

Chapter-6

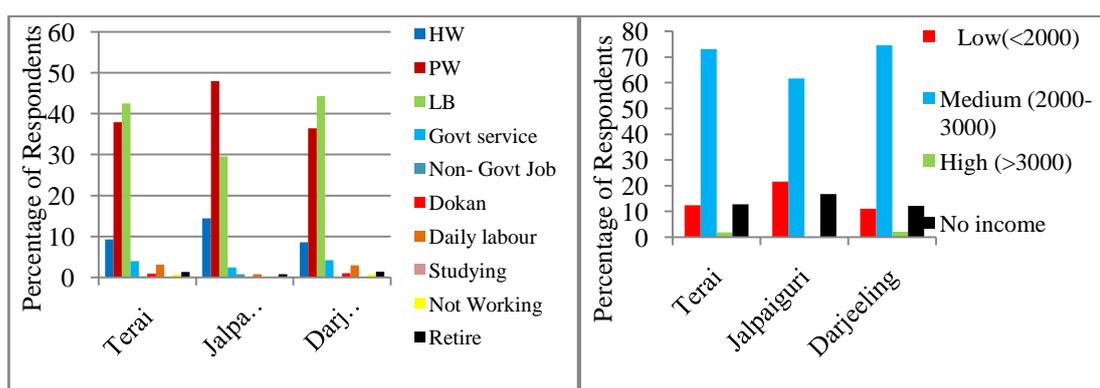
Economic conditions of Women in Tea Gardens

6.0 Introduction: Economy is the backbone of a country which reflects its development. But in respect of households, the economic status indicates its richness or poorness. In tea plantation, labourers are backbone, because it is labour intensive industry where labourers spend half of their life in tea plantations (Santhimol, 2014). The tea plantation has a positive impact on the regional economy because of the large employment of the population (Joseph & George, 2014). In India, tea industry is a large organized industry but its workers are poorest and most deprived because of their backwardness and mostly belong to scheduled tribes communities (Bhowmik, 1981; Sankrityayana, 2006). Since, they are exploited and considered as an excluded section from the mainstream of society (Behal & Mohapatra, 1992; Gupta, 1992; Raman, 2010). Women participation in the tea industry is significantly high than any other organized industry. Being an agro-based industry, sharing half of the women labour force where women's work participation rate is declining in any organized industry (Rasaily, 2013; Chaudhuri, 2014; Dutta, 2015). Because labourers recruited in the plantation as indenture and family basis in three recruiting systems i.e. *Sardari system*, *Arkati system* and Tea District Labour Association (TDLA) (Majumder & Roy, 2012; Goowalla, 2014). Where husband, wife and children worked and they are mostly uprooted from central India specially in the state Bihar, Madhya Pradesh, Orissa and Jharkhand (Bhadra, 1985). The assessment of the economic condition of the tea gardens labourers are quite difficult due to their working pattern in tea garden because many of them received wages as daily basis and rest are received as monthly basis wages and their receiving wages is low for healthy livelihood (Mahalaxmi, 2012; Chetia & Baruah, 2014). Since the tea industry is an export-based industry and wages of workers indirectly depend on its productivity. Positive productivity may improve workers' livelihood conditions. Women workers work for in tea garden as a tea leaves pluckers at a fixed price per kilogram in the peak season (July to September) and earn entire wages from plucking but in slack season (December to March) and their earning is much less even volume of work and working hours are reduced considerably. In that time, pruning work done by male workers, women work in light and medium pruning, aged women employed for packaging in the factory (Borah, 2013). Women also engaged in making a nursery, child-caring in crèche and cooking in managers' bungalows, they also paid by wages and kinds (fuel wood, subsidised ration, tea) and protected materials (umbrella, shoes, apron), health care's, child education etc. The income varies for their skills, working hours, health & strength and amount of plucking

(Rymbai et al., 2012; Sarker, 2015). So, it is difficult to measure their average wages because they getting payment in wages and a form of kinds. Provision for workers welfares mentioned in PLA, 1951, PLA (Amendment), 1956 is violated due to deprivation of materials facilities in the tea garden workers. The upward mobility in occupational specially for women in tea industry is extremely difficult because of backwardness, ignorance. They get lesser wages than men in plantation till 1976 (Bhadra, 1985). Women are facing vicious circles of problems for survival. Due to bounded within tea gardens, they are fully involved in tea plantation works so their occupational diversification is very limited because of their illiteracy, unskilled, poverty (Sharma et al., 2013; Biswas, 2015). Although their employment in tea plantation has changed their socio-cultural life from agricultural to industrial after settling in tea plantation and shared a multi-ethnic community and gradually changing their social life related to family structures, marriage, their status, inter-personal relations etc (Devi, 2014). In tea plantation, women play a vital role in domestic field as well as economic field. But their economic life is much vulnerable and deplorable due to intoxication and continuously struggling for food to mouth. In most cases, women control families expenditures even they withdraw male members' wages from authorities due to their excessive drinking and abuses of money. Male expense their earning within 1-2 days of week and faced a critical economical situation like meager wages, unemployment, lack of occupational diversification, deprivation from benefits (PF, gratuity, subsidised ration, old aged benefits). So, an attempt has been made to highlights the economic condition of the tea garden women workers in Terai region. Thus, the chapter deals with the occupations, nature of employment of women, households economy i.e. agricultural land, agricultural production, livestock, assets etc, other source of income (except primary sources), debtness of households, implementation of micro finances, Occupational organisation (Trade union).

6.1 Women and Occupation: Since, women in the tea gardens are socially backward and economically weaker and vulnerable section of society in forms of their meagre wages, wages discrimination, secure working welfare and decent employment opportunity for their better livelihood. They belong to lower strata of the socio-economic hierarchical ladder of the society. Even they have no knowledge and ideas about basic rights in tea gardens (Borah, 2013).

❖ **Respondents Occupation:** Since, tea gardens people residing within tea gardens, so they mostly engaged in tea gardens works and also engaged in various differential occupations (i.e. Govt services, Non-Govt services, petty business (Grocery shop), daily wage earner labour) although very negligible. During investigation, it is observed that 80.40 per cent women engaged in tea plantation, among them, temporary workers or *Bigha* workers (42.50 per cent) are more than permanent workers (37.90 per cent) and found a wide variation in permanent workers of the tea gardens of Jalpaiguri (48.00 per cent) and Darjeeling (36.46 per cent). On the other hand, variation also found among temporary workers of the tea gardens of Jalpaiguri (29.60 per cent) and Darjeeling (44.34 per cent). While occupation other than tea gardens are much less reported in the study areas where only 3.10 per cent women are engaged in daily labour which is found more in the tea gardens of Darjeeling (2.97 per cent) than Jalpaiguri (0.80 per cent). Only 4.00 per cent respondents engaged in Government services especially health department (ASHA, ICDS) have better knowledge and awareness in different development schemes for their livelihood that also varied in the tea gardens of Jalpaiguri (2.40 per cent) and Darjeeling (4.23 per cent). While very negligible per cent women (0.20 per cent) involved in the private job and 9.30 per cent women are a housewife in the study areas which is varied in the TG of Jalpaiguri (14.40 per cent) and Darjeeling (8.57 per cent) respectively. Where, only 0.90 per cent women engaged in petty business (grocery, fast food shop) in the study areas (Fig. 6.1).



6.1: Respondent's Occupation

Fig. 6.2: Respondent's Monthly Income

❖ **Respondent's Monthly Income:** Since, women in the tea gardens are mostly engaged in tea plantation so, their earning is very nominal. They earn wages of Rs. 132.50 daily and paid their wages weekly in most of the tea garden of the study areas. Where some of the women do not earn because of they are housewife and

illness or retired workers. Where most of the respondents (73.00 per cent) earn monthly Rs. 2000-3000 which is found a variation in the tea gardens of Jalpaiguri (61.60 per cent) and Darjeeling (74.60 per cent). On the other hand, 12.40 per cent of women earn monthly less than Rs.2000 and found in the tea gardens of Jalpaiguri (21.60 per cent) and Darjeeling (11.10 per cent). While only 1.80 per cent of women earn more than Rs. 3000 which indicates over duties and their efficiency in plucking which is found only in the tea gardens of Darjeeling. There are 12.80 per cent women who are not directly engaged in earning (housewife, women stay home for illness and retire women) but worked in households chores and varied in the tea gardens of Jalpaiguri (16.80 per cent) and Darjeeling (12.20 per cent) (Fig. 6.2).

❖ **Monthly households Income:** The monthly households' income of the tea gardens is not so sufficient for better living. Although, 2-3 members are of each household engaged in the tea garden. The household incomes of the tea gardens workers are categorised i.e. Low household Income (below Rs. 5000 per month), Medium household Income (Rs. 5000-10000 per month) and High household Income (above Rs. 10000). In the study areas, the monthly income of the majority of households (61.40 per cent) is Rs. 5000-10000, found more in the tea gardens of Darjeeling (62.40 per cent) than Jalpaiguri (56.80 per cent). There are 26.40 per cent household's monthly income is less than Rs. 5000 which is found more in the tea gardens of district Jalpaiguri (36.00 per cent) than Darjeeling (25.00 per cent) and mostly observed in Saraswatipur TG (60.00 per cent), Raipur TG (48.00 per cent), Shikarpur TG (40.00 per cent) of Jalpaiguri and Taipoo TG (76.00 per cent), Gayaganga TG (52.00 per cent), Gangaram TG (44.00 per cent), Sannysithan TG (44.00 per cent), Kiran Chandra TG (48.00 per cent), Matigara TG (44.00 per cent), Fulbari TG (44.00 per cent). On the other hand, only 12.20 per cent of households' monthly income of the tea gardens is more than Rs. 10000 monthly which is found in the tea gardens of Darjeeling (12.90 per cent) than Jalpaiguri (7.20 per cent) respectively and mostly found in the tea gardens named Denguajhar TG (8.00 per cent), Joypur TG (8.00 per cent), Saraswatipur TG (8.00 per cent), Shikarpur TG (8.00 per cent) of Jalpaiguri and Dagapur TG (24.00 per cent), Meryview TG (24.00 per cent), Bijlimoni TG (20.00 per cent), Trihana TG (20.00 per cent), Vijoynagar TG (20.00 per cent), Azmabad TG (20.00 per cent), Belgachi TG (20.00 per cent) (Fig. 6.3).

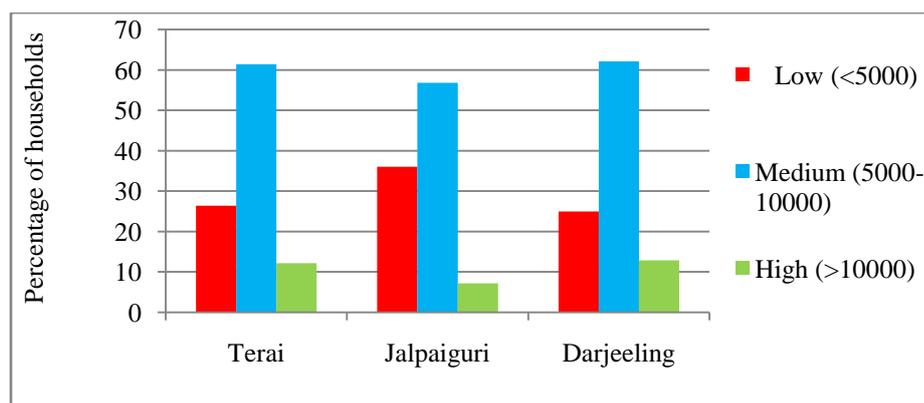


Fig. 6.3: Monthly households Income

6.2 Women and Employment (Tea Gardens):

❖ **Types of Work:** In the tea industry women sharing half of the workforces because of the best pluckers and productive labour force and of their nimble hand is suitable for plucking tea leaves (Basumatari & Goyari, 2013). Permanents and contractual workers

Table 6.1: Gender Divisional Works in Tea Plantation

Major activities in TGs	Duration of engagement	Domination
Field activities		
Transplanting	January–March	Male, Female
Manuring	February–May	Male, Female
Plucking	March–November	Male, Female
Spraying pesticide April–September	April–September	Male
Pruning	November–January	Male, Female
Hoeing	January–December	Male, Female
Weeding	January–December	Male, Female
Factory activities		
Machine operation	March–December	Male
Withering	March–December	Male
Rolling	March–December	Male
Fermenting	March–December	Male
Drying	March–December	Male
Sorting	March–December	Male, Female
Packing	March–December	Male
Transporting	March–December	Male

Source: Gurung & Roy Mukherjee, 2018

are mostly found in the study area where contractual workers employed only in a peak season (May to September) for plucking but permanents women involved for plucking, pruning, sparing, mulching, factory work and caring children in creche

(Sarkar et al.,2016). So gender divisional work is observed where women mostly engaged in plucking, pruning, nurturing seeds, packaging, and gardens hospitals while factory works (i.e. mechanical, packaging and transporting) mostly dominated by men workers in the tea gardens (Gurung & Roy Mukherjee, 2018).

During the investigation, it is observed that most women workers (53.00 per cent) are engaged in tea leaves plucking found 53.60 per cent and 48.80 per cent Darjeeling and Jalpaiguri respectively. Where about 21.80 per cent women engaged in work of plucking and weeding and observed more in the tea gardens of Jalpaiguri (21.60 per cent) than Darjeeling (21.83 per cent). Where only 5.60 per cent of women workers engaged in plucking and pruning found 8.00 per cent 5.26 per cent in the tea gardens of Jalpaiguri and Darjeeling of Terai. But 3.10 per cent women worked beyond tea gardens as daily wages earner found more in the tea garden of Jalpaiguri (4.00 per cent). On the other hand, 16.50 per cent women are government and private services holders, housewives etc which is found in the tea gardens of Jalpaiguri (17.60 per cent) and Darjeeling (16.34 per cent) (Fig. 6.4).

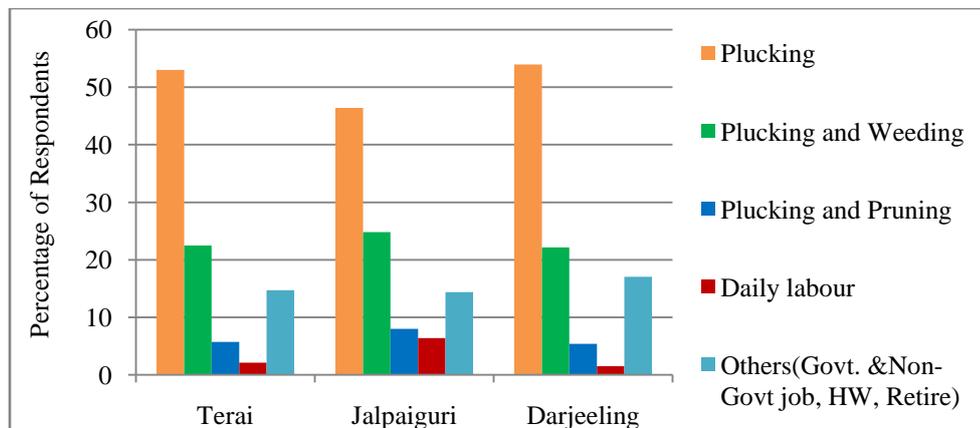


Fig. 6.4: Types of work

❖ **Tea Leaves Plucking in Lean Season:** The tea leaves are grown throughout the year and rapidly grown peak season (May to September) so temporary workers are engaged for plucking tea leaves. But in the lean season, only permanent workers pluck tea leaves. Where most of the women workers (62.24 per cent) plucked 25-34 kg tea leaves in lean season found in tea gardens of Darjeeling (63.42 per cent) and Jalpaiguri (37.75 per cent). In the study area, the fixed amount of tea leaves plucking is 24 kg per day. Which is reduced in a lean season where 21.83 per cent women replied that they plucked 35-44 kg tea leaves in lean season found 29.70 per cent and 20.74 per cent in the tea gardens of Jalpaiguri and Darjeeling respectively? On the

other hand, 10.98 percent women plucked 45-54 kg tea leaves and 3.02 percent Respondents replied that they plucked tea leaves even less than 25 kg varied in the tea gardens of Jalpaiguri (9.90 percent) and Darjeeling (2.06 percent). While 1.69 percent and 0.24 percent women plucked 55-64 kg and 65-74 kg tea leaves in the lean season (Fig. 6.5).

