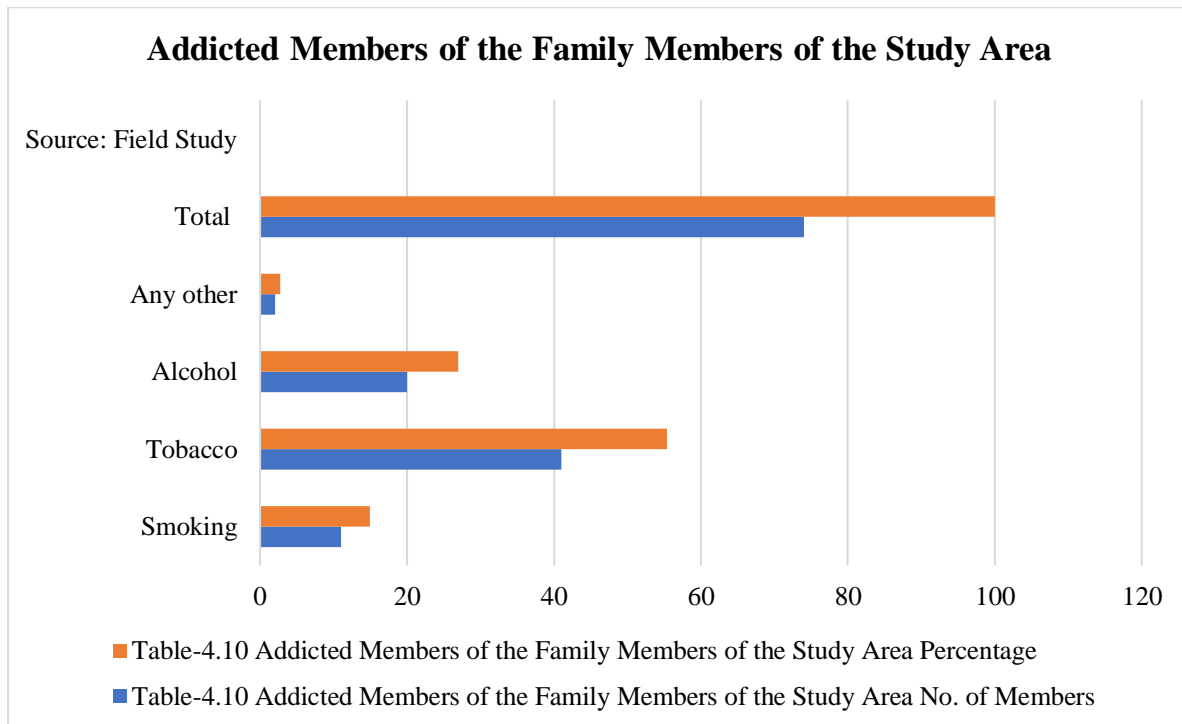
Addicted Members of the Family Members of the Study Area

Addiction	No. of Members	Percentage
Smoking	11	14.9
Tobacco	41	55.4
Alcohol	20	27.0
Any other	2	2.7
Total	74	100.0

Source: Field Study

The table above gives comprehensive data regarding the prevalence of addiction within families residing in the study area. The study encompasses various forms of addiction, with a particular focus on smoking and tobacco addiction, which emerged as the most widespread addiction among the participants.

Figure:4.9



The data includes both numerical figures and percentages, offering a detailed understanding of the magnitude of addiction within the study area. By providing this information, the text aims to shed light on the significant impact of addiction on families and the community as a whole.

The study reveals that a substantial number of individuals within the study area are grappling with addiction, with smoking and tobacco addiction being the most prevalent forms.

Furthermore, the text highlights the alarming percentage of addicted family members, emphasizing the far-reaching consequences of addiction on the family unit. The data underscores the importance of recognizing addiction as a family disease, as it affects not only the individual struggling with addiction but also their loved ones.

Table-4.10

Source of drinking water

Source	No. of Respondents
Well	3
Supply	85
Pond	0
Other	12
Total	100

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Source: Field Study

The survey results indicate that a significant portion of the participants, constituting the majority, heavily depend on the supply system as their primary source of drinking water. This finding suggests that the public water supply infrastructure plays a crucial role in meeting the drinking water needs of the community.