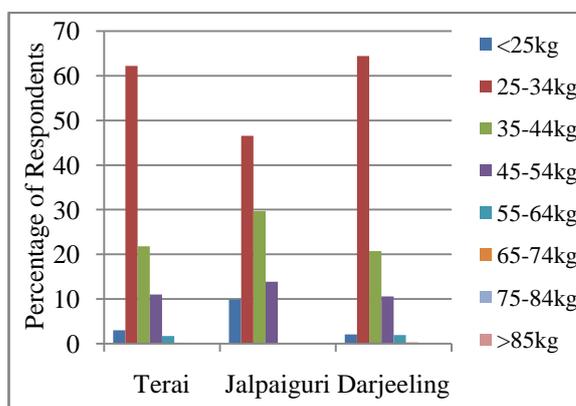


Fig. 6.5: Plucking in Lean Season

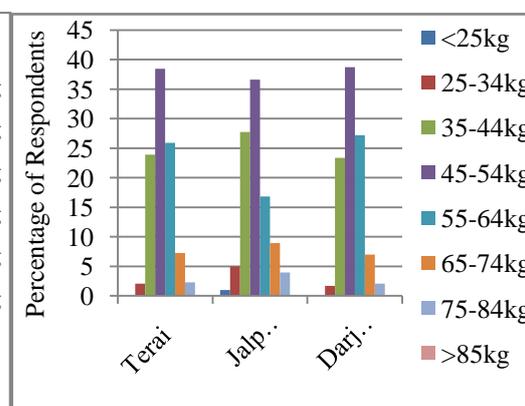


Fig. 6.6: Plucking in Peak Season

❖ **Tea Leaves Plucking in Peak Season:** The peak season of tea plantation started from the month of May to September and rapidly growth tea leaves. So, the temporary workers are engaged in plucking. Where a woman namely Anita Bora (age of 35 years) of Hansqua TG replied that “*if women workers are efficient and skill they can pluck upto 100 kg tea leaves daily in peak season*”. The majority of respondents (36.56 per cent) replied that they plucked 45-54 kg tea leaves in peak season found a variation in tea gardens of Jalpaiguri (33.33 per cent) and Darjeeling (37.00 per cent). While 25.93 percent women plucked 55-64 kg tea leaves and found more in the tea gardens of Darjeeling (27.20 per cent) than Jalpaiguri (16.83 per cent). On the other hand, 23.88 per cent women plucked 35-44 kg tea leaves found a wide variation in the tea gardens of Jalpaiguri (27.72 percent) and Darjeeling (23.35 percent) respectively. Nevertheless, 2.05 percent women replied that they are plucking 25-34 kg which is found mostly in Mohorgaon and Gulma TG (20.00 percent), Paharghomia TG (8.00 percent), New Chamta TG (8.00 percent) of Darjeeling that indicate less skill and efficiency in plucking. Wherever 7.24 percent women plucked 65-74 kg tea leaves and found in the tea gardens of Jalpaiguri and Darjeeling 8.91 per cent and 7.00 percent respectively. While 2.29 percent women workers plucked 75-84 kg tea leaves in peak season mostly found in Denguajhar TG

(8.00 percent) of Jalpaiguri and Satish Chandra TG (8.00 percent), Nishchintapur TG (16.00 percent) of Darjeeling (Fig. 6.6).

❖ **Extra Work:** During the lean season, tea leaves not grown rapidly for plucking so the amount of fixed plucking (24 kg) reduced for workers in the lean season. But in the peak season, the tea leaves grown rapidly and need to pluck regularly and temporary workers are employed for plucking. Beyond the quantity of 24 kg tea leaves count as doubling and received extra wages (vary in tea gardens) for extra tea leaves plucking. During the investigation, it is observed that there are 7.50 per cent tea gardens (3 in number), more than 89.32 per cent respondents work overtime (Doubling) in peak season. 75.90-89.32 per cent women work extra time reported in 52.50 per cent tea gardens (21 in number) named Gangaram TG, Jayantika TG, Singhajhora TG, Satish Chandra TG, Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, New Chamta TG, Nishchintapur TG, Putinbari TG, Atal TG, Belgachi TG, Kiran Chandra TG, Marapur TG, Naxalbari TG, Sannyasithan TG, Trihana TG, Bijlimoni TG, Hansqua TG, Sayedabad TG, Taipoo TG. There are seven tea gardens where less than 62.48 per cent women work overtime found in 17.50 per cent tea gardens (7 in number) i.e. Raipur TG, Shikarpur TG, Azmabad TG, Kamalpur TG, Gayaganga TG, Vijoynagar TG, Kamala TG of the study areas (APPENDIX-XVII).

❖ **Child Labour:** The child labours are common in tea gardens even they are forced to work for financial supporting in households which reflect a lack of awareness of workers authority casualty of the tea gardens (Das et al., 2006). During investigation, It is observed that children (below 14 years age) are actively involved in tea leaves plucking at peak season. Although there are two gardens named Trihana TG, Vijoynagar TG where child labourers not yet found at all. But most of the tea gardens (40.00 per cent and 16 in number) where 8.80-20.90 per cent respondents replied child labourers work in tea gardens. There are 10.00 per cent tea gardens (4 in numbers) where more than 33.00 per cent respondents replied that child labourers still working in tea gardens due to poverty. Whereas in 17.50 percent tea gardens, less than 8.80 per cent women replied the child labourers are common in tea gardens (Table 6.2).

Table 6.2: Child Labour in Tea Gardens

Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
<8.80	Trihana TG, Vijoynagar TG, Raipur TG, Saraswatipur TG, Sikarpur TG, Azmabad TG,	7	17.50
8.80-20.90	Denguajhar TG, Dagapur TG, Ord Terai TG, Paharghomia TG, Bagdogra TG, Taipoo TG, Fulbari TG, Matigara TG, New Chamta TG, Nishchintapur TG, Putinbari TG, Marapur TG, Naxalbari TG, Sannyasithan TG, Jayantika TG, Kamala TG, Motidhar TG	16	40.00
>20.90-33.00	Joypur TG, Satish chandra TG, Sukna TG, Ashapur TG, Atal TG, Belgachi TG, Kamalpur TG, Meryview TG, Bijlimoni TG, Gangaram TG, Gayaganga TG, Hansqua TG, Sayedabad TG	13	32.50
>33.00	Mohorgaon and Gulma TG, Kiran Chandra TG, Manjha TG, Singhajhora TG	4	10.00
Total	Mean: 20.90, SD: 12.10	40	100

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Mode of Payment:** In the study area the wage in tea gardens is very poor only Rs. 132.50 per day for working in the plantation field such as plucking, pruning, weeding while the workers getting Rs. 141.00 per day get factory workers. This is fixed by the different labour union in different tea growing regions (Darjeeling tea union for Hill tea gardens, D.B.I.T.A. for Duars tea gardens and T.I.P.A. for Terai tea gardens) but no wage discrimination among permanent and temporary tea garden worker (Sarkar et al., 2016). During the investigation, it is observed that workers received their wages weekly and fortnightly in tea gardens of the study area. Near about 15.96 per cent of women received wages weekly on the days of ‘Local hat’ which is found in the tea gardens of Darjeeling (18.05 per cent). While most of the respondents (75.39 per cent) received wages fortnightly and reported in the tea gardens of Jalpaiguri (88.99 per cent) and Darjeeling (73.62 per cent) and found in all the tea gardens of the study areas except Ord Terai TG, Trihana TG, Gayaganga TG, Hansqua TG, Sayedabad TG, Taipoo TG of Darjeeling. On the other hand, only 6.29 per cent women received salary monthly reported in the tea gardens of Jalpaiguri (3.67 per cent) and Darjeeling (6.66 per cent) among them mostly are ASHA, ICDS teacher and cooker and workers received a monthly salary from

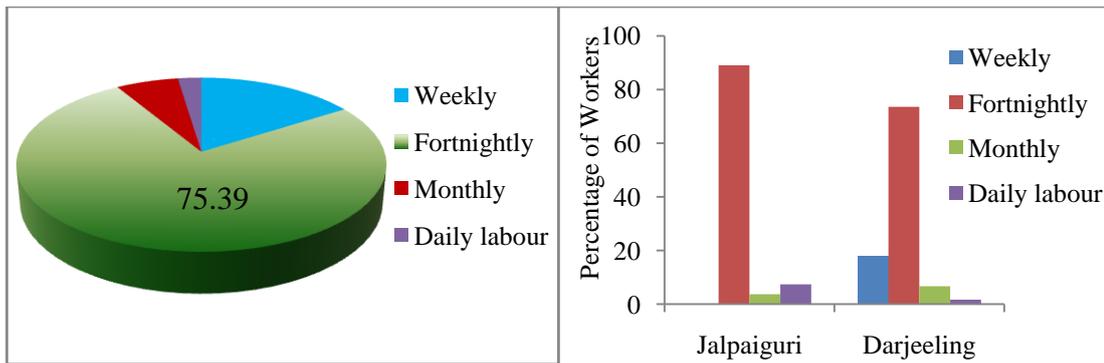


Fig. 6.7: Mode of Payment of the workers Fig. 6.8: Mode of Payment in Dar & Jal

company authority. Only 2.36 per cent women are daily wage earners work outside the tea gardens and mostly reported in the tea gardens of Jalpaiguri (7.34 per cent) (Fig.6.7 & Fig. 6.8).

❖ **Work Experiences:** People of tea gardens are 2-3 generation worker after the migration of labourers in tea plantation. Where permanent workers are retired after 58 years and get some welfare benefits (PF, Gratuity). Where the majority of respondents (24.39 per cent) have work experiences of 5-9 years found a variation in the tea gardens of Jalpaiguri (26.85 per cent) and Darjeeling (24.05 per cent). While 19.04 percent of women have experiences of 10-14 years which are reported more in the tea gardens of Jalpaiguri than Darjeeling (18.61 per cent) of the study area (Fig. 6.9).

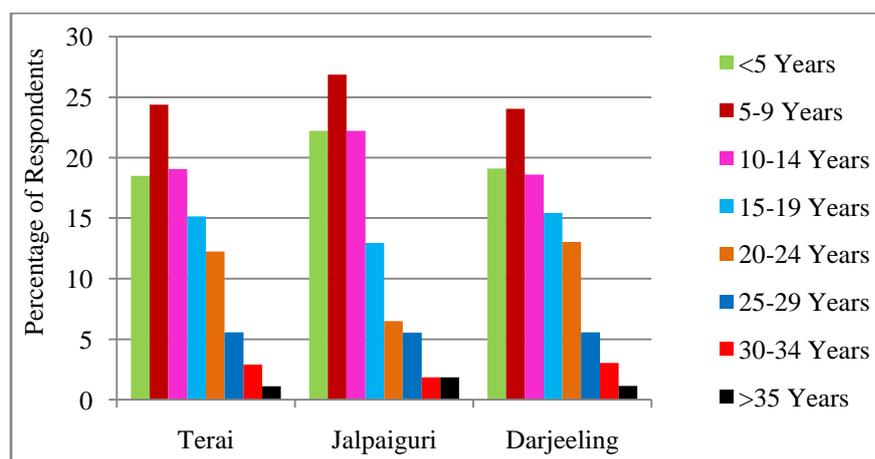


Fig. 6.9: Work Experiences

Where 15.14 percent women work 15-19 year in tea plantation and found in tea gardens of Jalpaiguri (12.96 percent) and Darjeeling (15.44 percent) and mostly observed in Shikarpur TG (16.00 percent), Raipur TG (12.00 percent), Denguajhar TG (12.00 percent) of Jalpaiguri and Fulbari TG (24.00 percent), Trihana TG (32.00

percent), Matigara TG (24.00 percent), Bijlimoni TG (28.00 percent) of Darjeeling. While 12.25 percent respondents replied that they working from 20-24 years observed more in the tea gardens of Darjeeling (13.04 percent) than Jalpaiguri (6.48 per cent). On the other hand, 5.57 percent women still work 25-29 year in tea garden which is mostly found in Saraswatipur TG (12.00 percent), Raipur TG (8.00 percent) of Jalpaiguri and Satish Chandra TG (20.00 percent), Sayedabad TG (12.00 percent), Bagdogra TG (12.00 percent), Putinbari TG (16.00 percent) of Darjeeling. Whereas 2.90 per cent of women have experience of 30-34 years and 1.10 per cent women working more than 35 years in tea gardens of the study areas.

❖ **Employment after Marriage:** During the investigation, it is observed that the majority of women (75.30 per cent) engaged in work after getting married in the tea garden. There are 15.00 per cent tea gardens (6 in numbers) named Dagapur TG, New Chamta TG, Kiran Chandra TG, Marapur TG, Sannyasithan TG, Bijlimoni TG where more than 90.50 per cent respondents engaged in tea gardens work after their marriage. Where in 7 tea gardens, less than 17.50 per cent respondents employed in tea gardens after marriage. Whereas in 50.00 per cent tea gardens (20 in number) such as Matigara TG, Nishchintapur TG, Putinbari TG, Sukna TG, Ashapur TG, Azmabad TG, Belgachi TG, Manjha TG, Naxalbari TG, Ord Terai TG, Paharghomia TG, Trihana TG, Bagdogra TG, Hansqua TG, Sayedabad TG, Taipoo TG, Joypur TG, Saraswatipur TG, Sikarpur TG, Fulbari TG, Mohorgaon and Gulma TG, where 77.30-90.50 per cent women employed in tea gardens service after marriages (APPENDIX-XVII).

❖ **Employment before Marriage:** Women also involved in tea gardens before the marriage only because of poverty reported 13.40 percent women varied in the tea gardens of Jalpaiguri (16.80 percent) and Darjeeling (12.91 percent). In precisely, there are 7.50 per cent TGs named Gayaganga TG, Paharghomia TG, Nishchintapur TG where no women are reported in Job before marriage. But there are three tea gardens named Singhajhora TG, Kamalpur TG where more than 24.57 per cent women engaged before marriage for financial assistant in households. Although 35.50 per cent tea gardens (14 in number i.e. Joypur TG, Satish Chandra TG, Fulbari TG, Dagapur TG, Mohorgaon and Gulma TG, Matigara TG, Putinbari TG, Ashapur TG, Belgachi TG, Manjha TG, Sannyasithan TG, Trihana TG,

Sayedabad TG where 4.41-14.49 per cent respondents engaged in tea gardens before getting marriage (Table 6.3).

Table 6.3: Employment before Marriage

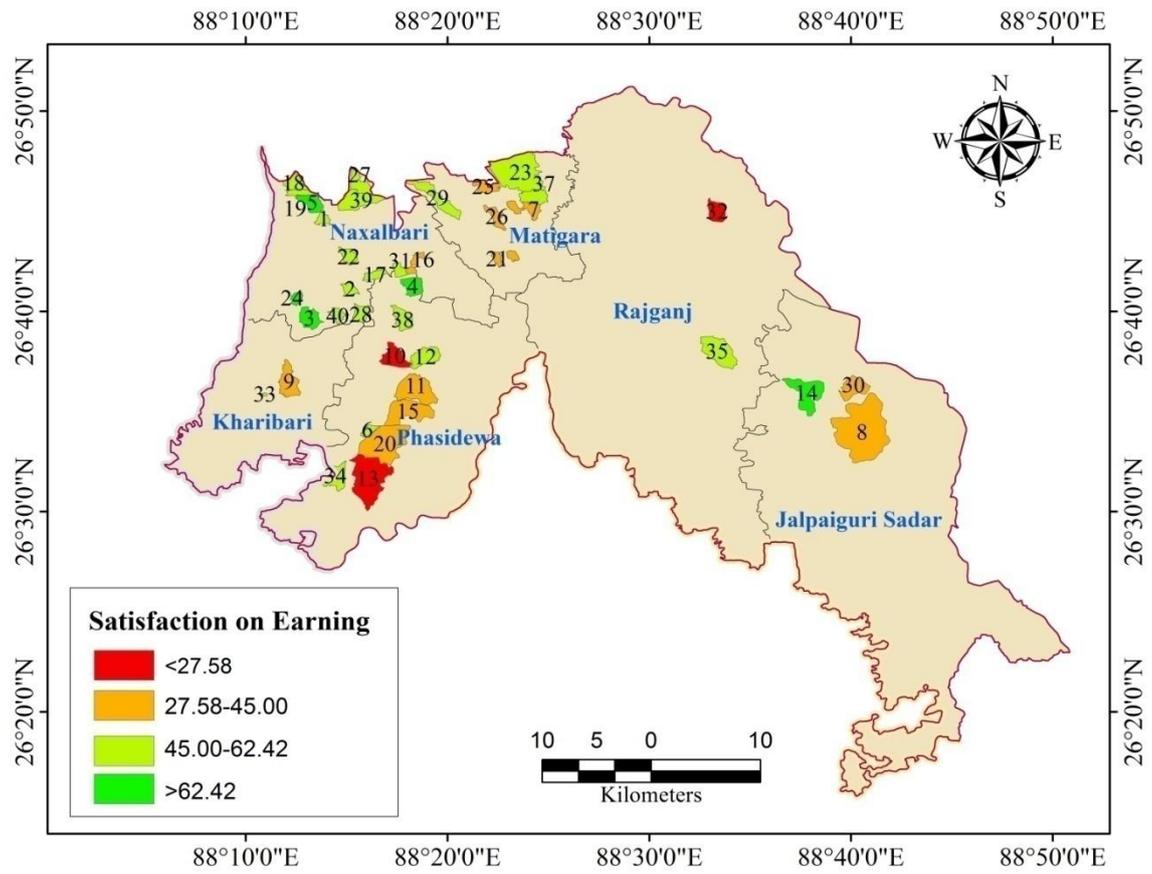
Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
NIL	Gayaganga TG, Paharghomia TG, Nishchintapur TG,	3	7.50
<4.41	New Chamta TG, Sukna TG, Kiran Chandra TG, Ord Terai TG, Naxalbari TG, Bijlimoni TG	7	17.50
4.41-14.49	Joypur TG, Satish chandra TG, Fulbari TG, Dagapur TG, Mohorgaon and Gulma TG, Matigara TG, Putinbari TG, Ashapur TG, Belgachi TG, Manjha TG, Sannyasithan TG, Trihana TG, Sayedabad TG	14	35.00
14.49-24.57	Denguajhar TG, Atal TG, Gangaram TG, Motidhar TG, Taipoo TG, Marapur TG, Meryview TG, Azmabad TG, Bagdogra TG, Hansqua TG, Kamala TG, Raipur TG, Saraswatipur TG, Sikarpur TG	13	32.50
>24.57	Singhajhora TG, Kamalpur TG, Jayantika TG	3	7.50
Total	Mean: 14.49, SD: 10.08	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Satisfaction on Earnings:** A worker named Puspa Oraon (age 43 years) of Sayedabad tea gardens replied that “*Ham Lok Bagan me hay to Kam karnay parega*” or “since they residing in tea gardens so they compel to work in tea gardens”. Yet they remain satisfied with their meager wages. There are only 12.50 per cent tea gardens (5 in number) such as Joypur TG, Azmabad TG, Belgachi TG, Naxalbari TG and Bagdogra TG where more than 62.42 per cent women workers satisfied over their earnings. Whereas in tea garden named Raipur TG, Saraswatipur TG, Gangaram TG, Jayantika TG less than 27.58 per cent respondents just satisfied on their earning. In most of the surveyed tea gardens (40.00 per cent and 16 in numbers) 45.00-62.42 per cent women just satisfied over their poor earnings (Map 6.1).

❖ **Facilities availed from Companies:** There was a provision in the Plantation Labour Act, 1951. The permanent employee enjoyed welfare facilities i.e. housing accommodation, subsidized ration (PLA, 1951), provident fund, medical facility,

firewood, bonus, blankets, umbrellas etc while temporary workers not availed these



Map 6.1: Satisfaction on Earning

facilities except subsidized ration even they stay in houses of permanent workers (Duara & Mallick, 2012). During the investigation, it is found workers of tea gardens are paid by cash and kinds. Where permanent and *Bigha* workers (P.F deducted) of the tea gardens only are benefitted from materials facilities i.e. umbrella, shoe, *triple* (one time after three years) and tea leaves of 500 gram monthly. In Gangaram tea garden workers are deprived of all forms of cash and kind due to close. While there are 17.50 per cent tea garden (7 in numbers) named Joypur TG, Dagapur TG, Kamalpur TG, Manjha TG, Naxalbari TG, Trihana TG, Kamala TG where more than 67.26 per cent women enjoyed materials facilities. On the other hand, 29.94-48.60 per cent respondents are benefitted by materials a facility which is reported in 42.50 per cent tea gardens (17 in number). While in 7.50 per cent TGs (3 in number) such as Raipur TG, Motidhar TG, Taipoo TG where less than 29.94 per cent respondents benefitted by materials facilities (APPENDIX-XVII).

❖ **Job Satisfaction:** During the investigation, the majority of workers not satisfied with medical facilities. The permanent workers are just satisfied in their job because

of welfare benefits (PF, Gratuity) whereas temporary workers (*Bigha*) are not satisfied because they get work only in peak season only. On the other hand, their education qualification is too poor to improve their professional enrichment. Most of the respondents (43.11percent) are just satisfied over their job and found a variation in the tea gardens of Jalpaiguri (39.25 percent) and Darjeeling (43.63 percent). Another 31.31 per cent women are not so satisfied in the job of tea gardens which is found more in the tea gardens of Jalpaiguri (32.71 per cent) than Darjeeling (32.13 per cent). Only 12.35 percent respondents are much satisfied with the job that indicates the variation in tea gardens of Jalpaiguri (10.28 percent) and Darjeeling (12.63 percent). But 13.23 percent respondents are not at all satisfied over their job which is mostly found in the tea gardens of Jalpaiguri (17.76 percent) compare to Darjeeling (12.63 percent) of the study areas (Fig. 6.10).

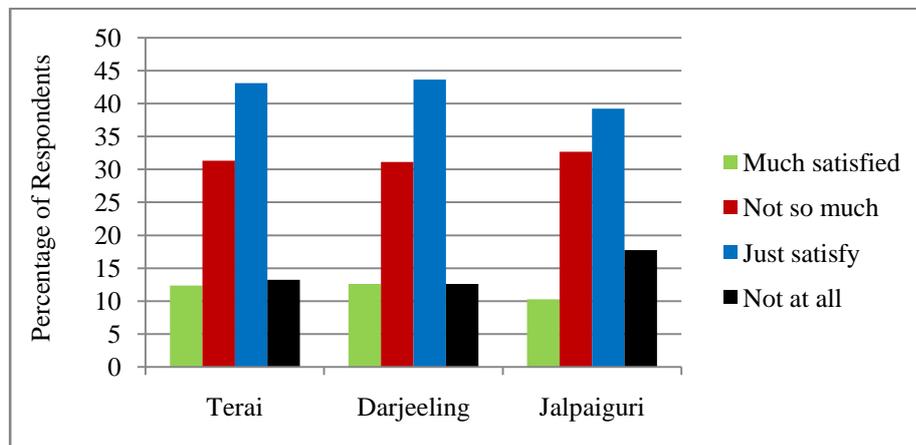


Fig. 6.10: Satisfaction over Job

❖ **Job Continuation:** Since workers are residing in tea gardens and recruited family basis and compelled to work in tea gardens but not willing to work heartedly. So, most of the women are disagreed to work in tea gardens for their children again in tea gardens. There are 15.00 per cent tea gardens (6 in number) named Shikarpur TG, Kamalpur TG, Marapur TG, Sannyasithan TG, Jayantika TG, Sayedabad TG where more than 82.51 per cent women don't want to work in tea gardens due to poor wages compare to daily wages of outsiders tea gardens. On the other hand, 56.29-69.40per cent of respondents disliked working in tea gardens which are reported in 35.00 per cent tea gardens (14 in number) of the study areas. While there are 15 tea gardens named Kamala TG, Singhajhora TG, Fulbari TG, Satish Chandra TG, Matigara TG, New Chamta TG, Atal TG, Belgachi TG, Manjha TG, Ord Terai

TG, Paharghomia TG, Trihana TG, Bagdogra TG, Bijlimoni TG, Hansqua TG where 69.40-82.51 per cent respondents disinterested to work in tea gardens.

Table 6.4: Job Continuation of tea gardens women

Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
< 56.29	Raipur TG, Putinbari TG, Azmabad TG, Kiran Chandra TG, Gayaganga TG	5	12.50
56.29-69.40	Denguajhar TG, Joypur TG, Saraswatipur TG, Dagapur TG, Mohorgaon and Gulma TG, Nishchintapur TG, Sukna TG, Ashapur TG, Meryview TG, Naxalbari TG, Vijoynagar TG, Gangaram TG, Motidhar TG, Taipoo TG	14	35.00
69.40-82.51	Kamala TG, Singhajhora TG, Fulbari TG, Satish chandra TG, Matigara TG, New Chamta TG, Atal TG, Belgachi TG, Manjha TG, Ord Terai TG, Paharghomia TG, Trihana TG, Bagdogra TG, Bijlimoni TG, Hansqua TG	15	37.50
>82.51	Shikarpur TG, Kamalpur TG, Marapur TG, Sannyasithan TG, Jayantika TG, Sayedabad TG	6	15.00
Total	Mean: 69.40, SD: 13.11	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

Many women expressed a continuation of job because of their benefits material facility (kerosene, tea, fuel and electricity) and housing accommodation company quarters. On the other hand, the respondents who want to discontinue their job due to not permanency, meager wages and derivation from welfare facilities (Table 6.4).

❖ **Behaviour of Field Supervisors:** There was a question to respondents about the behaviours of field supervisors during work. Where majority of respondents (57.44 per cent) replied the moderate behaviours of supervisors which are found in the tea gardens of Jalpaiguri (57.94 per cent) and Darjeeling (57.38 per cent) and mostly reported in Joypur TG (68.00 per cent), Shikarpur TG (60.00 per cent), Saraswatipur TG (48.00 per cent) of Jalpaiguri and Dagapur TG (88.00 per cent), New Chamta TG (64.00 per cent), Putinbari TG (76.00 per cent), Bijlimoni TG (68.00 per cent), Hansqua TG (64.00 per cent), Sayedabad TG (68.00 per cent) of Darjeeling. While 32.86 per cent women replied to good behaviours of field supervisors and found a variation in the tea gardens of Jalpaiguri (30.84 per cent) and Darjeeling (33.13 per cent). While 9.70 per cent respondents replied to rough behaviours of their

field supervisors (in the form of strictness, punctuality even someone late in work she will be driven and cutting of wages) which is found more in the tea gardens of Jalpaiguri (11.21 per cent) and Darjeeling (9.50 per cent) and mostly found in Raipur TG (24.00 percent), Saraswatipur TG (16.00 percent) of Jalpaiguri and Mohorgaon and Gulma TG (16.00 percent), Kamalpur TG (24.00 percent), Gangaram TG (36.00 percent) of Darjeeling (Fig. 6.11).

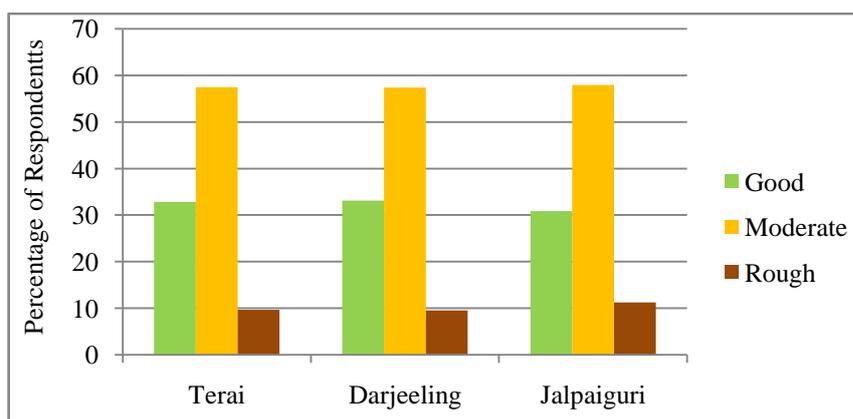


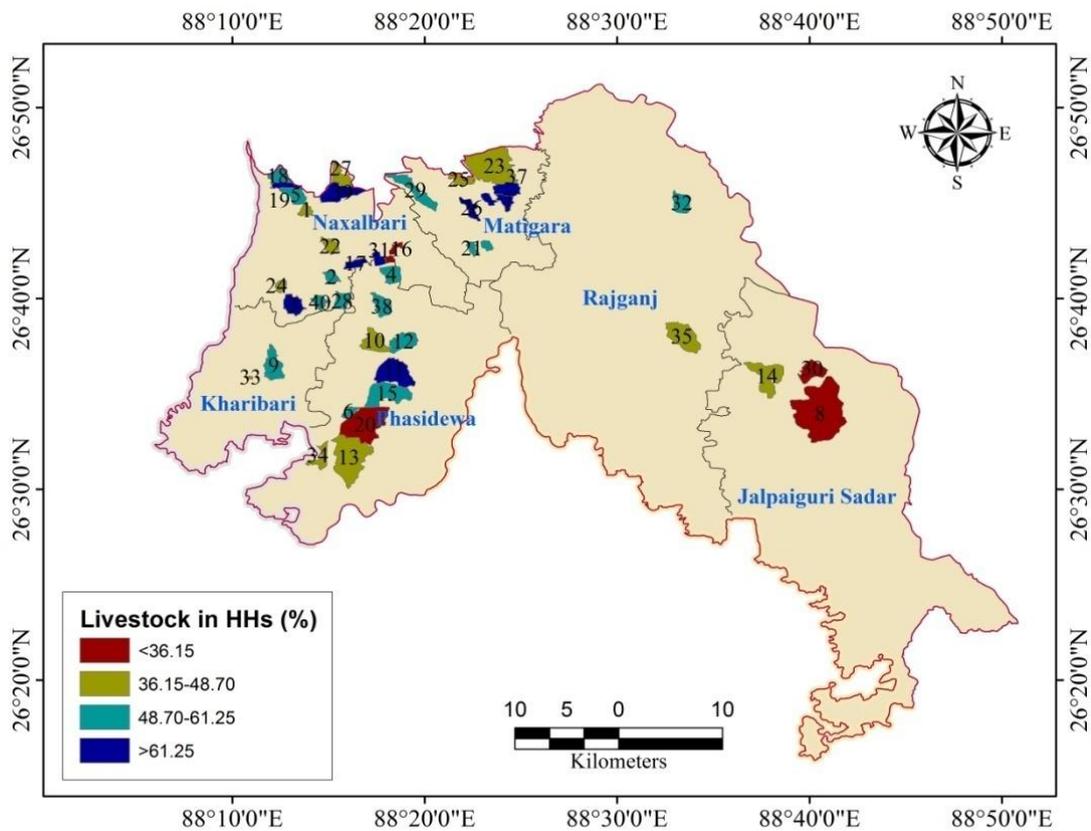
Fig 6.11: Behaviours of Field Supervisor

6.3 Livestock and Dairy Farming:

❖ **Livestock in Households:** In the study areas, the livestock present in most of the households. In most of the tea gardens (35.00 per cent and 14 in numbers) named Kamala TG, Fulbari TG, Matigara TG, Putinbari TG, Sukna TG, Atal TG, Kiran Chandra TG, Paharghomia TG, Bagdogra TG, Bijlimoni TG, Taipoo TG, Gayaganga TG, Hansqua TG where livestock present in 48.70-61.25per cent households of the study area. There are 27.50per cent tea gardens (11 in number) such as Saraswatipur TG, Shikarpur TG, Satish Chandra TG, Mohorgaon and Gulma TG, New Chamta TG, Ashapur TG, Belgachi TG, Meryview TG, Ord Terai TG, Vijoyanagar TG, Sayedabad TG where livestock present 36.15-48.70per cent households. There are 6 tea gardens named Dagapur TG, Nishchintapur TG, Azmabad TG, Marapur TG, Sannyasithan TG, Trihana TG where the livestock present in more than 61.25per cent households (Map 6.2).

❖ **Number of Cows:** Cows are important domestic animals found in the study area. Cows are absent in most of the households (90.60 per cent) of the tea gardens which is found more in the tea gardens of Darjeeling (90.63 per cent). In 7.20 percent of households found less than 3 in number which is found a variation in the tea gardens of Darjeeling (7.43 per cent) and Jalpaiguri (5.60 percent). Only 1.90 per cent of households present 3-5 number cows are reported in the tea gardens of

Jalpaiguri (4.00 per cent) and Darjeeling (1.60 per cent). On the other hand, there are 0.30 per



Map 6.2: Livestock in Households in Tea Gardens

cent households where more than 5 number cows are found which is found in the tea gardens of Darjeeling (0.34 per cent) (Fig. 6.12).

❖ **Number of Buffalos:** There are found buffalos as a domestic animal in the study area but not present most of the households (96.20 per cent) reported in the tea gardens of Darjeeling (95.66 per cent). While 2-4 buffalo are found in 2.00 per cent households found in the tea gardens of Darjeeling and mostly found in Taipoo TG (12.00 per cent), Sannyasithan TG (24.0 per cent), Kamalpur TG (8.00 per cent) and Dagapur TG (8.00 per cent) of Darjeeling. Less than 2 number buffalo reported in 1.70 per cent households. There is only one household of the Sannyasithan tea gardens where more than 4 buffalos are found (Fig. 6.13).

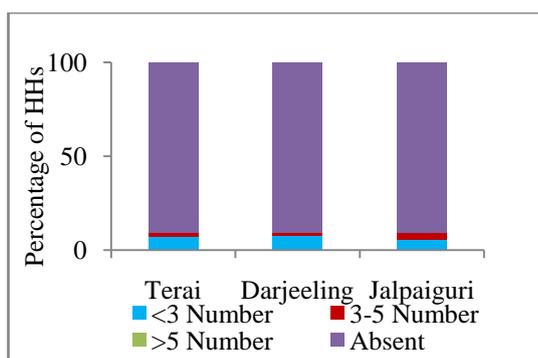


Fig. 6.12: Number of Cows

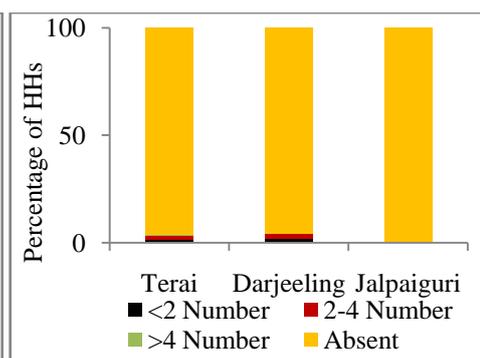


Fig. 6.13: Number of Buffaloes

❖ **Numbers of Pigs:** Pig is very common in the study area. They eat an animal protein of pig and poultry which are mostly domestic and buy from nearby markets. Although pigs are not found in most households (65.70 per cent) varied in the tea gardens of Jalpaiguri (72.80 per cent) and Darjeeling (64.69 per cent). There are 23.70 percent households where 2-4 buffalo are found and reported 19.20 per cent and 24.34 per cent households of Jalpaiguri and Darjeeling respectively. While less than 2 pigs are found in 8.00 per cent households and found in the tea gardens of Darjeeling (8.34 per cent) and Jalpaiguri (5.60 per cent). There are 2.60 percent households where more than 4 pig are found in 2.60 per cent households in the study area and mostly reported in the tea gardens named Saraswatipur TG (12.00 percent), Manjha TG (16.00 percent), Paharghomia TG (16.00 percent), and Vijoynagar TG (12.000 percent) of Darjeeling (Fig 6.14).

❖ **Number of Goats:** Goat is also common in the tea garden as a domestic animal. There is 84.40 per cent of households where goats are found in 84.40 per cent household. About 12.30 percent of households have less than 3 goats in the study area which are found in the tea gardens of Darjeeling (12.34 per cent). There are 2.80 percent households where 3-6 Goats are reported and found more in the tea gardens of Darjeeling (2.86 per cent) and mostly reported in the tea gardens of Saraswatipur TG (12.00 percent) of Jalpaiguri and Ashapur TG (12.00 percent), Sannyasithan TG (16.00 percent (8.00 percent), Singhiajhora TG (8.00 percent) of Darjeeling. Whereas more than 6 Goats also found in 0.50 percent households of the study areas and reported more in the tea gardens of Jalpaiguri (0.80 per cent) than Darjeeling (0.46 per cent) and found in Joypur TG (4.00 percent), Meryview TG (8.00 percent) of Darjeeling (Fig. 6.15).