In contrast, a relatively small proportion of respondents reported utilizing wells and other alternative sources for their drinking water requirements. Interestingly, the survey revealed that none of the participants relied on ponds as their source of drinking water. Ponds may be perceived as unsuitable due to concerns about water quality, contamination, or the absence of proper treatment methods.

Overall, the survey results highlight the dominance of the supply system as the primary source of drinking water for most respondents, while a smaller fraction resort to wells and other alternative sources.

Table-4.11**Sources of earning income of the members of Respondent Family of the Nagrijuli Tea Estate**

Occupation	No. of Respondents
Service	7
Daily labour	90
Self-employed	3
Total	100

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Source: Field Study

The table highlights the primary source of income for the respondents from the Nagrijuli Tea Estate, indicating that the majority of them rely on daily labor for their livelihood.

It also mentions that a smaller number of respondents are employed in service or are self-employed. These individuals may be involved in various service-oriented professions, such as working in shops, restaurants, or other service industries.

There is a diversity of income sources among the respondents from the Nagrijuli Tea Estate. While the majority rely on daily labor, there is a significant presence of individuals engaged in service-oriented jobs or who have taken the path of self-employment.

Table-4.12**Basic Facilities Provided to the Tea Garden Workers**

Facilities	Provided	Not Provided
Housing Facility	79	21
Water Point	85	15
Latrine	72	28
Creches	60	40
Electric Meter	61	39
Hospital/ Medical Facility	91	9

Source: Field Study

The table highlights the fundamental amenities that are made available to the tea garden workers of Nagrijuli Tea Estate. These facilities encompass a range of essential services such as housing, water points, latrines, creches, electric meters, and hospital/medical facilities. However, it is important to note that the provision of these amenities varies in terms of the percentage of workers who have access to them and those who do not.

Firstly, the tea garden workers are provided with housing facilities, which serve as their primary shelter. These houses are allocated to a certain percentage of workers, ensuring that they have a place to reside within the estate premises. However, it is worth mentioning that not all workers are fortunate enough to be provided with housing, as there are also a significant number of workers who do not have access to this basic facility.

In addition to housing, the tea garden workers are also provided with water points. These water points serve as a source of clean and safe drinking water for the workers. While a certain percentage of workers have access to these water points, some workers do not have the privilege of accessing clean water within the estate.

Furthermore, the estate management has taken steps to provide latrines to the tea garden workers. These latrines are crucial in maintaining proper sanitation and hygiene within the estate. However, similar to other facilities, the provision of latrines is not universal, and some workers do not have access to this basic amenity.

To support working parents, the tea garden also offers creches, which provide a safe and nurturing environment for the children of the workers. This facility allows parents to focus on their work while ensuring that their children are well taken care of. However, it is important to note that not all workers have access to creches, and some may have to rely on alternative childcare arrangements.

Electric meters are another provision made by the estate management. These meters enable the workers to have access to electricity, which is essential for various aspects of their daily lives. However, the availability of electric meters is not uniform, and some workers do not have access to this utility.

Lastly, the tea garden estate also provides hospital and medical facilities to cater to the healthcare needs of the workers. These facilities aim to ensure that the workers receive timely medical attention and care. However, the provision of hospital and medical facilities may vary, with some workers having access to these services while others may not.

4.3. Implications:

The following implications are drawn from the study:

Finding: 1

The study indicates that a significant number of households in the tea estate have a relatively small family size.

Implications:

The prevalence of 2-3 family members among respondents may have several implications.

1. Firstly, it could indicate a smaller family typically requires fewer resources and support. This could potentially lead to a more manageable economic situation for these households.
2. Secondly, smaller families may foster closer relationships and stronger bonds among family members, as there are fewer individuals to divide attention and resources among.
3. Thirdly, this could contribute to community and support within the tea estate.
4. However, it is important to note that the study does not provide information on the overall population size of Nagrijuli Tea Estate. Therefore, while the majority having 2-3 family members is significant, it is not necessary to consider other family sizes would be the same within the community.

Finding: 2

Based on the field study conducted, it was found that most of the workers, specifically 83%, reported feeling happy in their work environment.

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However, it is important to acknowledge the 17% of workers who did not report feeling happy.