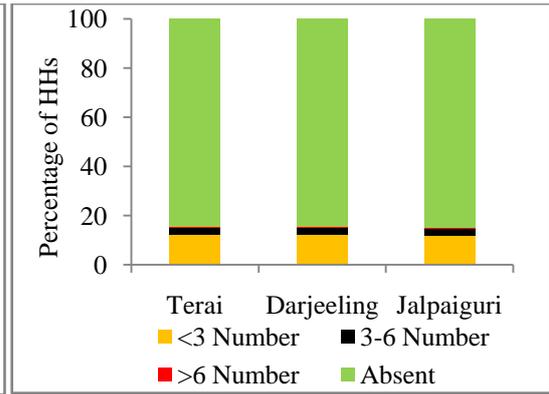
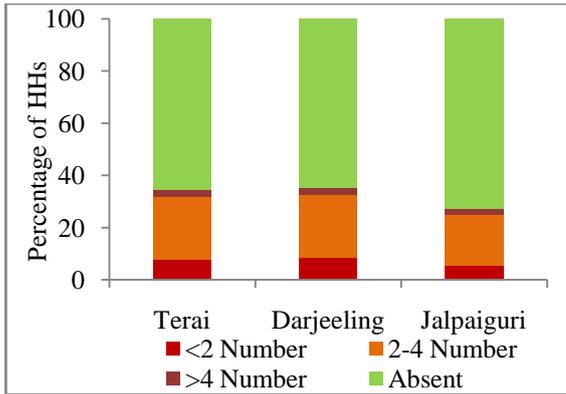


Fig. 6.14: Number of Pig in Households

Fig. 6.15: Number of Goats in Households

❖ **Numbers of Sheep:** The sheep are also found in the study area where it is not found in 70.00 per cent household, varied in the tea gardens of Jalpaiguri (77.60 per cent) and Darjeeling (68.91 per cent). In most of the households (21.30 percent), less than 2 sheep are reported 21.83 per cent and 17.60 per cent in the tea gardens of Darjeeling and Jalpaiguri. Where 2-4 sheep found 8.10 per cent households of the study areas found in Darjeeling and Jalpaiguri 8.57 per cent and 4.80 per cent respectively and found in Saraswatipur TG (16.00 percent), Shikarpur TG (4.00 percent) of Jalpaiguri and Azmabad TG (28.00 percent), Putinbari TG (16.00 percent), Mohargaoan and Gulma TG (16.00 percent), Fulbari TG (16.00 percent), Sayedabad TG (20.00 percent) of Darjeeling. On the other hand, in 0.60 percent households found more than 4 sheep found in New Chamta TG (4.00 percent), Azmabad TG (4.00 percent), Kiran Chandra TG (4.00 percent), Manjha TG (4.00 percent) and Sayedabad TG (4.00 percent) of Darjeeling (Fig. 6.16).

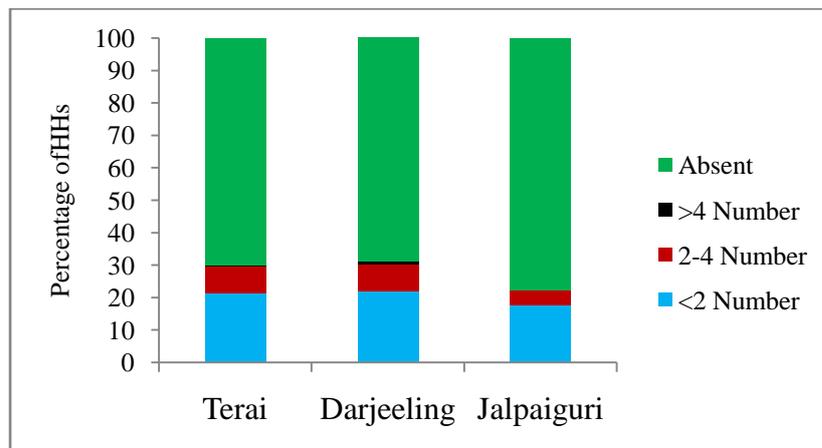


Fig. 6.16: Number of Sheep in Households

❖ **Income from Livestock:** During the investigation, it is observed that since the tea gardens workers worked with meager wages so, they reared livestock in the home for the purpose of domestic and commercial. Where most of the households (57.96 per cent) income less than Rs. 5000 yearly from livestock which is reported in the tea gardens of Darjeeling (58.28 per cent) and Jalpaiguri (54.76 per cent). On the other hand, 33.55 per cent and 5.73 per cent of households earn Rs. 5000-10000 and Rs. 10000-15000 from livestock in the study area. Where more than Rs. 15000 also earned by 2.76 per cent households and which is found 4.76 per cent and 2.56 per cent in the tea gardens of Jalpaiguri and Darjeeling (Fig. 6.17).

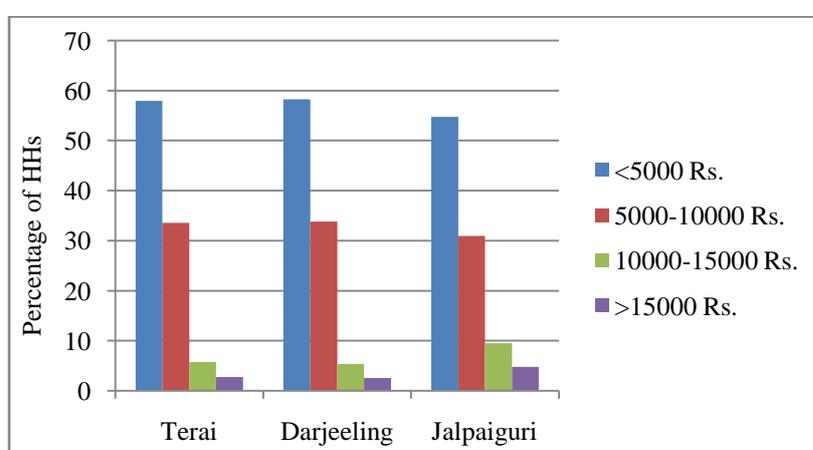


Fig. 6.17: Households Income from Livestock

❖ **Poultry Birds:** Poultry is also common in the household of the tea gardens of the study area. The people rear poultry for domestic as well as commercial purposes. During the investigation, it is observed that there are 20.00 per cent tea gardens (8 in number) such as Fulbari TG, Dagapur TG, Matigara TG, Sukna TG, Trihana TG, Kamala TG, Sayedabad TG and Taipoo TG where poultry birds present in more than 46.49 per cent households for supporting financial assistance in livelihood. Although in 15.00 per cent tea gardens (6 in number), poultry present in less than 16.31 percent households of the study area. On the other hand, 14 tea gardens named Satish chandra TG, Raipur TG, Belgachi TG, Naxalbari TG, Vijoynagar TG, Bagdogra TG, Gangaram TG, Gayaganga TG, Jayantika TG, Motidhar TG, Singhajhora TG, New Chamta TG, Nishchintapur TG, Denguajhar TG where poultry birds present in 16.31-31.40 per cent households of the study area (APPENDIX-XVIII).

❖ **Number of Chicken:** *Chichen* is common in households of tea gardens but not found the study areas wherein most in 70.40 per cent households and found more in the tea gardens of Jalpaiguri (80.00 per cent) than Darjeeling (69.03 per cent). While numbers of 5-9 chicken found in 5.30 per cent households of the study areas and found in the tea gardens of Jalpaiguri (4.00 percent) and Darjeeling (5.49 percent) and mostly found in Danguajhar TG (12.00 percent) of Jalpaiguri and Sayedabad TG (16.00 percent), Manjha TG (28.00 percent), Sukna TG (24.00 percent) of Darjeeling. Where less than 5 chicken are found in 22 per cent of households found more in the tea gardens of Darjeeling (22.97 per cent) than Jalpaiguri (15.20 per cent). On the other hand, there is 1.20 percent of households where more than 19 chicken found and reported more in the tea gardens of Darjeeling (1.37 per cent). There are 0.90 percent and 0.20 percent of households in the tea gardens where 10-14 and 15-19 *chiken* found in households of tea garden respectively (Fig. 6.18).

❖ **Number of Ducks:** Although ducks are very rare in the study area wherein most of the households (99.10 per cent) ducks are not found. Where only 0.40 percent households have 2-3 Ducks reported in Putinbari TG (8.00 percent), Bijlimoni TG (4.00 percent), Sayedabad TG (4.00 percent) and wherein 0.30 percent households, less than 2 ducks are found and reported in Putinbari TG (4.00 percent), Kamala TG (4.00 percent) and Sayedabad TG (4.00 percent) of Darjeeling. Although more than 3 ducks found in the house of tea gardens named Putinbari TG (4.00 percent), Kamala TG (4.00 percent) of Darjeeling (Table 6.5).

Table 6.5: Numbers of Ducks in households

Region	Number of Ducks in households				Total
	<2	2-3	>3	Nil	
Terai	3(0.30)	4(0.40)	2(0.20)	991(99.10)	1000(100.00)
Darjeeling	3(0.34)	4(0.46)	2(0.23)	866(98.97)	875(100.00)
Jalpaiguri	0(0.00)	0(0.00)	0(0.00)	125(100.00)	125(100.00)

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Income from Poultry:** The study reveals 63.89 per cent household earn less than Rs. 500 yearly from poultry birds found in the tea gardens of Jalpaiguri (66.67 per cent) and Darjeeling (63.68 per cent). Whereas 22.62 per cent households of the tea garden workers earn Rs. 500-1000 yearly. Only 1.98 per cent household's

income is more than Rs. 1500 yearly reported in the tea gardens of Darjeeling (Fig. 6.19).

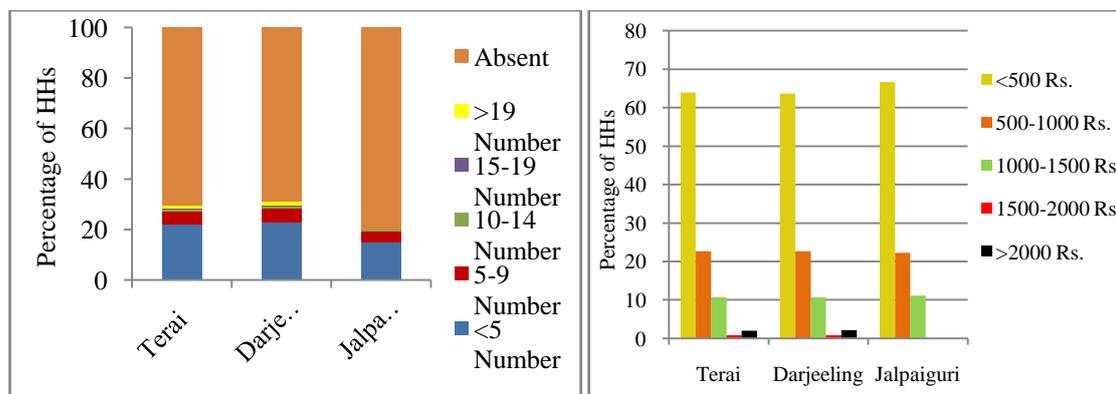


Fig. 6.18: Numbers of Chicken in HHs Fig. 6.19: Annual Income from Poultry

❖ **Cows:** Dairy cows are also common in the study areas although in most of households (87.20 per cent) not found because they are busy in the tea garden and very difficult to buy the *jursy* cow. Where 10.90 per cent of households found less than 3 dairy cows found a wide variation in the tea gardens of Jalpaiguri (2.40 per cent) and Darjeeling (12.11 per cent). While 3-5 dairy cows are found in 1.40 percent households of the study areas found in the tea gardens of Jalpaiguri (1.60 per cent) than Darjeeling (1.37 per cent) and reported in Shikarpur TG of Jalpaiguri and Satish Chandra TG (4.00 percent), Putinbari TG (4.00 percent), Azmabad TG (4.00 percent), Naxalbari TG (4.00 percent), Gayaganga TG (16.00 percent), Sayedabad TG (8.00 percent) of Darjeeling. Although in 0.50 percent households, more than 5 dairy cows found in Motidhar TG (8.00 percent), Bijlimoni TG (4.00 percent), Naxalbari TG (4.00 percent) and Belgachi TG (4.00 percent) of Darjeeling (Fig. 6.20).

❖ **Milk Production:** The study reveals the amount of milk of dairy cows is not so much found in the study areas, less than 2 Kg milk produced daily reported in 78.99 per cent households of the study areas found in the tea gardens of Darjeeling (79.13 per cent) and Jalpaiguri (75.00 per cent). On the other hand, the production of 2-4 Kg milk reported in 19.33 per cent households and found 25.00 per cent and 19.13 per cent in the tea gardens of Jalpaiguri and Darjeeling respectively and reported in the tea gardens named Kamala TG (12.00 percent), Gayaganga TG (20.00 percent), and Nishchintapur TG (8.00 percent) of Darjeeling. About 1.68 per cent households

where more than 4 kg of milk produced found in Azmabad TG (4.00 percent), Motidhar TG (4.00 percent) of Darjeeling (Fig. 6.21).

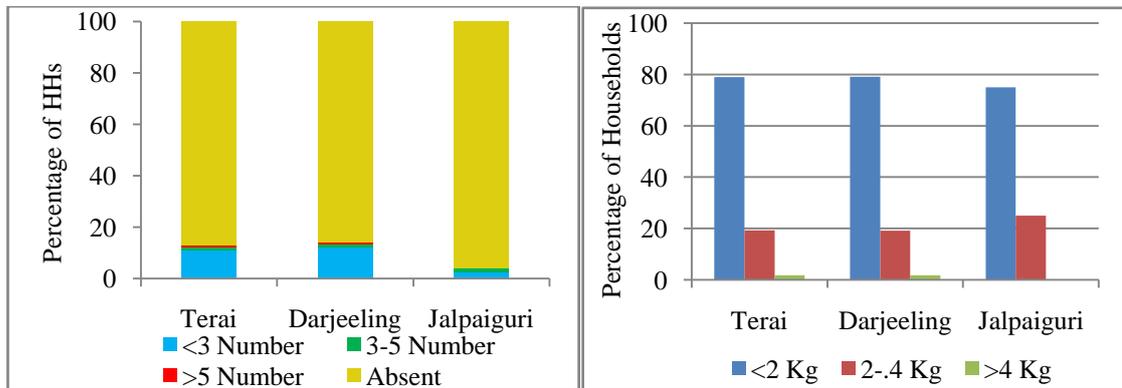


Fig. 6.20: Number of Dairy Cows

Fig. 6.21: Dairy Milk in the households

❖ **Type of Milk Production:** The milk is produced is mainly for consumption purpose yet in the study area where about 63.87 per cent households, the milk is produced for consumption purposes although found a variation in the tea gardens of Jalpaiguri (75.00 per cent) and Darjeeling (63.48 per cent). While milk is produced for commercial purposes reported in 36.13 per cent households of the study area found in the tea gardens of Darjeeling (36.52 per cent) and Jalpaiguri (25.00 per cent) and mostly reported in Denguajhar TG (4.00 percent) of Jalpaiguri and Gayaganga TG (40.00 percent), Kamala TG (16.00 percent), Matigara TG (12.00 percent), Fulbari TG (12.00 percent) of Darjeeling (Fig. 6.22).

❖ **Income from Dairy Production:** The incomes from dairy production also play a vital role in the economy of the tea gardens people. Although some households earn by selling dairy milk although it is much is very poor in the study areas. Whereas most of the households (37.21 per cent) income more than Rs. 1500 monthly by selling milk and its production reported in Gayaganga TG (24.00 percent), Naxalbari TG (4.00 percent), Belgachi TG (4.00 percent), Nishchintapur TG (8.00 percent) of Darjeeling. While 27.91 percent households income Rs.1000-1500 monthly found a wide variation in the tea gardens of Darjeeling (26.19 per cent) and Jalpaiguri (100.00 per cent) and reported in Denguajhar TG (4.00 percent) of Jalpaiguri and New Chamta TG (8.00 percent), Matigara TG (8.00 percent), Marapur TG (4.00 percent), Bijlimoni TG (4.00 percent), Kamala TG (4.00 percent) and Taipoo TG (4.00 percent) of Darjeeling. Whereas 3.26 per cent of households

earn Rs.500-1000 and 11.63 per cent of households earn less than Rs.500 by selling dairy milk of the study areas (Fig. 6.23).

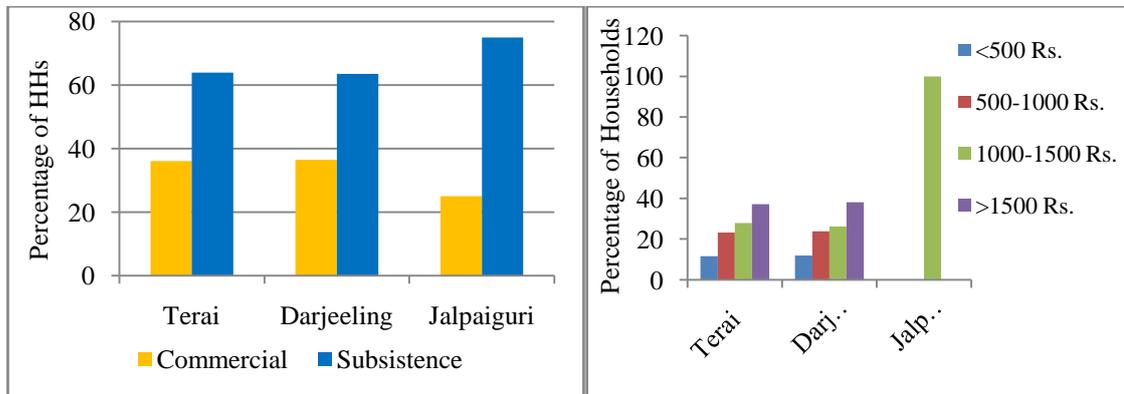


Fig. 6.22: Basis of Milk Production

Fig. 6.23: Monthly Income from Dairy

❖ **Livestock Rearing:** Although livestock found in 50.40 per cent households of the study areas. But it's rearing process is worst and miserable where livestock reared in attached room or *Baranda* which creates an unhygienic environment of the households. About 19.44 per cent households where livestock rearing in attached room or *Baranda* which is found more in the tea gardens of Darjeeling (19.47 per cent) than Jalpaiguri (19.15 per cent) and mostly reported in Shikarpur TG (16.00 per cent), Saraswatipur TG (8.00 per cent), Denguajhar TG (8.00 per cent) of Jalpaiguri and Dagapur TG (28.00 per cent), New Chamta TG (16.00 per cent), Azmabad TG (16.00 per cent), Paharghomia TG (16.00 per cent), Vijoynagar TG (20.00 per cent), Motidhar TG (16.00 per cent), Singhiajhora TG (24.00 per cent) and Taipoo TG (36.00 per cent) of Darjeeling. The livestock is reared separately and separate houses found in 80.56 per cent households (Fig. 6.24).

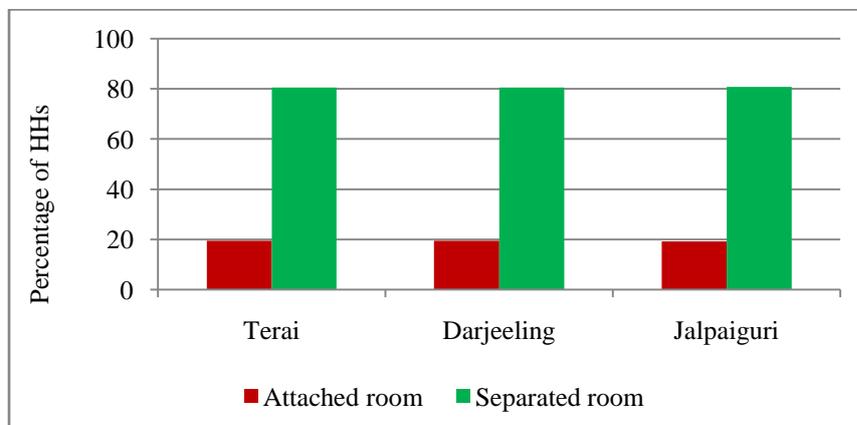


Fig. 6.24: Livestock rearing Place

6.4 Agriculture:

❖ **Agricultural Land:** The agricultural land is not reported in most households of the tea gardens. Because they residing in the company's land and working for survival. In the tea gardens, some household possesses agricultural lands mostly leased in. So study reveals 59.38 per cent households possess 2-4 *bigha* agricultural land which is reported a variation in the tea gardens of Darjeeling (57.38 per cent) and Jalpaiguri (100.00 per cent) and mostly found in Paharghomia TG (12.00 percent), Vijoyanagar TG (24.00 percent), Bijlimoni TG (24.00 percent), Bijlimoni TG (24.00 percent), Kamala TG (8.00 percent), Sayedabad TG (8.00 percent). Whereas 14.06 per cent households have more than 4 *Bigha* agricultural lands and also reported in Fulbari TG (4.00 percent), Matigara TG (4.00 percent), Azmabad TG (8.00 percent), Marapur TG (4.00 percent), Bijlimoni TG (8.00 percent), Sayedabad TG (4.00 percent), Taipoo TG (4.00 percent). While only 26.56 per cent of households have less than 2 *bigha* agricultural lands reported found in the tea gardens of Darjeeling (27.87 per cent) (Fig. 6.25).

❖ **Agricultural Crops:** Since most of the households (60.00 per cent) of the surveyed tea gardens do not agricultural land. Workers are busy in tea gardens work yet not have awareness and knowledge in agriculture. Yet they produced only paddy crop for subsistence basis although not sufficient for yearly food. Where in 25.00 per cent tea gardens (10 in number such as Raipur TG, Joypur TG, Fulbari TG, Satish Chandra TG, Matigara TG, Putinbari TG, Jayantika TG, Kamala TG, Sayedabad TG, Taipoo TG) less than 15.00 per cent respondents replied they produced only Paddy consumption. In Azmabad TG, Marapur TG, Naxalbari TG, Paharghomia TG, 15-30 per cent women produced paddy in their agricultural land. In Vijoyanagar TG and Bijlimoni TG, more than 30 per cent women produce paddy (APPENDIX-XIX).

❖ **Fertiliser Used:** In the study area most of the household uses bio-fertilizer (54.69 percent) in their field because they replied the purchases of chemical fertilizer for agricultural field is beyond their ability, so, they used bio fertilizer found a variation in the tea gardens of Darjeeling (55.74 per cent) and Jalpaiguri (33.33 per cent) and reported in the tea gardens of Raipur TG (4.00percent) of Jalpaiguri and Bijlimoni TG (28.00percent), Vijoyanagar TG (28.00per cent), Paharghomia TG (12.00percent), Azmabad TG (16.00percent) of Darjeeling while 45.31 percent

households used chemical found in the tea gardens of Jalpaiguri (66.67 per cent) and Darjeeling (44.26 per cent) of the study areas (Fig. 6.26).

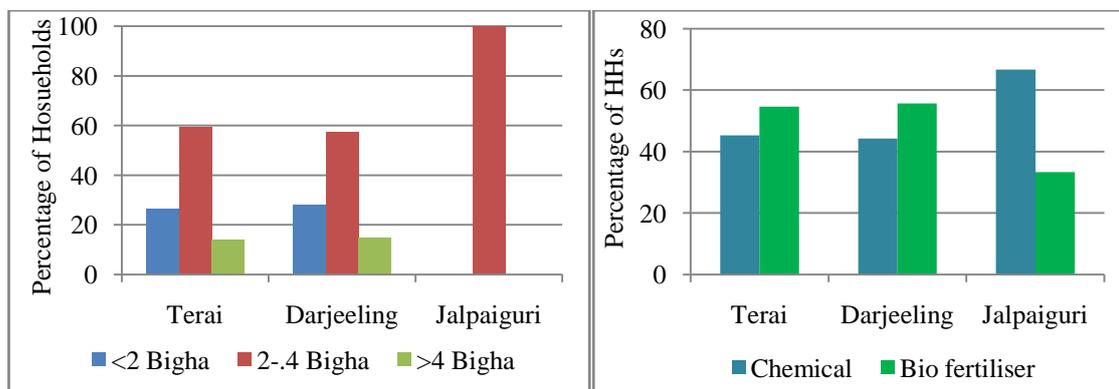


Fig. 6.25: Agriculture Land in Households Fig. 6.26: Uses of Fertiliser in Agriculture

❖ **Irrigation Practises:** The *Nala*, rainwater, river shallow machine are sources of irrigation found in the study areas although majority of households mostly depends on rain water (48.44 per cent) found a wide variation in the tea gardens of Jalpaiguri (100 per cent) and Darjeeling (45.90 per cent) and mostly found in Raipur TG (8.00 percent), Joypur TG (4.00percent) of Jalpaiguri while Sayedabad TG (12.00 percent), Vijoy nagar TG (40.00 percent), Naxalbari TG (8.00 percent), Fulbari TG (8.00 percent), Matigara TG (8.00 percent) of Darjeeling. While 26.56 per cent household practices irrigation from the river for irrigation found in the tea gardens of Darjeeling (27.87 per cent). Whereas 17.19 per cent households practice modern shallow machines found in the tea gardens of Darjeeling (18.03 percent) and reported in Bijlimoni TG (24.00 percent), Jayantika TG (12.00 percent) of Darjeeling. Where only 7.91 percent households practice *Nala* for irrigation purposes found in the tea gardens of Darjeeling (8.20 per cent) (Fig. 6.27).

❖ **Production:** Since, cultivation is not the prime occupation of the tea gardens people so, not have enough knowledgeable in agriculture they follow traditional practices of agriculture. Most of the households (35.94 per cent) produced 15-25 mound paddy yearly which found in the tea gardens of Jalpaiguri (66.67 per cent) and Darjeeling (34.43 per cent). About 31.25 per cent of households produced 10-15 mound and found in the tea gardens of Darjeeling (32.79 per cent).

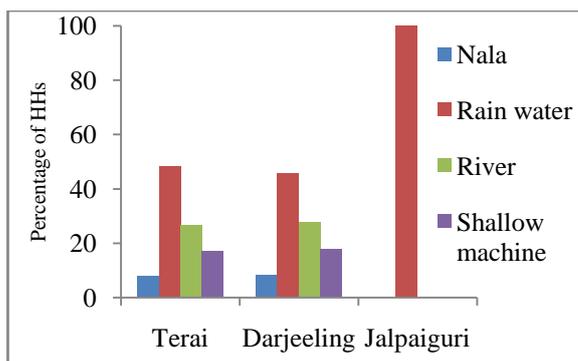


Fig. 6.27: Practices of Irrigation

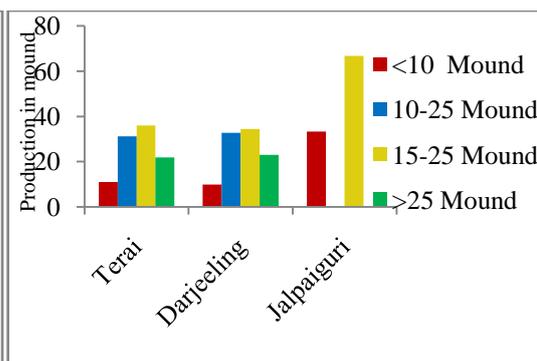


Fig. 6.28: Production of Paddy

Whereas 31.25 per cent households produced paddy of 10-15 mound yearly and only 21.88 percent households produced more than 25 mound paddy reported in Azmabad TG (12.00 percent), Naxalbari TG (8.00 percent), Bijlimoni TG (16.00 percent), Sayedabad TG (8.00 percent), Taipoo TG (8.00 percent) of Darjeeling. Where only 10.94 percent households produced paddy less than 10 mounds yearly which are reported with 33.33 per cent and 9.84 per cent in the tea gardens of Jalpaiguri and Darjeeling respectively (Fig. 6.28).

6.5 Loans from Micro finances:

❖ **Loan taken from Microfinance:** The access of microfinance loans indicates the financial and economic empowerment of women in tea gardens. Most of the women (48.70 per cent) took a loan from microfinance *Bandhan* where they deposit the installed amount weekly. It found in the tea garden of Jalpaiguri (38.10 percent) and Darjeeling (49.60 per cent) mostly found in Joypur TG, Denguajhar TG, Raipur TG, Saraswatipur TG, Shikarpur TG, etc of Jalpaiguri and Mohorgaon and Gulma TG (32.00 percent, Matigara TG (32.00 percent), Fulbari TG (32.00 percent), Naxalbari TG (32.00 percent, Singhiajhora TG (28.00 percent) of Darjeeling. Whereas 48.33 percent women took loan Self Help Groups (SHGs) which also varied in Jalpaiguri (61.90 percent) and Darjeeling (47.18 percent) and reported in Denguajhar TG (24.00 percent), Saraswatipur TG (16.00 percent), Shikarpur TG (12.00 percent) of Jalpaiguri and Bijlimoni TG (40.00 percent), Jayantika TG (32.00 percent), Sayedabad TG (24.00 percent), Satish Chandra TG (32.00 percent), Fulbari TG (28.00 percent), Mohorgaon and Gulma TG (16.00 percent), Matigara TG (16.00 percent) of Darjeeling. Another 2.97 percent of respondents took a loan from both (*Bandhan* and SHGs) reported in the tea gardens of Darjeeling (3.23 per cent) (Fig. 6.29).

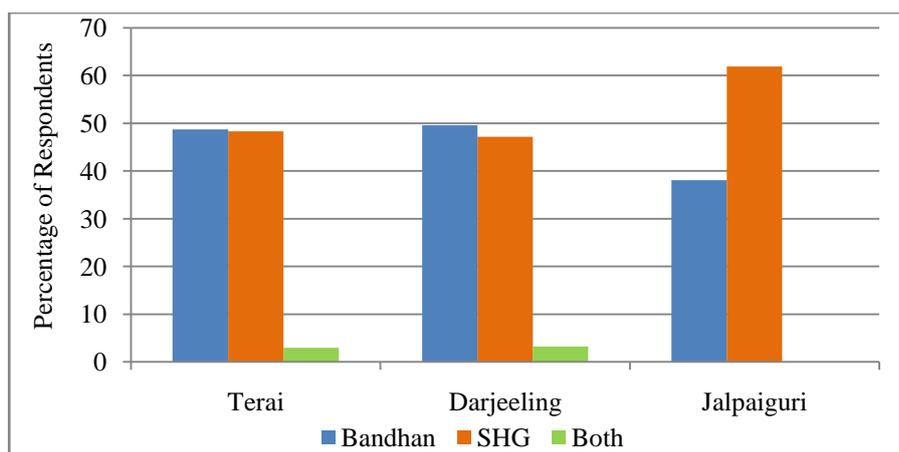


Fig. 6.29: Micro Finance Loan in tea gardens

❖ **Amount of Microfinance Loan:** The microfinance loan given to work according to ability so that they can pay weekly regularly. Whereas 36.43 percent of women took loan Rs. 10000-20000 this is more in the tea gardens of Darjeeling (37.50 per cent) than Jalpaiguri (23.81 per cent) of the study areas. While 16.36 percent of women took Rs. 20000-30000 mostly reported in Joypur TG, Raipur TG, Saraswatipur TG (4.00 percent), Shikarpur TG (4.00 percent) of Jalpaiguri and Fulbari TG (20.00 percent), Mohorgaon and Gulma TG (20.00 percent), Matigara TG (20.00 percent), Sukna TG (16.00 percent) of Darjeeling. Another 16.36 percent of respondent took loan more than Rs.30000 found more in the tea gardens of

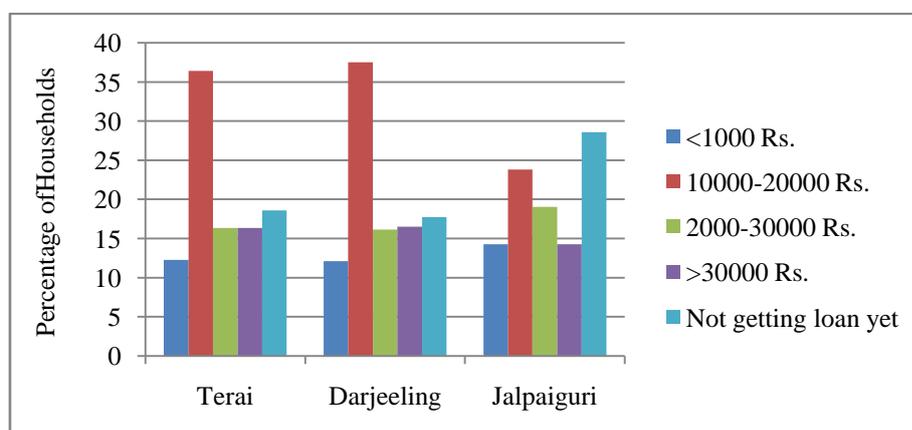


Fig. 6.30: Loan Amount(Rs.)

Darjeeling (16.53 percent) than Jalpaiguri (14.29 percent) and mostly reported in Joypur TG (8.00 percent) and Denguajhar TG (4.00 percent) and Mohorgaon and Gulma TG (16.00 percent), Matigara TG (16.00 per cent), Naxalbari TG (16.00 percent), Atal TG (16.00 percent) of Darjeeling. Near about 12.27 per cent women took less than Rs. 10000 found in the tea gardens of Darjeeling (12.10 per cent) and

Jalpaiguri (14.29 per cent). Whereas 18.59 per cent women just applied in the loan but not get yet which also varied in the tea gardens of Jalpaiguri (28.57 percent) and Darjeeling (17.74 percent) (Fig. 6.30).

❖ **Purposes of Loans:** It is reported that the tea gardens workers took loan for purposes for their family to maintain housing, business, animal buying etc. There was provision (PLA, 1951) of housing accommodation and repairing by authority, but not found so. They took loan for house repairing (37.92 per cent) which is varied in the tea gardens of Jalpaiguri (42.86 per cent) and Darjeeling (37.50 percent) and mostly found in Denguajhar TG (8.00 percent) and Saraswatipur TG (8.00 percent) of Jalpaiguri and Fulbari TG (32.00 percent), Satish Chandra TG, Mohorgaon and Gulma TG, Matigara TG, Singhiajhora TG (24.00 percent) of Darjeeling. About 23.79 percent women took loan for family maintain, near about 7.81 percent women took loan for petty business which is found only in the tea gardens of Darjeeling (8.47 per cent) and mostly reported in Mohorgaon and Gulma TG (12.00 percent), Matigara TG (12.00 percent) and Atal TG (8.00 percent), Ashapur TG (4.000 percent), Naxalbari TG (8.00 percent), Meryview TG (8.00 percent), Gangaram TG (4.00 percent), Gayaganga TG (4.00 percent) of Darjeeling. About 11.90 percent of respondents took for animal buying (cow, buffalo, goats, and poultry) found in the tea gardens of Darjeeling (12.50 per cent) and Jalpaiguri (4.76 percent). Although they use the amount for income generation not found properly (Fig. 6.31).