Implications:

1. The high percentage of workers reporting happiness is an encouraging result, suggesting that the work environment is generally conducive to positive emotions and job satisfaction.
2. This could be attributed to various factors such as a supportive management style, good work-life balance, opportunities for growth and development, and a positive company culture.
3. The minority group may be experiencing various challenges or issues in their work environment that are impacting their overall happiness. Organizations must identify and address these concerns to ensure the well-being and satisfaction of all employees.
4. The findings highlight the importance of creating a positive work environment that fosters happiness and job satisfaction, ultimately contributing to a more productive and engaged workforce.

Finding: 3

It was found that most respondents, specifically 67 out of 100 individuals, hold the belief that there exists a noticeable level of backwardness in education when compared to other localities.

Most respondents expressing concerns about the backwardness in education suggests a widespread perception that the educational system in their area is lagging in comparison to other regions.

Implications:

1. There is an urgent need for educational reforms and improvements in the locality.
2. The identified backwardness in education not only hampers the development and growth of individuals but also has broader implications for the overall progress of the community.
3. A substandard education system can hinder social mobility, limit economic opportunities, and perpetuate socio-economic disparities.
4. This sentiment that there was backwardness in education in the area may come from various factors, such as inadequate infrastructure, limited access to resources, outdated teaching methods, or a lack of qualified educators.

Finding: 4

It was found that a significant majority of the respondents expressed satisfaction with the facilities offered to them. These individuals appreciated the efforts made by their employers to create a comfortable and conducive work environment.

The study further revealed that a smaller portion of the respondents expressed discontentment with the facilities provided.

A few respondents remained neutral in their assessment of the facilities provided by their employers. These individuals neither expressed satisfaction nor discontentment, suggesting that they were relatively indifferent to the amenities offered.

Implications:

1. Those who were not satisfied with their dissatisfaction might come from a desire for a more comprehensive and well-rounded work environment.
2. It is possible that the individuals who were neutral regarding the basic facilities might have had different priorities or expectations, or simply did not have strong opinions on the matter.

Finding: 5

The study reveals that most of the respondents have completed the 12th standard. A smaller number of respondents are graduates.

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Implications:

1. It indicates a significant level of secondary education attainment within the community.
2. This suggests that a substantial portion of the population has acquired a basic level of education, which can be seen as a positive indicator of educational development.
3. A portion of the population has pursued higher education beyond the secondary level, indicating a higher level of educational achievement.
4. The presence of graduates within the community suggests that there are individuals who have acquired specialized knowledge and skills that can contribute to the overall development and progress of the community.

Finding: 6

It was observed that a significant proportion of children from the Nagrijuli Tea Estate are enrolled in school. Specifically, 79.69% of the sample respondents' children were attending school, indicating a relatively high level of school attendance in the community.

Implications:

1. This statistic highlights the positive efforts made by the community and the importance they place on education.
2. It suggests that most parents in the Nagrijuli Tea Estate recognize the value of education and are actively ensuring that their children receive formal schooling.
3. The high enrollment rate is a promising sign for the future of the community.
4. By prioritizing education, the Nagrijuli Tea Estate is taking a significant step towards breaking the cycle of poverty and providing opportunities for its

residents.

Finding: 7

The study reveals that a substantial number of individuals within the study area are grappling with addiction, with smoking and tobacco addiction being the most prevalent forms.

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Implications:

1. This finding stresses the urgent need for effective interventions and support systems to address this pervasive issue.
2. The alarming percentage of addicted family members, emphasizes the far-reaching consequences of addiction on the family unit.

Finding: 8

The survey revealed that none of the participants relied on ponds as their source of drinking water. The majority of the workers relied on daily labour for their livelihood.

1. This finding suggests that ponds are not considered a viable or safe option for obtaining potable water within the surveyed population.

Finding: 9

A smaller number of respondents are employed in service or are self-employed.

Implications:

1. This implies that a significant portion of the population in this area engages in manual work daily to earn a living.
2. This suggests that there is a smaller but still notable proportion of individuals who work in sectors other than daily labor.
3. This diversity in income sources reflects the varied economic activities and opportunities available within the community, contributing to the overall economic landscape of the Nagrijuli Tea Estate.

Finding: 10

Not all workers were fortunate enough to be provided with housing, as there are also a significant number of workers who do not have access to this basic facility. A certain percentage of workers have access to these water points, some workers do not have the privilege of accessing clean water within the estate. Similar to other facilities, the provision of latrines is not universal, and some workers do not have access to this basic amenity.