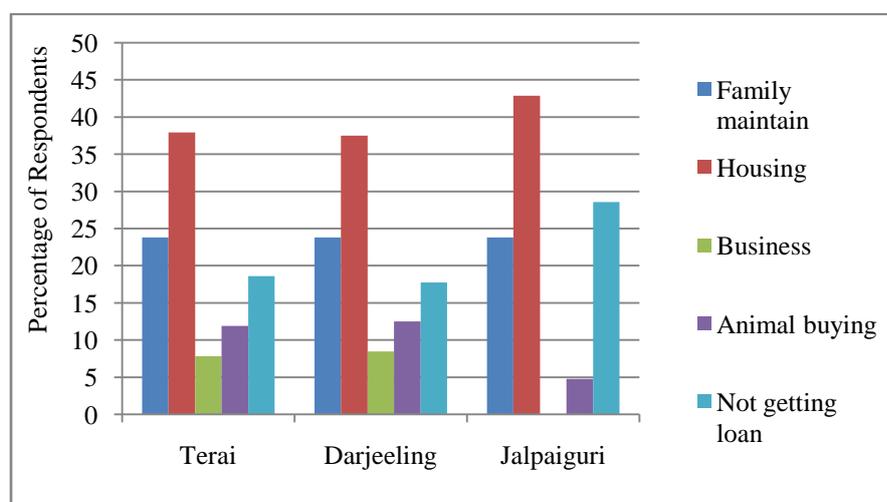


Fig. 6.31: Purposes of Micro Finance Loan

6.6 Indebtedness:

❖ **Indebted Households:** Since the household income is not so much suffering from acute poverty even they are debted for maintaining families. Whereas 55.00 per cent household not debted. Where tea gardens people work and paid their salary weekly and fortnightly for maintaining families which is very meager so they borrowed money from a dearest friend, relative and other sources for an emergency. Where in 30.00 per cent tea gardens (Raipur TG, Satish Chandra TG, New Chamta TG, Nishchintapur TG, Ashapur TG, Atal TG, Kiran Chandra TG, Manjha TG, Ord Terai TG, Bijlimoni TG, Hansqua TG) of the study areas less than 8.00 per cent respondents replied they are debted for maintaining households. A respondent named Kishori Toppo (36 yearage) of Gangaram tea gardens replied: “*Ghar Chala Nike liye Dhar to korna paregai*”. While 8.00-12.00 per cent of respondents suffering from debts reported 10.00 per cent tea gardens of the study area named Denguajhar TG, Belgachi TG, Kamalpur TG and Meryview TG. There is Joypur TG, Sukna TG where more than 12.00 per cent respondents replied that they are still debited a lot (Table 6.6).

Table 6.6: Debttness in households of the tea gardens

Households (%)	Name of TGs	Number of TGs	Percentage of TGs
Nil	Saraswatipur TG, Sikarpur TG, Fulbari TG, Dagapur TG, Mohorgaon and Gulma TG, Matigara TG, Putinbari TG, Azmabad TG, Marapur TG, Naxalbari TG, Paharghomia TG	22	55.00
< 8.00	Raipur TG, Satish Ch TG, New Chamta TG, Nishchintapur TG, Ashapur TG, Atal TG, Kiran Ch TG, Manjha TG, Ord Terai TG, Bijlimoni TG, Hansqua TG	12	30.00
8.00-.12.00	Denguajhar TG, Belgachi TG, Kamalpur TG, Meryview TG	4	10.00
> 12.00	Joypur TG, Sukna TG	2	5.00
Total		40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Indebt Amount:** Although the amount of debt is not much of tea gardens workers. Where 55.56 per cent of households suffered from an amount of Rs. 5000-10000 reported in the tea gardens of Jalpaiguri (60.00 per cent) and Darjeeling (54.55 per cent). On the other hand, the amount of less than Rs. 5000 reported in

29.63 per cent households of the study areas found wide in the tea gardens of Jalpaiguri (40.00 per cent) and Darjeeling (27.27 per cent) and mostly reported in Denguajhar TG, Joypur TG, Raipur TG of Jalpaiguri and Kamalapur TG (8.00 percent), Sukna TG (4.00 percent), Ashapur TG (4.00 percent) of Darjeeling. Where 14.81 per cent of households suffered an amount of more than Rs. 10000 and mostly observed in Sukna TG, Atal TG, Ord Terai TG and Hansqua TG of Darjeeling (Fig. 6.32).

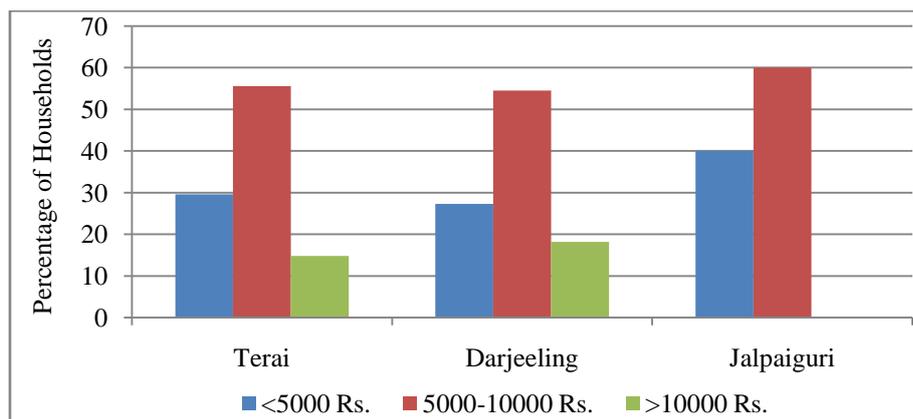


Fig. 6.32: Amount of Debt

❖ **Purpose of Debtness:** The study reveals households are debted for family maintains and house repairs. Whereas 59.26 percent Respondents replied that they are debted due to family maintain because of poverty reported all tea gardens of Jalpaiguri and Joypur TG (12.00 percent), Denguajhar TG (8.00 percent) of Jalpaiguri and Sukna TG (16.00 percent), Kamalpur TG (8.00 percent) of Darjeeling. While 40.74 percent respondents replied they are debted due to house building and repairing found in the tea gardens named Meryview TG (8.00 percent) Nishchintapur TG, Ashapur TG, Atal TG, Belgachi TG, Kiran Chandra TG, Manjha TG (8.00 percent), Ord Terai TG, Bijlimoni TG of Darjeeling.

6.7 Employment under Government Schemes:

❖ **Enrolment in NREGA:** The women's involvement in NREGA indicates their economic empowerment. There is a provision of 100 days work of a year but in the study area, the 100 days works not performed. Where in 22.50 per cent tea gardens (9 in numbers) named Raipur TG, Shikarpur TG, Atal TG, Belgachi TG, Marapur TG, Trihana TG, Vijoynagar TG, Bagdogra TG, Taipoo TG more than 82.31 per cent women enrolled in NREGA schemes and but not so aware Governmental

schemes. Whereas 67.50-82.31 per cent of respondents enrolled in NREGA schemes found in 30.00 per cent and 12 in the number tea garden. There also 17.50 per cent tea gardens (7 in number) named Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, New Chamta TG, Nishchintapur TG, Sannyasithan TG, Singhajhora TG where less than 52.69 per cent women enrolled in NREGA schemes. About 32.30 per cent of women did not involve in the NREGA schemes because of local problems (APPENDIX-XX).

❖ **Number of Days worked:** In the study area number of days worked in NREGA not satisfied where most of the women (51.56 per cent) work less than 30 days of 100 days which found variation in the tea gardens of Darjeeling (53.61 per cent) and Jalpaiguri (40.66 per cent) reported in Denguajhar TG (40.00 percent), Saraswatipur TG, Joypur TG (28.00 percent) of Jalpaiguri and Sannasythan TG (64.00 percent), Mohorgaon and Gulma TG (56.00 percent), Matigara TG (56.00 percent), Sighiajhora TG (52.00 percent) of Darjeeling. Whereas 37.33 percent respondent work 30-45 days in NREGA schemes also found a wide variation in the tea gardens of Darjeeling (35.46 per cent) and Jalpaiguri (47.25 per cent). Another 8.51 per cent women worked 45-60 days mostly found in Shikarpur TG, Raipur TG of Jalpaiguri and Azmabad TG (20.00 percent), Meryview TG (40.00 percent), Ord Terai TG (28.00 percent) of Darjeeling. While on the other hand, 2.26 percent and 0.35 per cent respondents replied that they work 60-75 days and more than 75 days of last year in the study area (Fig. 6.33).

The constructive workers are done under NREGA schemes i.e. road, *Nala* and drain *Nala* and road and pond digging etc. Where about 51.39 percent respondent worked in *Nala* and road and found 32.97 percent and 54.55 percent in Jalpaiguri and Darjeeling respectively. The respondents reported in Shikarpur TG (76.00 percent), Saraswatipur TG (44.00 percent) of Jalpaiguri and Meryview TG (60.00 percent, Ashapur TG (56.00 percent), Marapur TG (56.00 percent), Kiran Chandra TG (52.00 percent) of Darjeeling. While 28.65 percent women worked in *Nala* or drain also found variation in the tea gardens of Jalpaiguri (53.85 percent) and Darjeeling (23.92 percent) whereas 19.10 per cent respondents work in road construction found in Joypur TG (24.00 percent), Saraswatipur TG (16.00 percent) of Jalpaiguri and Kamala TG (40.00 percent), Taipoo TG (56.00 percent), Belgachi TG (36.00 percent) of Darjeeling. While only 0.87 percent of women worked in pond digging

reported in Putinbari TG (8.00 per cent), Singhiahjhora TG (8.00 percent) in the study area (Fig. 6.34).

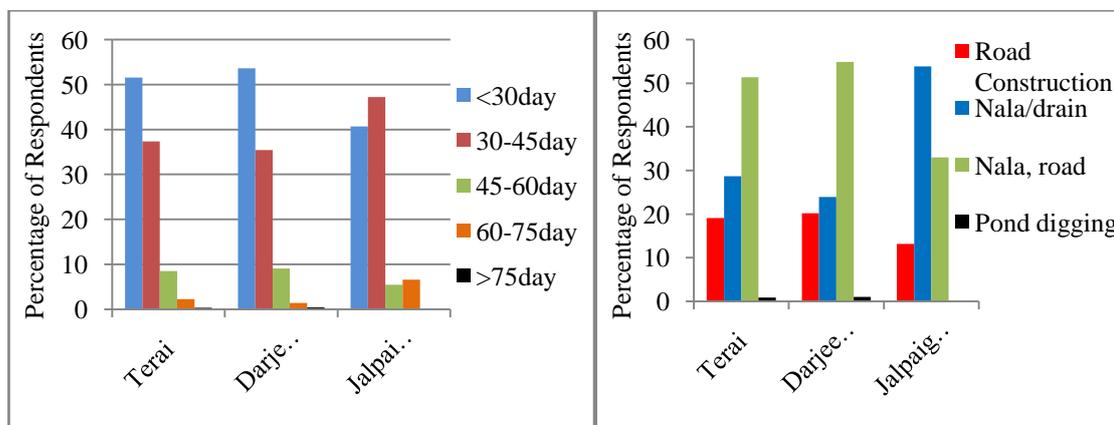


Fig. 6.33: Number of days worked in NREGA Fig. 6.34: Work performed in NREGA

❖ **Women's Participation in NREGA:** Women's participation in NREGA (Table no 6.7) shows women's economic empowerment. Although most work in tea gardens, yet a few percentage of women specially casual women participate in

Table 6.7 Participation of Women in NREGA

Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
<16.38	Denguajhar TG, Joypur TG, Belgachi TG, Marapur TG, Paharghomia TG, Singhahjhora TG	6	15.00
16.38-30.00	Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, New Chamta TG, Nishchintapur TG, Sannyasithan TG, Satish ch TG, Sukna TG, Ashapur TG, Azmabad TG, Kamalpur TG, Meryview TG, Hansqua TG, Kamala TG, Sayedabad TG, Jayantika TG	15	37.50
30.00-43.62	Saraswatipur TG, Dagapur TG, Putinbari TG, Naxalbari TG, Ord Terai TG, Bijlimoni TG, Gangaram TG, Motidhar TG, Atal TG, Vijoyanagar TG, Bagdogra TG, Taipoo TG, Hansqua TG	13	32.50
>43.62	Raipur TG, Shikarpur TG, Trihana TG, Kiran Chandra TG, Manjha TG, Gayaganga TG	6	15.00
Total	Mean: 30.00, SD: 13.62	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

NREGA where 30.00-43.62 per cent women involved in NREGA work reported 13 tea gardens (32.50 per cent) named Saraswatipur TG, Dagapur TG, Putinbari TG, Naxalbari TG, Ord Terai TG, Bijlimoni TG, Gangaram TG, Motidhar TG, Atal TG, Vijoyanagar TG, Bagdogra TG, Taipoo TG, Hansqua TG. On the other hand, more than 43.62 per cent women engaged in NREGA work found in Raipur TG, Shikarpur TG, Trihana TG, Kiran Chandra TG, Manjha TG, Gayaganga TG. Where less than 16.38 per cent women worked in the NREGA scheme reported in 15.00 per cent tea gardens (6 in number) such as Denguajhar TG, Joypur TG, Belgachi TG, Marapur TG, Paharghomia TG, Singhajhora TG. A Respondent named ‘Babli Oraw’ (age 28 years) of Gayaganga tea gardens replied mostly casual labourers engaged in NREGA works because permanents women workers are busy in tea gardens.

❖ **Wage received from:** The workers withdraw wages from the bank and post office of the study areas. Where 89.58 percent workers withdraw wages from bank and with 94.50 per cent and 88.66 per cent in the tea gardens of Jalpaiguri and Darjeeling respectively reported in the tea gardens of Shikarpur TG (92.00 percent), Raipur TG (80.00 percent), Joypur TG (72.00 percent) of Jalpaiguri and Marapur TG (96.00 percent), Bagdogra TG (80.00 percent) and Atal TG (72.00 percent) of Darjeeling. Only 10.42 percent women withdraw wages from the post office found in Saraswatipur TG (4.00 percent) and Vijoyanagar TG (52.00 Percent), Trihana TG (60.00 percent), Kamala TG (32.00 percent) of Darjeeling (Fig. 6.36).

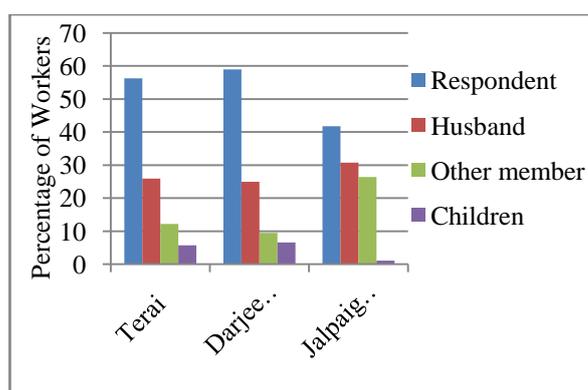


Fig. 6.35: Person Worked in NREGA scheme

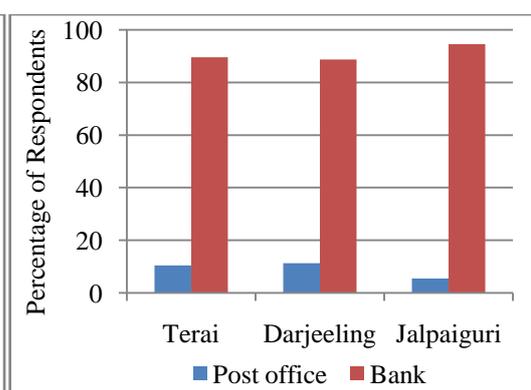


Fig. 6.36: Withdrawal of Wages

❖ **Rastriya Sastha Bima Yojana (RSBY) Health Cards:** There are provisions of supply of RSBY cards who work 30 days of a year where more than 55.00 per cent respondents received RSBY health card. Whereas 30-55 per cent of respondents

received health cards in most of the tea gardens (32.50 per cent and 13 in number). There are 8 tea gardens named Raipur TG, Satish Chandra TG, Dagapur TG, Putinbari TG, Ashapur TG, Atal TG, Azmabad TG, Hansqua TG and less than 30.00 per cent respondents received Health Cards. While 27.50 per cent of workers don't receive a health card (APPENDIX-XX).

6.8 Economic Freedom:

❖ **Saving Agencies:** During investigation, it is observed that the most of the respondents (69.00 per cent) deposit their savings in bank, in the tea gardens of Jalpaiguri (76.80 percent) and Darjeeling (88.00 percent) and mostly reported in Shikarpur TG (96.00 percent), Denguajhar TG (96.00 percent), Joypur TG (96.00 per cent), Raipur TG (96.00 percent) of Jalpaiguri and Singhiajhora TG (96.00 percent), Fulbari TG (96.00 percent), Satish Chandra TG (96.00 percent), Dagapur TG (96.00 percent), Mohorgaon and Gulma TG (96.00 percent), Matigara TG (96.00 percent) of Darjeeling. While only 0.20 percent of women replied to their savings in post offices. But 24.30 percents replied their savings is in both bank and LIC, found in the tea gardens of Jalpaiguri (17.60 percent) and Darjeeling (25.26 percent) and mostly reported in Joypur TG (24.00 percent) of Jalpaiguri and Singiajhora TG (96.00 percent), Sannyasithan TG (80.00 percent), Sukna TG (52.00 percent) of Darjeeling. Whereas only 1.00 per cent women savings in both of bank and post office found in the tea gardens of Jalpaiguri (3.20 percent) and Darjeeling (0.69 percent) of the study areas (Fig. 6.37).

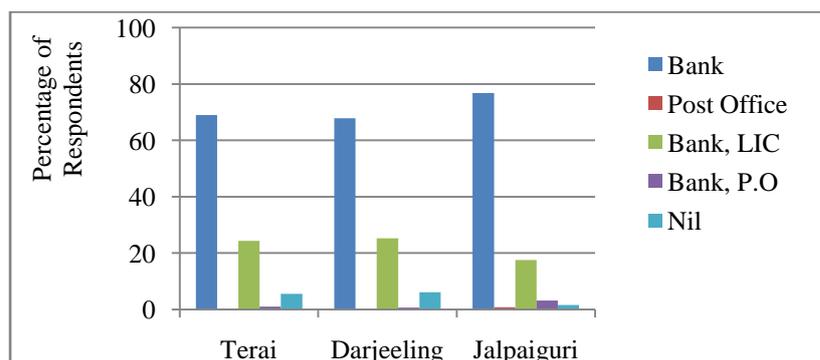
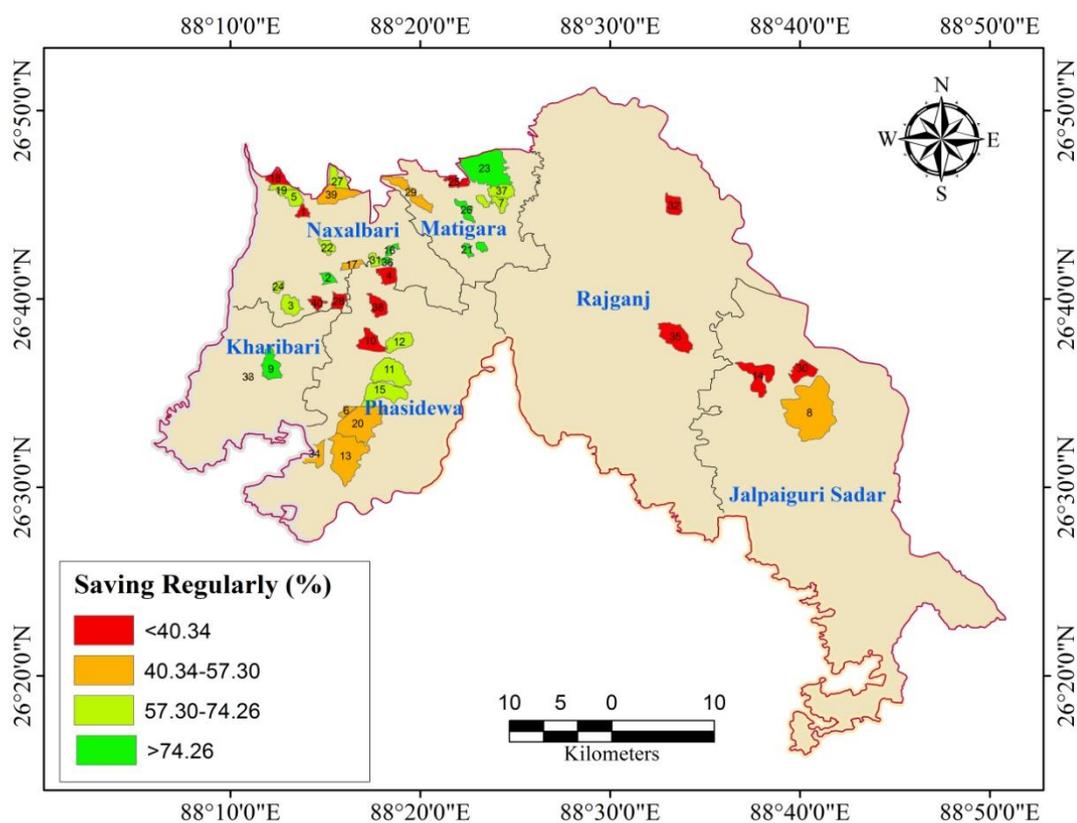


Fig. 6.37: Savings in Future

❖ **Regularity of Savings:** The regular saving of the people in tea gardens indicates their future planning. In most of the tea gardens (30.00 per cent and 12 in number) where 40.34-57.30per cent of respondents save their deposit regularly in peak season, when their income is high. There are 20.00 per cent tea gardens



Map 6.3: Regularity of Savings in Tea Gardens

(8 in number) such as Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, Nishchintapur TG, Atal TG, Azmabad TG, Kamalpur TG, Singhajhora TG where more than 74.26 per cent respondents save deposits regularly. On the other hand, in most of the TGs (30.00 per cent and 12 in numbers) 40.34-57.30 per cent respondents replied that they regularly deposit their savings. There are 9 tea gardens named Joypur TG, Saraswatipur TG, Shikarpur TG, New Chamta TG, Ashapur TG, Manjha TG, Bagdogra TG, Gangaram TG, Taipoo TG where less than 40.34 per cent respondents replied that they regularly deposit their savings (Map 6.3).

❖ **Registered under Government Saving Policy Programme:** There are many security schemes for people like APY, PMJJBY that exist in the tea gardens. Whereas few people know about the security schemes in the tea gardens where only 1.90 per cent respondents are aware in Atal Pension Yojana (APY) which also found 1.94 per cent and 1.60 per cent in the tea gardens of Darjeeling and Jalpaiguri and reported in the tea gardens of Joypur TG (4.00 per cent), Shikarpur TG (4.00 per cent) of Jalpaiguri and Kamala TG (24.00 per cent), Marapur TG (8.00 per cent), Kamala TG (4.00 per cent), Atal TG (16.00 per cent), Ashapur TG (4.00 per cent),

Putinbari TG (4.00 percent) etc. About 1.90 per cent also aware in Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and mostly found in Jayantika TG (24.00 per

Table 6.8: Security Schemes of the Women in tea gardens

Region	APY	PMJJY	Nil	Total
Terai	19(1.90)	19(1.90)	962(96.20)	1000(100.00)
Darjeeling	17(1.94)	19(2.17)	839(95.89)	875 (100.00)
Jalpaiguri	2(1.60)	0(0.00)	123(98.40)	125(100.00)

Source: Prepared by Researcher based on Field Survey, 2017

cent), Ord Terai TG (12.00 percent), Kiran Chandra TG (8.00 percent), Putinbari TG (8.00 percent), Nishchintapur TG (4.00 percent) of Darjeeling. Whereas 96.20 per cent women are don't have any social security policy for the future (Table 6.8).

❖ **Uses of Mobile Phones:** The mobile or cell phone is common among tea gardens workers. Although about 30.90 percent of women have no mobile in the tea gardens of Jalpaiguri (36.80 percent) and Darjeeling (30.06 percent). Only 19.60 percent women use mobile phone, which indicates their empowerment in social network and technology variation is found in the tea gardens of Jalpaiguri (16.00 percent) and Darjeeling (20.11 percent) mostly reported in Saraswatipur TG (24.00 percent), Shikarpur TG (20.00 percent) of Jalpaiguri and New Chamta TG (36.00 percent), Dagapur TG (36.00 percent), Bagdogra TG (28.00 percent), Jayantika TG (32.00 percent) of Darjeeling. Whereas 33.60 per cent respondents replied that their husband uses mobile phones found in Denguajhar TG (60.00 percent), Shikarpur TG (44.00 percent) of Jalpaiguri and Satish Chandra TG (56.00 percent), Nishchintapur TG (56.00 percent), Trihana TG (48.00 percent), Motidhar TG (52.00 percent), Atal TG (52.00 percent) of Darjeeling. While 15.00 percent and 0.90 per cent of respondents replied that their children and other family members use the mobile phone for communication (Fig. 6.38). During the observation, it is found that 0.20 percent of respondents purchase mobile before 2010 and reported in the tea gardens Singhiajhora TG (8.00 percent) of Darjeeling. Most of the respondents (65.85 percent) purchase their mobiles in 2013-20 and found in Shikarpur TG (68.00 percent), Denguajhar TG (56.00 percent) of Jalpaiguri and Nishchintapur TG (72.00 percent), Gayaganga TG (68.00 percent), Atal TG

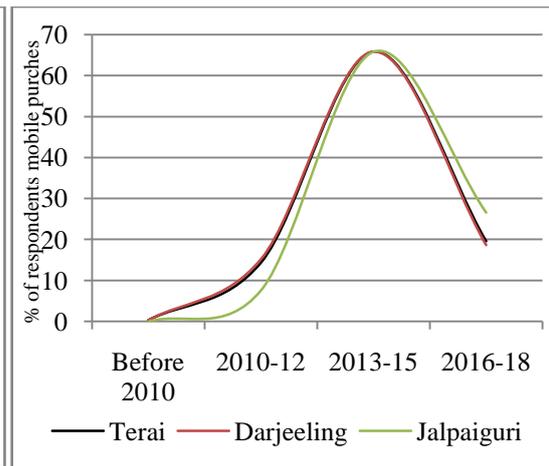
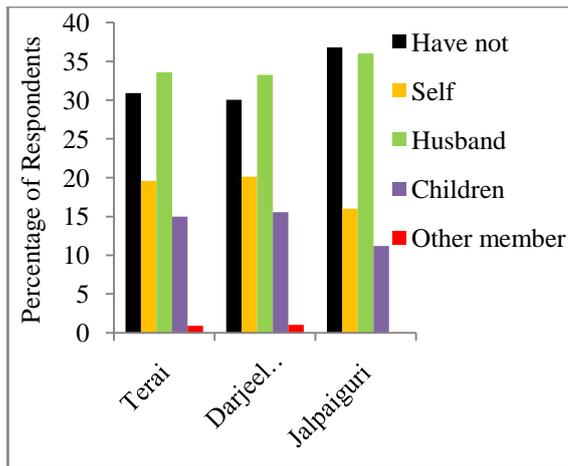


Fig. 6.38: Possesses of Mobile phones

Fig. 6.39: Purchases of Mobile in Year

(68.00 percent), Motidhar TG (60.00 percent) of Darjeeling. Whereas (Fig. 6.39) 19.54 per cent respondents stated they purchased their mobile phone in 2016-2018. While 14.33 percent respondents also purchased their mobile in the year 2010-2012 which is found more in the tea gardens of Darjeeling (15.20 per cent) than Jalpaiguri (7.59 per cent) reported in Denguajhar TG (12.00 percent), Saraswatipur TG (8.00 percent) of Jalpaiguri and Sighiajhora TG (32.00 percent), Kamalpur TG (28.00 percent), Satish Chandra TG (16.00 percent) of Darjeeling.

❖ **Capability to Purchase Land Beyond TGs Boundary:** Although many respondents expressed their working in buying homestead land in outside. There the tea gardens (37.50 per cent and 15 in number) where 37.00-52.01 per cent respondent gardens willing to purchase homestead land in outside of tea gardens where respondents replied that their livelihood would not be better within tea garden and their life is hell for working in tea gardens. To come out from these curses they interested to buy land outsides. There are 6 tea gardens named Atal TG, Azmabad TG, Belgachi TG, Meryview TG, Bagdogra TG, Kamala TG where more than 52.01 per cent respondents inclined to buy land in outside tea gardens. On the other hand, less than 21.99 per cent respondents want to purchase land reported 22.50 percent tea gardens (9 in number) such as Satish Chandra TG, Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, New Chamta TG, Kiran Chandra TG, Trihana TG, Gangaram TG, Taipoo TG of the study areas (APPENDIX-XXI).

❖ **Inclination for Profession Changes:** Regarding changes in the profession most of the respondents are reluctant to continue work in tea gardens due to meager

wages and limited facilities where no facilities are allotted for casual workers. In the study areas, casual workers are more inclined to changes their occupation. There are 7 tea gardens (17.50 per cent) named Azmabad TG, Kamalpur TG, Naxalbari TG,

Table 6.9: Inclination to changes Profession of women

Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
<8.31	Saraswatipur TG, Fulbari TG, Mohorgaon and Gulma TG, Matigara TG, New Chamta TG, Kiran Chandra TG, Vijoynagar TG, Jayantika TG, Motidhar TG	9	22.50
8.31-20.10	Raipur TG, Denguajhar TG, Sikarpur TG, Joypur TG, Putinbari TG, Sukna TG, Atal TG, Ashapur TG, Marapur TG, Satish chandra TG, Dagapur TG, Atal TG, Belgachi TG, Taipoo TG, Sayedabad TG, Kamala TG, Bijlimoni TG, Bagdogra TG,	17	42.50
20.10-31.86	Nishchintapur TG, Manjha TG, Meryview TG, Trihana TG, Gangaram TG, Gayaganga TG, Hansqua TG	7	17.50
>31.86	Azmabad TG, Kamalpur TG, Naxalbari TG, Ord Terai TG, Paharghomia TG, Sannyasithan TG, Singhajhora TG	7	17.50
Total	Mean: 20.10, SD: 11.76	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

Ord Terai TG, Paharghomia TG, Sannyasithan TG, Singhajhora TG, where more than 31.86 per cent women want to change their present profession. But there are 22.50 per cent and 9 in number, where less than 8.31 per cent women want to change their present profession. On the other hand, 8.31-20.10 per cent respondent wishes to change occupation with 42.50 per cent tea gardens of the study areas (Table 6.9).

6.9 Tea Gardens Women and Trade Union: Since the tea industry is an organized sector so its workers support their trade union which is affiliated by different national and regional political parties.

❖ **Supported Trade Union:** The majority of the women workers don't know the name of their trade unions they mean a political party for a trade union. Even they remain invisible and not actively involved in trade unions because of their ignorance and socio-economic backwardness (Gurung & Roy Mukherjee, 2018). There are many trade unions (i.e. TDPWU, DDCKMU, PTWU, NUPW, WBCMS etc.) in tea

plantation of the study areas where majority of women workers (36.32 percent) support to TDPWU (TMC) and reported in the tea gardens of Jalpaiguri (57.73 percent) and Darjeeling (33.38 percent) and mostly found in Raipur TG, Denguajhar TG, Shikarpur TG of Jalpaiguri and Bijlimoni TG, Azmabad TG, Paharghomia TG of Darjeeling.

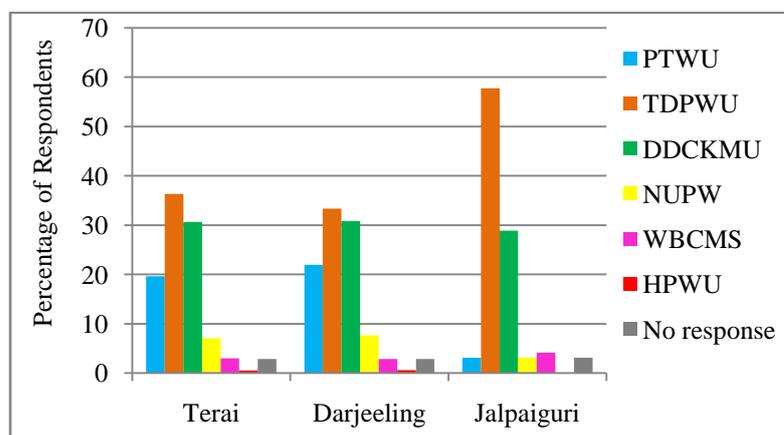


Fig. 6.40: Supported Trade Union

Another 30.60 per cent workers support to DDCKMU (CITU) and found many variations found in the tea gardens of Jalpaiguri (28.87 percent) and Darjeeling (30.83 percent). Whereas 19.65 per cent women support PTWU (AVP) mostly found in Raipur TG, Kamalpur TG, Vijoynagar TG, Bagdogra TG and Singhiajhora TG of Darjeeling. Only 7.09 per cent respondents support to NUPW (Congress) which is found 7.64 per cent and 3.09 per cent in the tea gardens of Darjeeling and Jalpaiguri of the study areas. On the other hand, about 2.99 per cent respondents support to WBCMS (BJP) and mostly found in Shikarpur TG, New Chamta TG of Darjeeling and only 0.50 per cent support in HPWU (Gorkha) of Darjeeling (Fig. 6.40).

❖ **Preferences of Political affiliation for Trade Union:** During the investigation, it is observed that there are many problems in tea gardens which are not focused on in the meeting of trade union yet pay subscription regularly. So there was a question of preferences of affiliation to trade union. Where there are 2 tea gardens named Kamalpur TG, Singhiajhora TG where more than 94.14 per cent women prefer political affiliation to trade union and they think it is difficult to struggle without affiliation of the political party in a trade union. In most of the tea gardens (62.50 per cent and 25 in number) where 81.00-94.14 per cent respondents replied that they prefer political affiliation of their trade union. On the other hand, less than 67.86 per

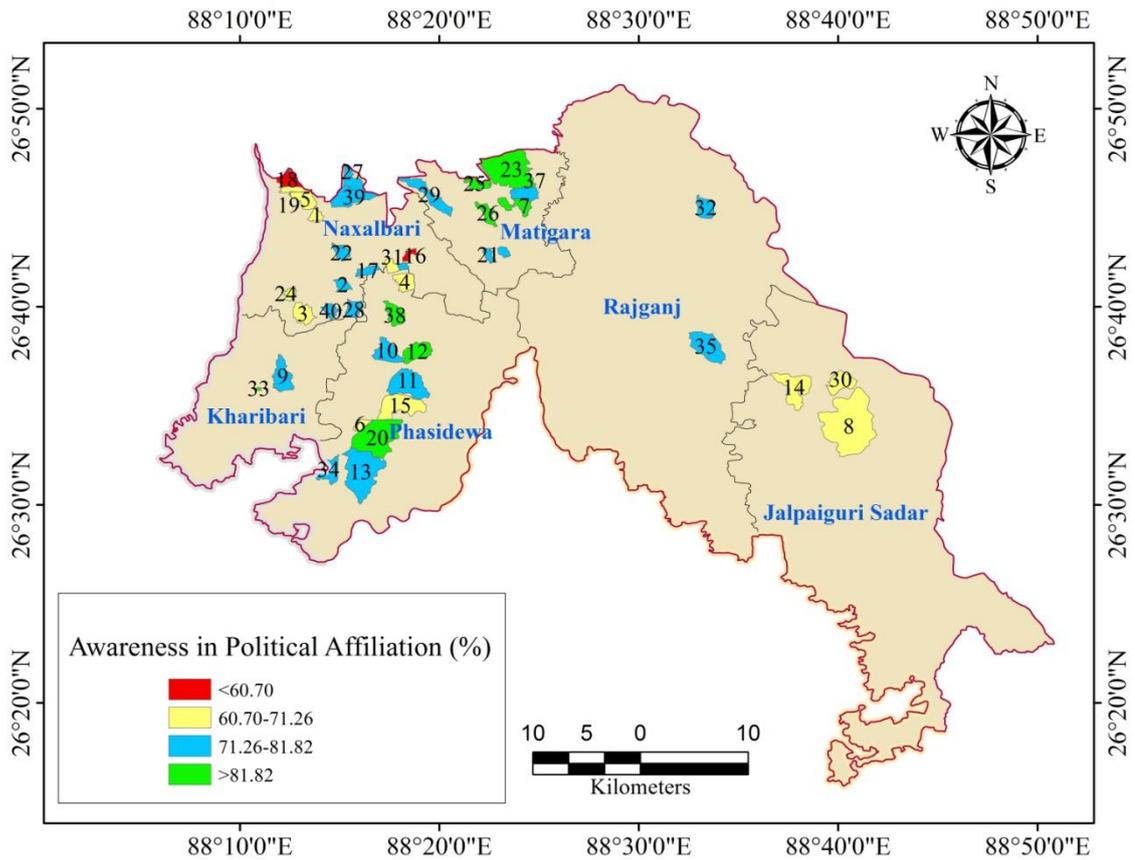
cent respondents prefer the affiliation to a political party for trade union reported in 15.00 per cent tea gardens (6 in number) (Table 6.10).