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Not all workers had access to creches.

The availability of electric meters is not uniform, and some workers do not have access to this utility.

The provision of hospital and medical facilities may vary, with some workers having access to these services while others may not.

Implications:

1. It is important to acknowledge that the provision of these amenities varies among the workers, with some having access to them while others do not.
2. Some had to rely on alternative childcare arrangements.
3. All the provisions relating to the basic facilities for the workers were not observed.

4.4. Suggestions:

The following suggestions are forwarded:

1. **There Is More Scope to Study Happiness and Unhappiness Factors:** Further analysis could be conducted to explore the reasons behind the reported happiness or lack thereof. This could involve conducting interviews or surveys to gather more detailed information about the factors influencing employee happiness. By understanding the underlying causes, organizations can implement targeted

interventions and improvements to enhance overall employee well-being and job satisfaction.

2. Way to Develop Education Scenario:

- i. It is crucial to invest in modernizing educational infrastructure, ensuring equitable distribution of resources, and updating teaching methodologies to align with contemporary educational standards.
- ii. Efforts should be made to attract and retain highly qualified teachers who can provide quality education to students.
- iii. Collaboration between local educational authorities, community stakeholders, and relevant government bodies is essential to develop comprehensive strategies and policies that address the identified backwardness in education.
- iv. This collaborative approach can help in identifying specific challenges, implementing targeted interventions, and monitoring progress over time.
- v. By acknowledging and acting upon the concerns raised by the majority of respondents, local authorities can work towards creating an educational environment that fosters growth, innovation, and equal opportunities for all.
- vi. The goal should be to transform the educational landscape, ensuring that students in the locality receive a high-quality education that prepares them for the challenges of the modern world.
- vii. However, further efforts may be needed to ensure that a larger proportion of the population can access and complete higher levels of education, thereby promoting even greater educational development within the community.

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3. Removing Addiction from the Tea Garden:

- i. A comprehensive awareness program should be made within the study area and the urgent need for targeted interventions.
- ii. It serves as a call to action for policymakers, healthcare professionals, and

community organizations to develop comprehensive strategies to combat addiction and provide support to affected families.

4.5. Summary:

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In conclusion, the study reveals several important findings about the tea estate community. Firstly, it is evident that a significant number of households have a small family size. This has implications for resource management, as smaller families may require fewer resources and have a lower impact on the environment. Smaller families may also contribute to stronger family bonds, as there are fewer individuals to divide attention and resources among.

Furthermore, the study highlights the importance of creating a positive work environment. The majority of workers reported feeling happy in their work environment, indicating that a positive workplace can contribute to job satisfaction and overall well-being. This finding emphasizes the need for employers to prioritize employee well-being and create a supportive and positive work environment. Education is another area of concern in the tea estate community. The study reveals a widespread perception of backwardness in education, suggesting that there is a need for educational reforms in the area. Improving access to quality education and addressing the perceived backwardness can help uplift the community and provide better opportunities for future generations.

The study also found that most respondents expressed satisfaction with the facilities provided in the community. However, some were dissatisfied or indifferent, indicating that there may be room for improvement in terms of the facilities and services offered. Community leaders and policymakers need to address these concerns and ensure that all residents have access to adequate facilities and services.

One notable issue in the community is the prevalence of addiction, particularly smoking and tobacco addiction. This highlights the need for targeted interventions and support systems to address addiction and promote healthier lifestyles. Efforts should be made to raise awareness about the harmful effects of addiction and provide resources for individuals seeking help. The study found that ponds are not considered a safe option

for drinking water. This suggests that there may be issues with water quality and access to clean drinking water in the community. Steps should be taken to improve water infrastructure and ensure that all residents have access to safe and clean drinking water.

In terms of livelihoods, most workers rely on daily labor for their income. However, there is also diversity in income sources, indicating that some individuals may have alternative sources of income. This diversity in income sources can contribute to economic resilience and reduce dependence on a single source of income. Lastly, access to basic facilities varies among workers in the tea estate community. This highlights the need for equitable distribution of resources and services to ensure that all residents have access to basic amenities. Efforts should be made to bridge the gap and provide equal opportunities for all members of the community.