Table 6.10: Prefer to Political Affiliation for Trade Union

Respondents (%)	Name of TGs	Number of TGs	Percentage of TGs
< 67.86	Raipur TG, Sikarpur TG, Azmabad TG, Marapur TG, Meryview TG, Naxalbari TG,	6	15.00
67.86-81.00	Denguajhar TG, Saraswatipur TG, New Chamta TG, Sukna TG, Ord Terai TG, Gangaram TG, Hansqua TG	7	17.50
81.00-94.14	Satish Ch TG, , Nishchintapur TG, Putinbari TG, Ashapur TG, Atal TG, Kiran Ch TG, Manjha TG, Vijoy nagar TG, Gayaganga TG, Motidhar TG, Sayedabad TG Fulbari TG, Matigara TG, Sannyasithan TG, Jayantika TG, Taipoo TG Joypur TG, Mohorgaon and Gulma TG, Belgachi TG, Paharghomia TG, Bijlimoni TG, Kamala TG Dagapur TG, Trihana TG	25	62.50
> 94.14	Kamalpur TG, Singhiajhora TG	2	5.00
Total	Mean: 81.00, SD: 13.14	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Awareness in Political Party affiliation to Trade Union:** Since, they have no idea about trade union, but know the affiliation of a political party. Where about 40.00 per cent tea gardens (16 in number) where 71.26-81.82 per cent respondents know the political party affiliation to their trade union. More than 81.82 per cent Respondents also know political party affiliation to their trade union reported in Sikarpur TG, Nishchintapur TG, Manjha TG, Meryview TG, Ord Terai TG, Bagdogra TG, Bijlimoni TG of the study areas. Whereas 60.70-71.26 per cent respondents know it well about 27.50 per cent (11 in number) such as Dagapur TG, Mohorgaon and Gulma TG, New Chamta TG, Putinbari TG, Sukna TG, Atal TG, Kamalpur TG, Naxalbari TG, Paharghomia TG, Hansqua TG, Motidhar TG. On the other hand, more than 81.82 per cent respondents know the political party affiliation to their trade union reported 17.50 per cent tea gardens (7 in numbers) (Map 6.4).



Map 6.4: Awareness in Political Affiliation

❖ **Local Leader of Trade Union:** Since, the tea gardens workers are illiterate, much ignorant, backwards so they don't know even name of their panchayat members and local leaders of the trade union. In most of the tea gardens (57.50 per cent and 23 in number) where 77.38-86.45 per cent women know the name of the local leader of their trade union. There are 10.00 per cent tea gardens (4 in number) named Raipur TG, Dagapur TG, Matigara TG, Meryview TG where less than 68.31 per cent Respondents know the name of a local leader of the trade union. Where 68.31-77.38 per cent of respondents know to their local leader found in 15 per cent tea gardens of the study area. On the other hand, there are 17.50 per cent tea gardens (7 in number) such as Joypur TG, Fulbari TG, Trihana TG, Bijlimoni TG, Gayaganga TG, Hansqua TG, Taipoo TG where more than 86.45 percent women know the name of the local leader of the tea gardens (APPENDIX-XXII).

❖ **Attendances in Trade Union Meeting:** The attended in trade union meeting is very important which aware of different socio-economic issues and the problem of tea gardens. Whereas 45.15 per cent respondents regularly attend a trade union

meeting and gate meeting and found a variation in the tea gardens of Jalpaiguri (43.30 per cent) and Darjeeling (45.40 per cent) of the study areas. While 40.92 per cent women attend sometimes in a trade union meeting and gate meeting reported in Shikarpur TG, Saraswatipur TG of Jalpaiguri and Fulbari TG, Matigara TG, Nishchintapur TG, Jayantika TG of Darjeeling. Whereas 9.83 per cent women rarely attended in trade union and gate meeting and mostly found in Raipur TG (32.00 per cent), Denguajhar TG (24.00 per cent) of Jalpaiguri and Paharghomia TG (40.00 per cent), Marapur TG (28.00 per cent) of Darjeeling and only 4.10 per cent women never attended in trade union meeting previously (Fig. 6.41).

❖ **Person attended Trade Union Meeting:** Women's attendance in trade union indicates their involvement and empowerment and during the investigation, it's found the trade union meeting attended by male members of family and women participates in gate meeting of tea gardens. Yet 29.60 per cent women attended independently in meeting found variation in the tea gardens of Darjeeling (29.84 per cent) and Jalpaiguri (27.84 per cent) of the study areas and mostly found in Saraswatipur TG, Denguajhar TG of Jalpaiguri and Sannyasithan TG, Kiran Chandra TG, Dagapur TG of Darjeeling. While 54.23 per cent replied their husband attends the trade union meeting reported 53.73 percent and 53.75 per cent in the tea gardens of Jalpaiguri and Darjeeling respectively. Whereas 7.59 per cent women other member attend in the trade union meeting (elder brother, elder sister, aunt, uncle) of their family which is found much more in the tea gardens of Darjeeling (8.06 per cent) than Jalpaiguri (4.12 per cent). While 5.47 per cent and 1.24 per cent women replied their parent in-laws and parents attend in trade union meeting although in the study area (Table 6.11).

Table 6.11: Attendants in Trade Union Meeting

Region	Self	Husband	Parent in-laws	Parent	Other members	Not attendant	Total
Terai	29.60	54.23	5.47	1.24	7.59	1.87	100.00
Darjeeling	29.84	53.75	5.66	1.13	8.06	1.56	100.00
Jalpaiguri	27.84	53.73	4.12	2.06	4.12	4.12	100.00

Source: Prepared by Researcher based on Field Survey, 2017

❖ **Reason for Joining in Trade Union:** During the investigation, it is observed that there are many for participation in the trade union of tea gardens workers.

Where most of the respondents (43.53 percent) participate in trade unions because of exploitation on welfares and found 52.8 per cent and 42.29 per cent on Jalpaiguri and Darjeeling. While 24.89 per cent women joined for getting welfare benefits and facilities and found in the tea gardens of Jalpaiguri (14.43 per cent) and Darjeeling (24.05 per cent) and mostly reported in Sikarpur TG, Denguajhar TG and Joypur TG of Jalpaiguri and Dagapur TG, New Chamta TG, Kamalpur TG, Sannysithan TG, Vijoynagar TG and Bagdogra TG. Although 18.03 per cent of women joined due to the increase in the wage structure also found in Jalpaiguri (21.65 percent) and Darjeeling (17.54 percent) of the study areas (Fig. 6.42). About 13.43 per cent respondents joined in a trade union for unity among tea gardens workers of the study area reported in the tea gardens of Jalpaiguri (8.25 per cent) and Darjeeling (14.14 per cent) of Terai areas.

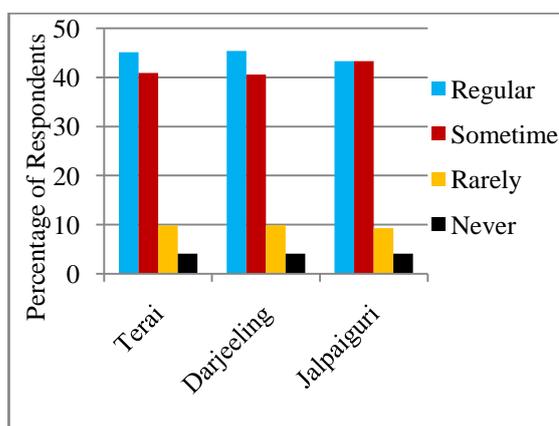


Fig. 6.41: Attended Trade Union Meeting

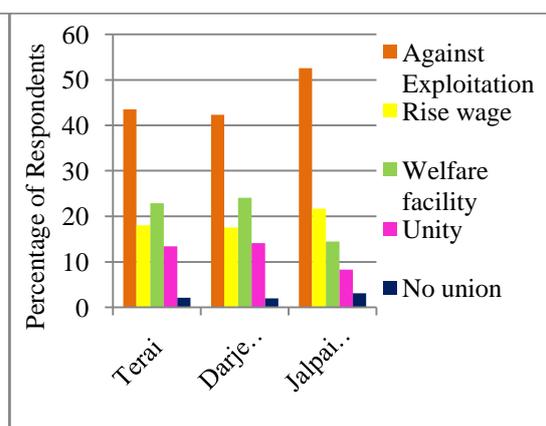


Fig. 6.42: Reason to Join in Union

❖ **Level of Satisfaction on the function of Trade Union:** The tea gardens workers (permanent and temporary) are involved in trade union and the workers paid subscription yearly for their trade union. Where most of the women (43.41 per cent) are just satisfied on function of trade union and reported in Joypur TG (50.00 percent), Saraswatipur TG (54.17 per cent), Shikarpur TG (61.90 per cent) of Jalpaiguri and New Chamta TG (50.00 percent), Putinbari TG (72.73 percent), Azmabad TG (50.00 percent), Sannaysithan TG (62.50 percent), Hansqua TG (40.00 percent), Kiran Chandra TG (50.00 percent), Matigara TG (47.37 percent), Mohorgaon and Gulma TG (47.83 percent), Fulbari TG (45.00 percent), Denguajhar TG (29.41 percent), of Darjeeling. While 29.23 percent of women are moderately satisfied found 24.74 per cent and 29.84 per cent in the tea gardens of Jalpaiguri and Darjeeling comparatively. Near about 3.73 per cent women are highly satisfied on

function of trade union and reported in Joypur TG (12.50 per cent) and Denguajhar TG (5.88 per cent) of Jalpaiguri and Sukna TG (15.00 per cent), Marapur TG (8.33 per cent), Trihana TG (9.52 per cent), GangaramTG (10.53 per cent), Motidhar TG (10.53 per cent) of Darjeeling. On the other hand, 22.51 per cent respondents not at all satisfied on trade union function where they replied welfare of tea garden workers not highlighted on trade union meeting and activities. Although, about 1.12 per cent respondent did not the response to their satisfaction on trade union (Table 6.12).

Table 6.12: Satisfactions on Functions of Trade Union

Region	Highly	Moderately	Just satisfy	Not at all	No response	Total
Terai	30(3.73)	235(29.23)	349(43.41)	181(22.51)	9(1.12)	804(100.00)
Darjeeling	26(3.68)	211(29.84)	46(47.42)	160(22.63)	7(0.99)	707(100.00)
Jalpaiguri	4(4.12)	24(24.74)	303(42.46)	21(21.65)	2(2.06)	97(100.00)

Source: Prepared by Researcher based on Field Survey, 2017

6.10 Overall Economic Condition of Women: Since tea gardens, people mostly belong to tribal communities and their economic condition is vulnerable. Their source of income is wages from tea gardens which is much nominal for living. Due to their illiteracy and ignorance, they are highly deplorable. Their income from livestock is very poor. Due to meager wages, they borrow loans from microfinance for family maintenances and performed ceremonies. Their expenditure is also very reckless, special of male members because they spend their earning mostly for drinking, so women control the families expenditure with their food to mouth situation. They think due to their illiteracy and unskilled, the opportunities of works are limited for them so their occupational diversity is poor. Although women who involve in other sectors of work such as ASHA, ICDS, Government and NGOs, they are relatively aware of earning and economic planning in the future. To assess the economic condition of women in the tea gardens of the study area, 24 economic parameters have been considered related to women's economic aspects such as Respondent handling cash earning in family, Per capita Income of Family, Per capita Expenditure of Family, Earning member of family, Average Homestead land of family, Average agricultural land of family, Households possess mobile phone, respondents want to change their present profession, respondents want to purchase land in outside TG, respondents

having NREGA job cards, respondents participate in NREGA work, respondents enjoying loan, respondents have savings for future, Average tea leaves plucking in Lean season, Average tea leaves plucking in peak season, Respondents engaged in work of outside Tea gardens, Respondents Satisfied with their earnings, Average year of experience in their

Table no 6.13: Economic condition of women in tea gardens

Economic Condition (CI-Score)	Name of TGs	Number s of TGs	Percentag e of TGs
Low (< 91.40)	Denguajha TG, Raipur TG, Gangaram TG, Satish chandra TG, Taipoo TG, Joypur TG, Saraswatipur TG, Sikarpur TG, Ord terai TG	10	25.00
Moderate Low (91.40-96.75)	Fulbari TG, Matigara TG, New Chamta TG, Manjha TG, Sannysithan TG, Trihana TG, Vijaynagar TG, Hansqua TG, Jayantika TG, Singhiajhora TG	10	25.00
Moderate (96.75-101.92)	Sukna TG, Motidhar TG, Nischintapur TG, Naxalbari TG, Pahar ghomia TG, Putinbari TG, Bagdogra TG, Bijlimoni TG, Kiran Chandra TG, Azmabad TG	10	25.00
Moderately high (> 101.92)	Kamalpur TG, Marapur TG, Meryview TG, Mohorgaon and Gulma TG, Kamala TG, Ashapur TG, Atal TG, Gayaganga TG, Sayedabad TG, Belgachi TG, Dagapur TG	10	25.00
Total	Q ₁ : 91.40, Q ₂ : 96.75, Q ₃ : 101.92, Q ₄ : 226.04	40	100.00

Source: Prepared by Researcher based on Field Survey, 2017

Occupation, Respondents engaged in Job after marriage, Respondents engaged in Job before marriage, Respondents benefitted from the Tea gardens facilities(triple, umbrella), Average income from livestock. Mean and Standard Deviation are calculated of each variable and weightage of each variable is framed up which is Mean divided by Standard Deviation and all the variables are multiplied with their weightage. Finally summation of all the variables (after multiplied with weightage) is divided by summation of weightage of all the variables. The Composite Indices of each tea garden is calculated which is composite Index of any tea gardens divided by average Composite Index of all sample tea gardens and multiplied with 100 (APPENDIX-XXIII). After the calculation of composite indices, the score has been divided into four groups (Table 6.13) based on quartile i.e Low (< 91.40), Moderate Low (91.40-96.75), Moderate (96.75-101.92) and Moderate high (> 101.92). It is found

that there are 25.00 per cent tea gardens (10 in number) named Denguajha TG, Raipur TG, Gangaram TG, Satish Chandra TG, Taipoo TG, Joypur TG, Saraswatipur TG, Sikarpur TG, Ord terai TG. All the tea gardens of Jalpaiguri fall in these categories. The moderate economic condition of tea garden women reported in 10 tea gardens (i.e. Sukna TG, Motidhar TG, Nischintapur TG, Naxalbari TG, Paharghomia TG, Putinbari TG, Bagdogra TG, Bijlimoni TG, Kiran Chandra TG, Azmabad TG) of the study area. On the other hand, in 25.00 per cent tea gardens of the study area such as Kamalpur TG, Marapur TG, Meryview TG, Mohorgaon and Gulma TG, Kamala TG, Ashapur TG, Atal TG, Gayaganga TG, Sayedabad TG, Belgachi TG, Dagapur TG where economic condition of tea garden women is moderate-high.

6.11 Conclusion: Since the work in tea gardens is the main occupation of the study area who's daily wages structure is very poor as well as nominal for living. Although it is observed that the earning members of each family are 2-3, where at least one member of the family is permanent workers in most of the households. The households with no permanent workers are also found in the tea gardens and condition is vulnerable because they deprived of provisional welfare facilities because casual workers get work only in peak season and no welfare benefits are allowed to them and remaining period they stay either in home and some time work (constructional labour, stone crushing) in outside of tea gardens. Least occupational diversification is found among women in the study areas such as ASHA, Nurse, ICDS, Privates and daily labour and Government services. The workers work other than tea garden are much aware of different issues and schemes of the government due to interaction with outside people. Moreover, the economic condition of the workers depends on plucking efficiency in peak season and some welfare benefits (P.F, Gratuity). They earn more and save during the peak season due to plucking doubling (overtime) and by which they control their families in the lean season. The reckless expenditure is also responsible for their poverty. They spend their weekly wages within 2-3 days and don't think about the rest of the days of the week because of their habit of drinking and ignorance. Due to economic hardship, they loans from microfinance (*Bandhan Bank*, SHGs) for the purposes of income-generating activities such as petty business, animal husbandry and manage their households etc. the households also suffering from debts for the purposes of repairing houses and maintain families although the amount of debt is not so much. To the development of

the tea gardens, women of the tea gardens may be empowered economically for involving in many income-generating programmes such as cloth stretching, sewing, sewing mat, tailoring and encourage to traditional handicraft with local raw materials. The family members, who are not employed yet in tea gardens they may practice in dairy farming, pig farming and organic grower alter the source of income with the assistance of block administration of the district and upper administration.

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Plate 6.1: Women returning from work, Azmabad TG



Plate 6.2: Livestocks in HHs, Gayaganga TG



Plate 6.3: Rearing of Pig, Bagdogra TG



Plate 6.4: Rearing of Poultry, Putinbari TG



Plate 6.5: Kitchen Gardening, Trihana TG



Plate 6.6: Heap of Straw, Vijoyanagar TG